

Advocacy sub-committee

Co-chairs: Gloria Fleming (Gloria.Fleming@osumc.edu) and Susan Massick (Susan.Massick@osumc.edu)

The advocacy sub-committee is focused on increasing promotion and tenure rates among women faculty, concentration on advancement initially of Associate to full Professor. The aim will be to raise awareness of this effort among the Chairs and assist them in identifying women faculty candidates and ensure they are ascending along the promotion track appropriately. Additionally, this committee will also serve to influence female representation in search committees as well as advocate for hiring practices within divisions and departments that are inclusive of women and underrepresented minorities. We will be determining the best practices for implementing these objectives and meeting with leadership and chairs to make sure they are being implemented.

Awards sub-committee

Chair: Arwa Shana'ah (Arwa.Shanaah@osumc.edu)

The focus of the awards sub-committee is to increase opportunities for leadership education by highlighting accomplishment of women faculty through award nominations. The main focus of this committee will be to continue to nominate and sponsor women faculty for Early and Mid career AAMC Women Faculty Leadership Seminars. The committee will work to further develop new leadership training opportunities for women locally at OSU (such as the Faculty Leadership Institute) and Nationally (such as ELAM and other workshops and conferences). Finally, the committee will work to create new award/leadership opportunities.

Communication sub-committee

Chair: Vivien Lee (Vivien.Lee@osumc.edu)

The Communications sub-committee is responsible for developing and maintaining WIMS related communications among OSU College of Medicine women faculty. Main responsibilities include publishing the WIMS newsletter (every 4 months) and updating the WIMS webpage. The committee also will look to develop new WIMS facebook and twitter communications and highlight ongoing WIMS activities through local sources such as on One Source.

Data sub-committee

Co-Chairs: Brandon Biesiadecki (Brandon.Biesiadecki@osumc.edu); Beth Panchal (Bethany.Panchal@osumc.edu)

Developing the power behind the argument! The goal of the Data sub-committee is to gather and analyze data to support the overall goals and objective of WIMS. This committee will work to develop and maintain standard metrics describing the standing of women faculty at the Ohio State University

College of Medicine for internal and external benchmarking. The committee will also work to develop data as the argument to support other WIMS sub-committee initiatives such as supporting increased promotion of women faculty from Associate to Full Professor and supporting College and Departmental search committees. The committee will divide into sub-groups working to develop these data sets and meet monthly to develop and review data.

Events sub-committee

Co-chairs: Erica Bell (Erica.Bell@osumc.edu) and Zarine Shah (Zarine.Shah@osumc.edu)

In alignment with the goals of WIMS, the events sub-committee works year round to conceptualize, plan and present events on behalf of WIMS and FAME. Approximately 4-6 events are held annually and are typically spread out once every few months.

Until now, the sub-committee co-chairs have done this with the help of FAME and we would like to have more people involved in this group so we can think of new events and also to potentially do more events every year. The planning process is variable depending on the type of event, but typically involves getting in touch with panel faculty or visiting faculty and coordinating the appropriate time and venue for the event.

A list of events done this past year are:

1. Social Media in medicine- initial presentation by panel faculty – Christina Arnold, Darrell Gray and Drew Shirley.
2. WIMS annual symposium – grand rounds by Dr. Carol Bates (Harvard) – Equity for women in academic medicine
3. WIMS Town Hall meeting – “We are all WIMS”- informal meeting of interested faculty to brainstorm perceived obstacles to advancement and to also think about solutions and innovative ideas for helping faculty overcome these obstacles. This was attended by both female and male faculty members and was very well received by the audience. A lot of great ideas were discussed at this meeting.
4. Guest Lecture- “Understanding and responding to the Imposter Syndrome” – Dr. Valerie Young- co-sponsored by WIMS, ADVANCE, the Womens’ Place and College of Engineering.
5. Social Media in Medicine – Follow up lectures with an interactive/ hands on component

Coming soon:

1. Guest lecture “Power of Persuasion at work” – Tanya Menon, PhD- Associate Professor at the Fisher School of Business – 03/06/2019.
2. WIMS Annual Speaker symposium – “Mentorship” – 03/19-03/20 – Dr. Audrey Murrell – University of Pittsburgh, School of Business.

Being part of the events sub-committee is a great experience and a wonderful opportunity to network with colleagues from varied disciplines. We have been able to develop new contacts through the medical center and also with colleagues at the university level.

We expect that there will be monthly meeting with all those in this group, which will likely be over the phone. Also, a large part of the organizing and discussion will be via emails. Co-chairs will present updates to the WIMS steering committee at the monthly WIMS meetings.

We look forward to getting more faculty involved in this sub-committee.