

Psychiatry
Internal Medicine
Orthopaedic Surgery
& Sports Medicine
career
Anesthesiology
dynamic growth
Pathology &
Laboratory Medicine
empower citizenship
physician
education scholarship
Ophthalmology
& Visual Sciences
programming
Pediatrics
Pharmacology
& Nutritional Sciences
engagement
potential professional
Radiation Medicine
networking **inclusion**
Molecular & dynamic
Cellular Biochemistry
programming
leadership

Obstetrics &
Gynecology
Behavioral Sciences
support
medicine
Family & mentorship
Community Medicine
Molecular & Cellular Biochemistry
Clinical Residents & Fellows
awards
competitive impact
physician
Behavioral
Sciences
skills experience
potential competitive
Neuroscience
foundation
& Nutritional Sciences
faculty
engagement
potential professional
Radiation Medicine
networking **inclusion**
Molecular & dynamic
Cellular Biochemistry
programming
leadership

equity education
faculty Potential
Radiation Medicine
clinical practice
multidisciplinary
Neurology
pipeline
professional
sponsorship
citizenship education
Psychiatry
women
Postdoctoral Scholars
engagement
Gynecology
Obstetrics &
Physical Medicine & Rehabilitation
honors competitive
skills leadership collaborative
Orthopaedic Surgery & Sports Medicine
medicine
collaborative
sponsorship **women**
Emergency Medicine
Neuroscience
Impact Research

celebrate Pediatrics:
Pharmacology &
Nutritional Sciences
pipeline
advancement
mentorship commitment
physician
dedication experience
development
Urology impact
promote leaders
mission dynamic
scientist
support Radiology
support
Urology dedication
inclusion
mentorship
clinical practice potential
Postdoctoral Scholars
engagement
programming
scientist
Molecular &
Cellular Biochemistry
peers vibrant

Ophthalmology &
Visual Sciences honors
Microbiology, Immunology,
& Molecular Genetics promotion
mentorship commitment
Toxicology & Cancer Biology
Physical Medicine & Rehabilitation
opportunity
Neurology
diversity
Medical Students
collaborative leaders
multidisciplinary
women
mission
foundation honors
peers impact
Behavioral Sciences
promote
Graduate Students mission
inspire Postdoctoral Scholars
& Molecular Genetics
faculty advancement
Graduate Students
Physiology
multidisciplinary
Emergency
Medicine

Physiology Orthopaedic
pipeline Surgery &
experience Sports Medicine
Toxicology & Cancer Biology
engagement vibrant
Pediatrics Pharmacology & Nutritional Sciences
Medical Students women
Emergency Neuroscience
Medicine promote scientific
opportunity
Obstetrics &
Gynecology
Graduate
Students
networking
clinical practice
commitment
Anesthesiology
empower honors
Neurology
scholarship
career growth
physician
scientist
sponsorship
volunteer
commitment peers
Medical Students
equity celebrate
professional

Radiation Medicine
Clinical Residents **career**
& Fellows tenure Pathology & promotion
opportunity promotion Laboratory Medicine
Internal Medicine research commitment
peers Obstetrics & foundation
inspire Gynecology
equity
faculty
development
research Urology
Postdoctoral Scholars
competitive awards
volunteer
Family & Community Medicine Surgery
Ophthalmology & Visual Sciences
Family & Community Medicine
scientist networking
experience advancement
Behavioral Sciences
Radiation Medicine
multidisciplinary
education **equity**
Toxicology &
Cancer Biology promotion
development physiology Pathology & empower
Internal Medicine Laboratory Medicine
Clinical Residents & Fellows
empower vibrant

WOMEN IN MEDICINE AND SCIENCE

THE FIRST THREE YEARS: 2015-2018

CONTENTS

1	8	11
Getting Started: Founding Chair’s Message	By-laws Subcommittee	Mentoring & Program Subcommittees
2	9	14
Executive Committee	Communications Subcommittee	Task Forces
4	10	16
Subcommittees & Task Forces	Membership & Nominating Subcommittee	Liaisons
5		17
Awards & Honors Subcommittee		Future Directions: Incoming Chair’s Message

WIMS PURPOSE & MISSION

- To create a supportive network of junior and senior women faculty, establish a stable foundation, and generate opportunities for career advancement.
- To provide opportunities and forums for mentoring and development by identifying the areas of greatest need, and plan relevant and focused programming to meet those needs.
- To extend mentorship and networking opportunities to students and trainees (medical students and clinical fellows/residents, graduate students, and postdoctoral scholars).
- To engage all college women faculty, trainees, and students as at-large WIMS members.

TIMELINE OF MILESTONES



“WIMS has been critically important to the College of Medicine’s mission to grow a culture of diversity and inclusion.

Since its inception, this group of outstanding leaders has contributed to the overall faculty development and to the commitment to provide the best service to the patients we care for, the students and trainees we educate, our researchers and their groundbreaking discoveries, and the community we engage.”

Robert S. DiPaola, MD
Dean, College of Medicine

ACKNOWLEDGMENTS:

Authors: M. Elizabeth Oates, MD, and Briana Dore; Art Director: James Carr; Illustrator and Graphic Designer: Karen Billings; Printer: Welch Printing; Event Photographs: Dana Rogers Photography (2015, 2016) and David Young Digital Photography, LLC (2017). A publication supported by University of Kentucky College of Medicine Office of the Dean.

Printing funded by Departments of: Microbiology, Immunology & Molecular Genetics (Rebecca Dutch, PhD), Molecular & Cellular Biochemistry (Beth Garvy, PhD), Obstetrics & Gynecology (Wendy Hansen, MD), Pharmacology & Nutritional Sciences (Nada Porter, PhD), Physical Medicine & Rehabilitation (Susan McDowell, MD), Radiology (M. Elizabeth Oates, MD), and Toxicology & Cancer Biology (Daret St. Clair, PhD).

Getting Started: Founding Chair’s Message

On February 6, 2015 then-Dean of the College of Medicine, Frederick C. de Beer, MD, called me to his office. Dr. de Beer expressed his wish to revitalize the Women in Medicine and Science (WIMS) program with our efforts focused on formal mentoring and career development of women faculty.

Soon thereafter, on March 18 and June 1, the WIMS Executive Committee kicked off with a small group of committed clinical and basic science faculty. The charter members included Sandra Beck, MD, Kara Kennedy, DO, Kristine Lohr, MD, Susan McDowell, MD, Kathleen O’Connor, PhD, Lumy Sawaki, MD, PhD, Susan Smyth, MD, PhD, Carol Steltenkamp, MD, Hollie Swanson, PhD, Lisa Tannock, MD, Nancy Webb, PhD, and myself. A program coordinator was appointed and a budget was allocated. Thus, the UK College of Medicine chapter of the Association of American Medical Colleges (AAMC) Group on Women in Medicine and Science (GWIMS) was established.

