

## Letter from K. Craig Kent, MD Dean of the College of Medicine

We are committed to inclusive excellence and the advancement of women at The Ohio State University College of Medicine.

Women currently comprise 40 percent of medical school faculty in the United States. The percentage of women faculty at the College of Medicine continues to trend upward. However, opportunities exist to improve the advancement of women faculty through the academic ranks and into leadership roles. To succeed as a premier academic medical center and lead in these efforts, we must have the full participation of our talented faculty.

We are working closely to achieve measurable improvements in the advancement of women at the Wexner Medical Center. The Ohio State's [Women in Medicine and Science Committee \(WIMS\)](#) has recently begun formal strategic planning for the first time, to clarify its mission and strengthen its objectives and programming. WIMS will also host an open forum in the early fall to seek input from faculty members.

In September, WIMS will host Dr. Carol Bates, associate dean for faculty affairs at Harvard Medical School and immediate past president of the Group on Women in Medicine and Science of the AAMC. We hope to gain valuable gender equity insights from her that will advance our goals.

In collaboration with our chief diversity officer, Leon McDougle, MD, MPH, we are working to improve how we hire new faculty, using evidence-based search and hiring procedures that promote equity.

This is a time of major growth and change in the medical center. Our success will depend on the excellence of our faculty—and continued growth of an inclusive environment where everyone can reach their full potential.

K. Craig Kent, MD