Initially, the group discussed topical literature and compared our faculty demographics to the AAMC. We were mostly consistent with benchmarks; it was readily apparent, however, that women were underrepresented nationally in domains such as leadership and promotion and tenure. We needed to dig deeper, and helped craft a survey to understand faculty needs around mentorship, career development and advancement, as well as potential barriers to success.

We organized a comprehensive executive committee inclusive of all clinical and basic science departments, developed an organizational structure with subcommittees and task forces, and met monthly in the dean’s conference room. Within a few months, we expanded our WIMS efforts to include representatives from the vital pipeline of students and trainees.

Indeed, WIMS is now a vibrant organization that engages all women constituencies — faculty, trainees, students — across the college. Grounded in networking and mentorship, our missions are supported by relevant, focused program planning. Our major annual event in early November, WIMS Day, features a nationally renowned visiting professor who delivers lectures to the UK community and hosts tailored workshops throughout the day.

In February 2018, the executive committee leadership held its inaugural retreat. We reviewed the current slate of activities, mapped out future directions, articulated mission, vision, goals, and strategies, and discussed succession planning. Incoming-chair, Kristine Lohr, MD, professor of medicine, will lead WIMS efforts for the next two years.

It has been an honor to have served as the founding chair. Now three years old, WIMS has become part of the fabric of the college. In fact, shortly after his appointment in April 2016, Dean Robert S. DiPaola, MD, designated WIMS as one of his initiatives. I envision many more opportunities ahead, more innovative ideas to work on, more successes to celebrate, and undoubtedly a few more challenges to overcome. In closing, I would be remiss not to acknowledge our program coordinators, each of whom made lasting contributions to WIMS during her tenure: Brandy Lawson, Lana Spicer, Anna Chalfant, Briana Dore, and Laura Rose.



M. Elizabeth Oates, MD

M. Elizabeth Oates, MD
Professor of Radiology and Medicine
2015-2018 Founding Chair, WIMS Executive Committee

FEB 2015 Charged by Dean Frederick C. de Beer, MD	AUG 2015 Established liaison with Office of Faculty & Professional Development	NOV 2015 Hosted inaugural WIMS Day	JUN 2016 Created by-laws	AUG 2016 Reaffirmed as “college initiative” by Dean Robert S. DiPaola, MD	OCT 2016 Launched website	MAY 2017 Presented to Faculty Council	NOV 2017 Hosted 3rd Annual WIMS Day	FEB 2018 Held inaugural Executive Committee Retreat
MAR 2015 Founded faculty Executive Committee	OCT 2015 Expanded Executive Committee to include students & trainees	Established liaison with UK Women’s Executive Leadership Development Program		Established liaison with Office of Diversity & Inclusion	SEP 2016 Presented to Council of Chairs & Center Directors	NOV 2016 Hosted 2nd Annual WIMS Day	Presented poster at AAMC/GWIMS meeting	JUN 2018 Transitioned Leadership

EXECUTIVE COMMITTEE



Some members of the WIMS Executive Committee in October 2017: (as seen from front to back, left to right) Anna Chalfant, Laura Rose, M. Elizabeth Oates, MD, Amy DiLorenzo, MA, Kristine Lohr, MD, Sara Police, PhD, Donna Wilcock, PhD, Lily Rodgers, Shaista Valley, OD, Kathleen O’Connor, PhD, Lumy Sawaki Adams, MD, PhD, Catalina Vélez-Ortega, PhD, Hollie Swanson, PhD, April Richardson Hatcher, PhD, Renay Scales, PhD, Amy Hessler, DO, Amy Meadows, MD, Regina Fragneto, MD, and Meriem Bensalem Owen, MD

As an inclusive organization, our goal is representation from all targeted constituencies throughout the college. Each clinical and basic science department chair is encouraged to propose at least one woman faculty member; some departments may have two or more representatives commensurate with their larger size.

The executive committee includes representatives from each student (graduate, medical) and trainee (postdoctoral scholar, postgraduate clinical) group; these pipeline members are appointed by their respective affiliations. Having pipeline members emphasizes the importance of the continuum throughout the entirety of the academic experience. By engaging women early in their careers, they will gain the experience to become the leaders of tomorrow.

The executive committee is led by an appointed chair. The chair presides over meetings, provides guidance to each subcommittee and task force, and interfaces with the dean’s office.

Chair



M. Elizabeth Oates, MD
(March 2015 – June 2018)
Rosenbaum Endowed Chair of Radiology
Professor of Radiology and Medicine
Chair, Department of Radiology
Chief, Division of Nuclear Medicine & Molecular Imaging

“Putting together an executive group was easy because so many women faculty are interested in working on this.”
M. Elizabeth Oates, MD
Professor of Radiology and Medicine
October 2015

All inaugural executive committee members served up to three academic years, July 2015 - June 2018. Going forward, members serve a two-year term of office with an option for reappointment. Each executive committee member is expected to lead and/or participate in at least one subcommittee or task force.

The executive committee is a valuable resource to the college. Members are available to lead or participate in interdepartmental and interdisciplinary search committees and faculty recruitment efforts across the college, particularly for women candidates.

Critical liaisons throughout the college link the WIMS Executive Committee to the dean’s office (Diversity & Inclusion, Faculty & Professional Development), the main campus (WELD), and the national organization (AAMC/GWIMS).

ORGANIZATIONAL CHART



EXECUTIVE COMMITTEE MEMBERSHIP: 2015-2018

	2015	2016	2017	2018
FACULTY REPRESENTATIVES	MAR MAY JUL SEP NOV	JAN MAR MAY JUL SEP NOV	JAN MAR MAY JUL SEP NOV	JAN MAR MAY JUN
ANESTHESIOLOGY				Amy DiLorenzo, MA
BEHAVIORAL SCIENCE		Regina Y. Fragneto, MD		
		Claire D. Clark, PhD		
		Carol L. Elam, EdD		
EMERGENCY MEDICINE		Rebecca C. Bowers, MD	Allison C. Rains, MD*	Amy E. Dahlgren, MD
FAMILY & COMMUNITY MEDICINE			Ginny L. Gottschalk, MD	
INTERNAL MEDICINE		Susanne M. Arnold, MD		Kristy S. Deep, MD
	Susan S. Smyth, MD, PhD			
	Lisa R. Tannock, MD			
	Kristine M. Lohr, MD			
MICROBIOLOGY, IMMUNOLOGY & MOLECULAR GENETICS			Katerina Wolf, PhD	
MOLECULAR & CELLULAR BIOCHEMISTRY		Kathleen L. O’Connor, PhD		
NEUROLOGY			Meriem K. Bensalem Owen, MD	
			Amy E. Hessler, DO	
NEUROSCIENCE			April Richardson Hatcher, PhD	
OBSTETRICS & GYNECOLOGY		Wendy F. Hansen, MD	Leslie A. Appiah, MD*	Rachel W. Miller, MD
OPHTHALMOLOGY & VISUAL SCIENCES			Julia C. Stevens, MD	Shaista Vally, OD
ORTHOPAEDIC SURGERY & SPORTS MEDICINE			Kimberly A. Kaiser, MD	
PATHOLOGY & LABORATORY MEDICINE			Molly M. Tovar, MD	Amy S. Gewirtz, MD
PEDIATRICS	Carol L. Steltenkamp, MD			
PHARMACOLOGY & NUTRITIONAL SCIENCES		Nancy R. Webb, PhD		Sara B. Police, PhD
		Hollie I. Swanson, PhD		
		Susan M. McDowell, MD		
		Lumy Sawaki Adams, MD, PhD		
PHYSIOLOGY			Donna M. Wilcock, PhD	
PSYCHIATRY			Amy L. Meadows, MD	
RADIATION MEDICINE			Janelle A. Molloy, PhD	
RADIOLOGY	M. Elizabeth Oates, MD			
SURGERY	Sandra J. Beck, MD			Meera Gupta, MD
TOXICOLOGY & CANCER BIOLOGY			Cynthia L. Talley, MD	
UROLOGY			Mary Vore, PhD	
			Katie N. Ballert, MD	
STUDENT & TRAINEE REPRESENTATIVES				
MEDICAL STUDENTS		Victoria de Leon		
		Lily Rodgers		
			Fatima Yadudu	
GRADUATE MEDICAL EDUCATION RESIDENTS & FELLOWS			Amanda Faulkner, MD	
			Jennifer Whittington Harris, MD, PhD	
GRADUATE STUDENTS	Jennifer Gooch			
POSTDOCTORAL SCHOLARS			Kendra Staggs	
			A. Catalina Vélez-Ortega, PhD	
LIAISONS				
AAMC/GWIMS			Susan M. McDowell, MD	
OFFICE OF DIVERSITY & INCLUSION			Lumy Sawaki Adams, MD, PhD	
			Anita Fernander, PhD	
OFFICE OF FACULTY & PROFESSIONAL DEVELOPMENT				Renay Scales, PhD
WELD		Michael L. Rowland, PhD		
		Hollie I. Swanson, PhD		
PROGRAM COORDINATORS				
	Brandy Lawson	Lana Spicer	Anna Chalfant	Laura Rose
				Briana Dore
KEY:	Members Continuing			
	*Former UK Faculty			

SUBCOMMITTEES & TASK FORCES

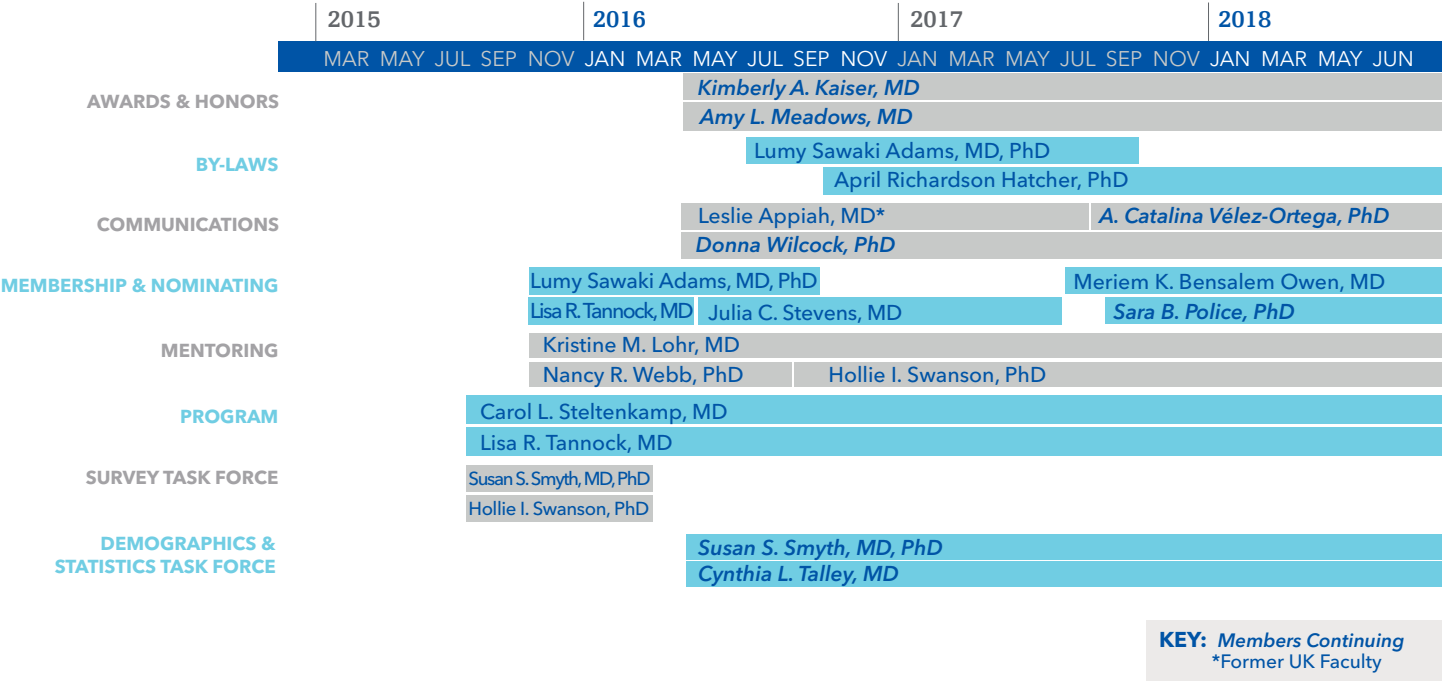
The subcommittees carry out the core WIMS functions that support our purpose and mission. The task forces investigate and report back on specific issues relevant to WIMS. Each subcommittee and task force is led by one or two executive committee members who serve as chair or as co-chairs. Subcommittee and task force sizes are commensurate with the scope of their activities throughout the year.

The leaders of each subcommittee are charged with completing and refreshing their membership rosters, and meeting with their respective teams to plan, develop, and execute their functions, develop their own goals, and devise their own strategies.

All college women faculty, trainees, and students outside of the executive committee are considered WIMS members-at-large. All are encouraged to participate in our subcommittees and task forces.

Each subcommittee and task force reports periodically at the monthly executive committee meetings. Their reports are included in the executive summary distributed and posted on the WIMS website to keep our college-wide membership informed and engaged.

SUBCOMMITTEE & TASK FORCE LEADERSHIP: 2015-2018



AWARDS & HONORS SUBCOMMITTEE

Purpose & Functions

Create and define awards; comply with UK and College of Medicine guidelines regarding university standards and policies for awards; develop and publish clear selection criteria for each award; establish an unbiased and fair voting process; set timeframes for annual nomination and selection process; determine budget; solicit nominations, make selections, and present awards to recipients at major WIMS functions.

Co-Chairs



Kimberly Kaiser, MD, MPH (April 2016 – present)
Assistant Professor of Orthopaedic Surgery & Sports Medicine
and Family & Community Medicine
Department of Orthopaedic Surgery & Sports Medicine



Amy L. Meadows, MD, MHS (April 2016 – present)
Assistant Professor of Psychiatry and Pediatrics
Assistant Program Director, Triple Board Residency
Department of Psychiatry
Director, Pediatric Psychiatry Consult-Liaison Service
at Kentucky Children’s Hospital

Recognizing executive committee members who participated in the awards & honors subcommittee:

- Carol L. Elam, EdD
- Amy S. Gewirtz, MD
- Ginny L. Gottschalk, MD
- Amy E. Hessler, MD
- Molly M. Tovar, MD
- Katerina Wolf, PhD

Kimberly Kaiser, MD, and Amy Meadows, MD, have served as co-chairs of this subcommittee since its inception in April 2016. Under their leadership, the subcommittee currently offers three awards presented at our annual WIMS Day event as well as several travel awards throughout the year.

LEADERSHIP AWARD

Purpose
To acknowledge the contributions and accomplishments of women.

Criteria
Evidence of professional excellence in her individual career; evidence of recognition as a leader at the university and/or national level; evidence of involvement in programs and initiatives related to the support of women’s careers; evidence of effort to influence or institute a positive cultural change regarding the careers of women.

MENTORSHIP AWARD

Purpose
To recognize an outstanding mentor who has helped women in their careers.

Criteria
Success as a mentor and role model for women (including faculty, trainees, students, and staff); models a solid record of professional excellence; makes efforts to influence positive cultural change; shows a steadfast commitment to enhanced collaboration and productive relationships with UK faculty and staff at all levels; works to create a respectful environment through collaboration.

RISING STAR AWARD

Purpose
To recognize and promote the accomplishments of women who are still in training.

Criteria
Demonstrated leadership at the college or university level; professional excellence in the individual’s career; serves as a role model for her colleagues.



AWARDS & HONORS SUBCOMMITTEE – ACTIVITIES & HIGHLIGHTS

In 2016, WIMS received more than 50 nominations for its inaugural awards for Leadership, Mentorship, and Rising Star. In 2017, a similar number of nominations was received. We expanded our WIMS Day Rising Star Award to recognize two women in training: a student and a postgraduate trainee.

“I was very honored to have received this award ... [only award] displayed in my office ... listed on my CV.”

Susan Smyth, MD, PhD
Professor of Medicine

“[The WIMS Mentorship Award] validated the time I commit to mentoring and reinforces my willingness to continue ...”

Lisa Tannock, MD
Professor of Medicine

WIMS DAY AWARDS			
	2016	2017	2018
LEADERSHIP AWARD	Susan Smyth, MD, PhD Cardiovascular Medicine	Hollie Swanson, PhD Pharmacology & Nutritional Sciences	Will be announced November 8, 2018
Presented to a woman faculty member who serves as a leader in her profession.			
MENTORSHIP AWARD	Arundathi Reddy, MD Anesthesiology	Lisa Tannock, MD Endocrinology & Molecular Medicine	Will be announced November 8, 2018
Presented to a woman or man faculty member who serves as a mentor and role model for UK women.			
RISING STAR AWARD	Catherine Mannon Medical Student Class of 2017	Chelsea Barrett Graduate Student, Molecular & Cellular Biochemistry, Class of 2020	Will be announced November 8, 2018
STUDENT			
POSTGRADUATE		Kristin Hoffman, DO Resident, Anesthesiology Class of 2019	Will be announced November 8, 2018
Presented to an outstanding woman student or postgraduate professional-in-training in the college.			

Top (left to right): Kimberly Kaiser, MD, and Arundathi Reddy, MD, 2016; Dean Robert DiPaola, MD, and Kristin Hoffman, DO, 2017; Amy Meadows, MD, Susan Smyth, MD, PhD, Catherine Mannon, and Kimberly Kaiser, MD, 2016; Lisa Tannock, MD, Chelsea Barrett, and Kristin Hoffman, DO, 2017; Hollie Swanson, PhD, 2017; Dean Robert DiPaola, MD, (middle) with nominees for 2017 WIMS Awards; Amy Meadows, MD, and Susan Smyth, MD, PhD, 2016.

AWARDS & HONORS SUBCOMMITTEE – ACTIVITIES & HIGHLIGHTS

In late 2016, WIMS created travel stipend awards to support leadership growth and development within the college community. We offered financial awards to attend external professional workshops and seminars.

In 2017, the subcommittee expanded its impact by adding an early career and a mid-career faculty travel award to the University of Michigan Leadership Summit for Women in Academic Medicine & Healthcare. These awards were co-sponsored by the Office of the Dean.

In 2018, WIMS extended its reach by sponsoring travel awards for faculty to attend the AAMC Early Career and Mid-Career Leadership Seminars; these awards were co-sponsored by Renay Scales, PhD, associate dean for diversity and inclusion. In addition, we offered travel awards to postdoctoral scholars to attend the National Postdoctoral Association (NPA) annual conference (co-sponsored by the college's Trainees in Research Advisory Committee (TRAC)) and to medical students to attend the American Medical Women's Association (AMWA) annual meeting.

WIMS TRAVEL AWARDS

2016

Travel awards established

2017

FACULTY

University of Michigan Leadership Summit for Women in Academic Medicine & Healthcare

EARLY CAREER RECIPIENT

Katie Twist, MD
Assistant Professor of Medicine

MID-CAREER RECIPIENT

Cynthia Talley, MD
Associate Professor of Surgery

2018

FACULTY

AAMC Women's Faculty Leadership Development Seminars

EARLY CAREER RECIPIENT

Asha Shenoi, MD
Assistant Professor of Pediatrics

MID-CAREER RECIPIENT

Kristy Deep, MD
Associate Professor of Medicine

POSTDOCTORAL SCHOLAR

NPA Annual Conference

Stephanie Davis, PhD
Neurology

MEDICAL STUDENT

AMWA Annual Meeting

Ready to sponsor



“The opportunity to travel to the leadership summit reminded me of the huge impact women

have in health care and has given me opportunities to support other women in the workplace ... women are over-mentored but under-sponsored ... I have begun seeking “sponsorship” in addition to cultivating mentoring relationships ... women have competence but lack confidence ... I’m trying to take more risks, knowing I may sometimes fail, and encourage women I work with to do the same.”

Cynthia Talley, MD
Associate Professor of Surgery

“I cannot express how grateful I am to the WIMS executive committee for giving me the opportunity to attend the 2018 NPA annual conference. Not only did this meeting provide invaluable networking opportunities, but it allowed me to see how other institutions are improving the training experiences of postdocs across the country.”



Stephanie Davis, PhD
Postdoctoral Scholar,
Department of Neurology

BY-LAWS SUBCOMMITTEE

Purpose & Functions

Define and disseminate governing by-laws for WIMS; review and update annually, with ratification by the executive committee.

Co-Chairs



Lumy Sawaki Adams MD, PhD (July 2016 – September 2017)
Associate Professor of Physical Medicine & Rehabilitation
Department of Physical Medicine & Rehabilitation
Cardinal Hill Endowed Research Chair in Stroke and
Spinal Cord Injury Rehabilitation



April Richardson Hatcher, PhD (October 2016 – June 2018)
Associate Professor of Neuroscience
Department of Neuroscience

Recognizing executive committee members who participated in the by-laws subcommittee:

Kendra Staggs

Julia C. Stevens, MD

Activities & Highlights

By June 2016, it had become apparent that WIMS needed formal by-laws to govern its structure, organization, and processes. Dr. Sawaki volunteered to chair the new subcommittee and write the first draft. Dr. Hatcher joined the leadership ranks as co-chair in October 2016. They proposed the first draft in November 2016. The draft by-laws were reviewed by associate general counsel, Clifton Iler, JD. In May 2017, the WIMS by-laws were finalized by the executive committee and enacted.

The by-laws are posted on the WIMS SharePoint site accessible through the WIMS website.

The by-laws include:

- Preamble (shown to the right)
- Name
- Membership
- Governance (including composition, terms of office and expectations of executive committee positions, liaisons, reporting to college's dean, goals and metrics)
- Subcommittees and task forces
- Meetings
- Amendments
- Books and records
- Elections

i. Preamble:

- i.1 Established in 2015, WIMS is a vibrant organization led by female faculty, trainees (fellows, residents, postdoctoral scholars) and students (medical, graduate) in the UK COM.
- i.2 Its missions are grounded in networking and mentorship and supported by relevant, focused program planning.
 - i.2.1 To create a supportive network composed of female faculty, trainees, (fellows, residents, postdoctoral scholars) and students (medical, graduate).
 - i.2.2. To extend mentorship and networking opportunities to female faculty, trainees and students.
 - i.2.3 To provide fora for professional development by identifying areas of greatest need and planning relevant and focused programming to meet those needs.
 - i.2.4 To establish a stable foundation and engage female faculty, trainees, and students towards achieving personal and professional growth.
 - i.2.5 To generate opportunities for career advancement for female faculty.

COMMUNICATIONS SUBCOMMITTEE

Purpose & Functions

Design and maintain WIMS website, wims.med.uky.edu; establish and maintain social media; establish and maintain online library of articles, slideshows, documents, and references.

Co-Chairs



Donna M. Wilcock, PhD (April 2016 – present)
Professor of Physiology
Department of Physiology
Sweeney-Nelms Professor in Alzheimer's Disease Research
Associate Director, Outreach and Partnerships
Sanders-Brown Center on Aging



A. Catalina Vélez-Ortega, PhD (August 2017 – present)
Assistant Research Professor of Physiology
Department of Physiology

Recognizing executive committee members who participated in the communications subcommittee:

Katie N. Ballert, MD

Sandra J. Beck, MD

Regina Y. Fragneto, MD

Jennifer Gooch

Kendra Staggs

We recognize Leslie Appiah, MD, our inaugural co-chair serving with Dr. Wilcock from April 2016 – July 2017. During her tenure at UK, Dr. Appiah was an associate professor in the Department of Obstetrics & Gynecology.

Activities & Highlights

With support from the college webmaster, the subcommittee organized, structured, and developed an informative and comprehensive website for WIMS. It displays the programs, services and resources, and maintains an archival library of WIMS-related documents and publications relevant to the professional development of our women faculty, trainees, and students. The subcommittee evaluated and implemented social media platforms (Facebook, Twitter) to expand the touchpoints for our constituencies.

The subcommittee continues to build a comprehensive WIMS library on our website. Articles submitted for inclusion and archival in the library are vetted for applicability and appropriateness. All WIMS documents (including meeting summaries, programs held) will be available on the website. Social media platforms are updated regularly with events and articles of interest.



WIMS@uky.edu



wims.med.uky.edu



[@UKWIMS](https://www.facebook.com/UKWIMS)



[@UK_WIMS](https://twitter.com/UK_WIMS)

MEMBERSHIP & NOMINATING SUBCOMMITTEE

Purpose & Functions

Maintain member engagement; solicit nominations and make appointments to executive committee and subcommittees/task forces; encourage at-large member participation.

Co-Chairs



Lumy Sawaki Adams MD, PhD (November 2015 – July 2016)
Associate Professor of Physical Medicine & Rehabilitation
Department of Physical Medicine & Rehabilitation
Cardinal Hill Endowed Research Chair in Stroke and Spinal Cord Injury Rehabilitation



Lisa R. Tannock, MD (November 2015 – March 2016)
Professor of Medicine
Associate Chair for Administration
Chief, Division of Endocrinology & Molecular Medicine
Department of Internal Medicine



Julia C. Stevens, MD
(April 2016 – June 2017)
Associate Professor of Ophthalmology and Pediatrics
Department of Ophthalmology
& Visual Sciences

Activities & Highlights

The subcommittee developed criteria for initial and continued appointment to the executive committee; developed a process for nominating and selecting faculty, trainees, and students for leadership positions on the WIMS Executive Committee; populated the subcommittees and task forces; created a recruitment strategy; and provided opportunities for candidates to express their interest in serving WIMS. The subcommittee strives to engage the overall college membership. A fundamental message is one of inclusivity, that is, all women faculty, trainees, and students in the college are members of WIMS, and are eligible to participate.

To promote engagement, we conducted a college-wide survey in winter 2018. We learned that the most important topics for our constituencies are: advocacy for women-specific issues, guidance for professional development, and networking opportunities. This feedback focuses our engagement efforts to increase member participation at our programs and events.

To seamlessly transition to new leadership in July 2018, succession planning began in January 2018. More than half of the affiliated representatives sought reappointment. Newly appointed representatives were encouraged to attend all meetings and events to prepare for their roles. As of June 30, 2018, the executive committee welcomed six new faculty representatives, notably our postdoctoral scholar, Catalina Vélez-Ortega, PhD, who transitioned to faculty, and we now have representation from the Department of Neurosurgery and the Department of Otolaryngology - Head & Neck Surgery.

* Former UK Faculty

Recognizing executive committee members who participated in the membership & nominating subcommittee:

Jennifer Whittington Harris, MD
*Allison C. Rains, MD**



Meriem K. Bensalem Owen, MD
(July 2017 – June 2018)
Professor of Neurology and Neuroscience
Medical Director, Epilepsy Program
Director, Epilepsy Fellowship Training Program
Department of Neurology



Sara B. Police, PhD
(September 2017 – present)
Assistant Professor of Pharmacology
& Nutritional Sciences
Department of Pharmacology
& Nutritional Science

MENTORING SUBCOMMITTEE

Purpose & Functions

Plan mentoring activities and related programs; tailor mentoring activities to specific WIMS constituencies; coordinate activities with program subcommittee.

Co-Chairs



Kristine M. Lohr, MD, MS (November 2015 – June 2018)
Professor of Medicine
Chief & Medical Director, Division of Rheumatology
Director, Rheumatology Training Program
Department of Internal Medicine



Nancy Webb, PhD (November 2015 – July 2016)
Professor of Pharmacology & Nutritional Sciences
Director, Division of Nutritional Sciences
Department of Pharmacology & Nutritional Sciences



Hollie I. Swanson, PhD (August 2016 – June 2018)
Professor of Pharmacology & Nutritional Sciences
Department of Pharmacology & Nutritional Sciences
Director, UK Women's Executive Leadership Development Program

PROGRAM SUBCOMMITTEE

Purpose & Functions

Plan formal educational and career development programs and events, highlighted by the annual WIMS Day Visiting Professor Program featuring a nationally renowned visiting professor who delivers lectures and hosts workshops throughout the day; tailor programming to all WIMS constituencies; plan, host, or participate in other relevant meetings; coordinate activities with mentoring subcommittee throughout the year.

Co-Chairs



Carol Steltenkamp, MD, MBA
(August 2015 – June 2018)
Professor of Pediatrics
Department of Pediatrics
Chief Medical Information Officer, UK HealthCare
Director, Kentucky Regional Extension Center



Lisa R. Tannock, MD
(August 2015 – June 2018)
Professor of Medicine
Associate Chair for Administration
Chief, Division of Endocrinology
& Molecular Medicine
Department of Internal Medicine

Recognizing executive committee members who participated in the mentoring subcommittee:

Sandra J. Beck, MD
Claire D. Clark, PhD, MPH
Kristy S. Deep, MD
Meera Gupta, MD
April Richardson Hatcher, PhD
Lily Rodgers
Cynthia L. Talley, MD
Lisa R. Tannock, MD
Shaista Vally, OD
A. Catalina Vélez-Ortega, PhD

Recognizing executive committee members who participated in the program subcommittee:

Victoria de Leon
Regina Y. Fragneto, MD
Donna M. Wilcock, PhD



Participants at WIMS Day 2015 Breakout Session; executive committee chair M. Elizabeth Oates, MD, program subcommittee co-chair Lisa Tannock, MD, WIMS Day 2017 visiting professor Deborah Powell, MD, and program subcommittee co-chair Carol Steltenkamp, MD

WIMS Day (as seen from left to right) M. Elizabeth Oates, MD, 2017; Claire Pomeroy, MD, 2016; attendee gift, 2015; Lois Nora, MD, JD, (middle) with executive committee members, 2017; Breakout moderators: Zaki Hassan, MD, Shira Gambrel, MD, and Susan Smyth, MD, PhD, 2017

MENTORING & PROGRAM SUBCOMMITTEES – ACTIVITIES & HIGHLIGHTS

These subcommittee teams work in a complementary fashion to facilitate career advancement for all faculty, trainees, and students in the college. A primary goal is to encourage, guide, coach, and sponsor women faculty to achieve recognition external to UK and generate more scholarly activity towards promotion. To foster diversity and inclusivity, WIMS opens its many varied events and programs to all men and women across the university and the health care system, and in so doing, WIMS strives to enhance our community.

2015-2016	DATE	TOPIC	PROGRAM FACULTY
	2/26/16	Results of the Professional Development and Career Advancement Survey	Michael Rowland, PhD, & M. Elizabeth Oates, MD; co-sponsored by Office of Faculty & Professional Development
	2/29/16	Results of the Professional Development and Career Advancement Survey	Michael Rowland, PhD; co-sponsored by Office of Faculty & Professional Development
	3/2/16	Promotion Strategies for Clinical Title Series Faculty	Shawn Caudill, MD, & Peter Sawaya, MD; co-sponsored by Office of Faculty & Professional Development
	3/9/16	Promotion & Tenure Strategies for Regular & Special Title Series Faculty	Henrietta Bada, MD; Beth A. Garvy, PhD, & Peter Sawaya, MD; co-sponsored by Office of Faculty & Professional Development
	5/9/16	Roundtable Conversations: Managing Career Challenges	Patty Bender*; Ann Smith, MPA*; Shawn Caudill, MD; Claire Clark, PhD; Christopher Feddock, MD; Carl Leukefeld, DSW; Colleen Swartz, DNP; Lisa Tannock, MD; Mary Vore, PhD; Gretchen Wells, MD, PhD; Donna Wilcock, PhD & Nancy Webb, PhD
	9/19/16	Roundtable Conversations: Faculty Benefits	Gail Carbol, human resources manager, benefits
	10/19/16	Roundtable Conversations: Work/Life Balance: How to Make it Work as a Resident or Student	Melissa Seelbach, MD, PhD (PGY4 Resident) & Kaia Hampton (PhD Candidate)
	1/4/17	WINGS with WIMS: A Networking Event	WIMS Executive Committee Members
	2/15/17	Research Collaboration: Tips to Make it Work - Speed Mentoring	Donna Arnett, PhD; Patricia Burkhart, PhD; Heather Bush, PhD; Alan Daugherty, PhD; Barbara Duncan, PhD; Laura Fanucchi, MD; & Nancy Harrington, PhD
2016-2017	3/23/17	Roundtable Conversations: A Discussion on Getting Leadership Positions	M. Elizabeth Oates, MD
	4/6/17	WELD Featured Event: The Tragedy of a Single Story: Thoughts on Issues of Race & Gender in Higher Education Administration for the 21st Century	Deneese Jones, PhD, vice president for academic affairs, Trinity University
	5/4/17	Mini WIMS Wellness Day: A Faculty Health & Wellness Resource Fair discussing “Work, Food & Health Harmony”, “Move Well@Work”, & “Loving Kindness”	Carrie Davidson, EdD, Janet Gilligan, MEd, Connie Jennings, MD, & Sheri Setser-Legg, MS; co-sponsored by Wellness Committee, UK HealthCare Integrative Medicine & Health, and Office of Faculty & Professional Development
	9/6/17	Meet & Greet for New Members of College of Medicine and UK HealthCare Communities	WIMS Executive Committee Members
	1/8/18	WINGS with WIMS: A Networking Event	WIMS Executive Committee Members
	3/21/18	Documenting Your Teaching Activities for Promotion & Tenure: Assembling a Teaching Portfolio	Bill Burke, MA, associate director, UK Center for Enhancement of Learning and Teaching
	4/25/18	Welcome Reception for WELD Featured Event: Resiliency in Leadership	Lori Gonzalez, PhD, vice chancellor, University of Tennessee Health Science Center
2017-2018			

* Former UK employee

MENTORING & PROGRAM SUBCOMMITTEES – ACTIVITIES & HIGHLIGHTS

Our signature event occurs in the fall and is an all-day program featuring a nationally renowned visiting professor who delivers lectures and hosts breakout workshops throughout the day to faculty, trainees, and students. Thank you to all UK members who helped make these events happen.

2015

WIMS DAY VISITING PROFESSOR PROGRAM

SYMPOSIUM I - ADVANCES IN MEDICAL EDUCATION: A HOW-TO MANUAL

Breakout Session – Faculty (Moderators: Kristine Lohr, MD; Cynthia Talley, MD)
“Finding a faculty mentor; Ensuring salary equity and transparency of work effort; How to promote yourself”

Breakout Session – Faculty (Moderators: Susan Smyth, MD, PhD; Amy Meadows, MD)
“How to address unconscious bias”

SYMPOSIUM II - PREPARING WOMEN FOR SUCCESS IN ACADEMIC MEDICINE AND SCIENCE: SHARED RESPONSIBILITY, SHARED REWARDS

Breakout Session – Fellows, Residents, AMWA Members & Medical Students (Moderators: Carol Elam, EdD; Susan McDowell, MD)
“Lifestyle and career choice; Being competitive for a residency or fellowship position; Career options-academic, employee, hospitalist, private practice, research; Negotiating the first job”

Breakout Session – Graduate Students, Postdoctoral Scholars & Fellows (Moderators: Hollie Swanson, PhD; Nancy Webb, PhD)
“Career paths (academic and other); Gender differences in communication styles and being assertive; Finding a mentor; Work/life balance”

2016

SYMPOSIUM I - CREATING A HEALTHIER WORLD BY ADDRESSING SOCIAL DETERMINANTS OF HEALTH

Breakout Session – Faculty (Moderator: Mitzi Schumacher, PhD)
“Diversity & inclusivity, unconscious bias: how to build and grow diversity”

Breakout Session – Faculty (Moderators: Marcy Deaton, JD; Randolph Hollingsworth, PhD)
“Your digital presence”

SYMPOSIUM II - WOMEN IN MEDICINE AND SCIENCE: BUILDING AN INCLUSIVE CULTURE

Inaugural WIMS Awards Ceremony

Breakout Session – Faculty (Moderators: Kristy Deep, MD; Amy Hiller, MD; Andrew Hoellein, MD)
“How to give & receive feedback”

Breakout Session – Students & Trainees (Moderator: Debra Graham, Human Resources)
“Negotiating on the job”

2017

SYMPOSIUM I - LEANING IN – WITHOUT FALLING OVER

Breakout Session – Faculty (Moderators: Shira Gambrel, MD; Zaki Hassan, MD; Susan Smyth, MD, PhD)
“How to motivate/reward excellence in academic mission”

Breakout Session – Faculty (Moderators: Wendy Hansen, MD; Julia Martin, MD; April Hatcher, PhD)
“Career mapping and work/life balance”

SYMPOSIUM II - HISTORY, MEDICINE, AND ROCK ‘N’ ROLL

2nd Annual WIMS Awards Ceremony

Breakout Session – Medical & Graduate Students, Postdocs, Residents, & Fellows (Moderators: Erin Garcia, PhD; Lindsay Ragsdale, MD; Katie Twist, MD)
“Career mapping and work/life balance”



Inaugural Program
Thursday, November 5, 2015
Deborah E. Powell, MD
Dean Emerita and Professor of Laboratory Medicine & Pathology, University of Minnesota Medical School
Former Chair, AAMC
Former Chair, Department of Pathology & Laboratory Medicine, University of Kentucky College of Medicine



2nd Annual Program
Thursday, November 3, 2016
Claire Pomeroy, MD, MBA
President, Albert & Mary Lasker Foundation
Board of Trustees, Morehouse School of Medicine
Board of Directors, Sierra Health Foundation
Former Dean, School of Medicine
University of California, Davis



3rd Annual Program
Thursday, November 2, 2017
Lois Margaret Nora, MD, JD, MBA
President and Chief Executive Officer, American Board of Medical Specialties

SURVEY TASK FORCE (STF)

Purpose & Functions

Create and conduct surveys as needed.

Activities & Highlights

In fall 2015, this task force assisted in the development of the college faculty survey administered by the Office of Faculty and Professional Development.

DEMOGRAPHICS & STATISTICS TASK FORCE (DSTF)

Purpose & Functions

Prepare statistics for college and compare to AAMC benchmarks.

Activities & Highlights

Susan Smyth, MD, PhD, shared demographic data presented to the WIMS Executive Committee with the Faculty Council in May 2017: "... collated by WIMS in conjunction with the Dean's office on gender and minority representation at the faculty, GME (resident/fellow), and student levels at UK in comparison to AAMC benchmarks. WIMS ... to post this material on its website to engender open faculty discussion ... The faculty council has agreed to assist WIMS with the development and/or dissemination of actionable items ... to assist in guiding policy development needed for our upcoming LCME accreditation review."

Co-Chairs



Susan S. Smyth, MD, PhD (STF August 2015 – February 2016; DSTF April 2016 – present)
Jeff Gill Professor of Cardiology
Professor of Medicine
Chief, Division of Cardiovascular Medicine
Department of Internal Medicine
Director, Gill Heart & Vascular Institute



Hollie I. Swanson, PhD (STF August 2015 – February 2016)
Professor of Pharmacology & Nutritional Sciences
Department of Pharmacology & Nutritional Sciences
Director, UK Women's Executive Leadership Development Program



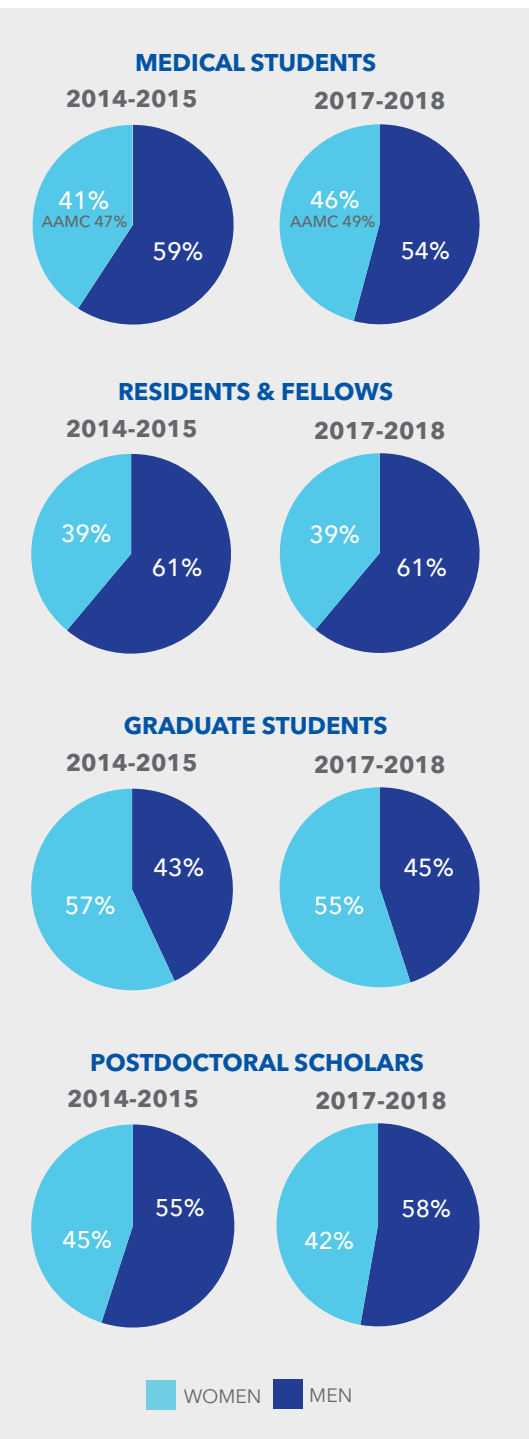
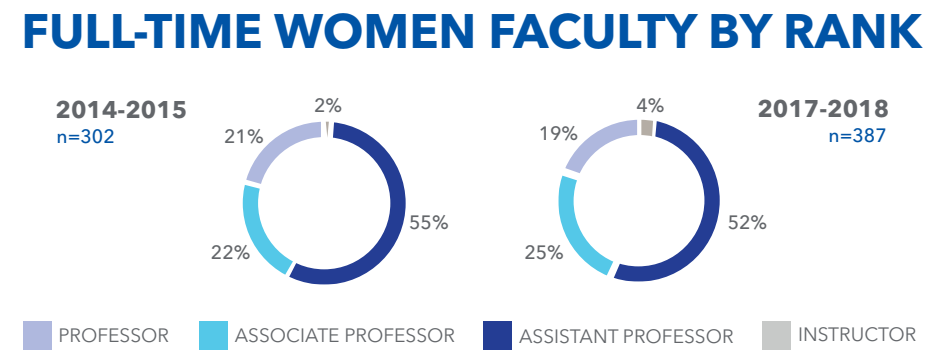
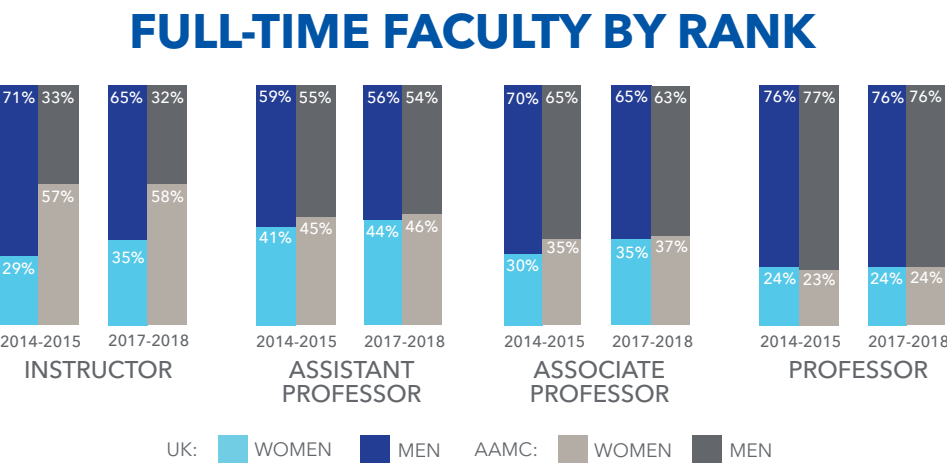
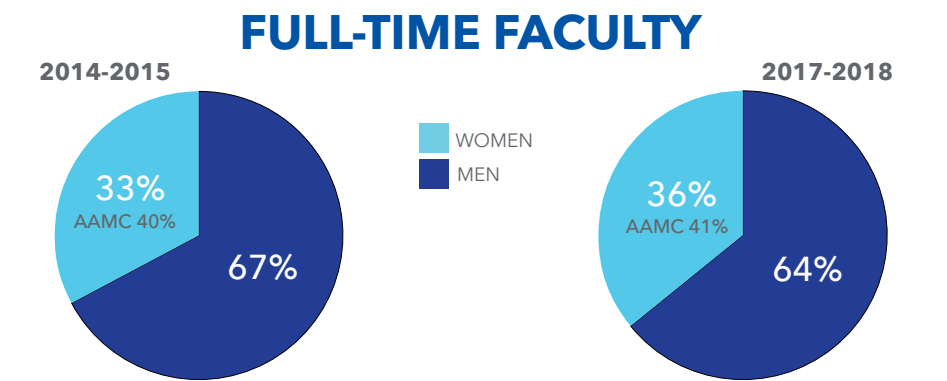
Cynthia L. Talley, MD (DSTF April 2016 – present)
Associate Professor of Surgery
Program Director, Surgical Critical Care
Department of Surgery

Recognizing executive committee members who participated in the demographics & statistics task force:

Jennifer Whittington Harris, MD
Janelle Molloy, PhD

DEMOGRAPHICS & STATISTICS TASK FORCE – ACTIVITIES & HIGHLIGHTS

Shown on this page are selected college metrics benchmarked against AAMC from the 2014-2015 academic year when WIMS was established and three years later, 2017-2018.



LIAISONS - ACTIVITIES & HIGHLIGHTS

Association of American Medical Colleges (AAMC)

Susan McDowell, MD, served as the college representative from April 2016 to February 2017 and Lumy Sawaki Adams, MD, PhD, has served since April 2016. On May 26, 2016, WIMS held a conference call with AAMC Group on Women in Medicine and Science (GWIMS) leadership that validated that much of our structure and activities are consistent with other WIMS chapters across the country. Of note, we are innovative by including the pipeline of students and trainees. In June 2017, Lumy Sawaki Adams, MD, PhD, was appointed the official AAMC/GWIMS representative for the college by AAMC/GWIMS. At the 2017 AAMC annual meeting, the GWIMS Steering Committee held a GWIMS/Council of Deans Poster Session with the theme, “Advancing Women Across the Career Spectrum: From Student to Dean.” Dr. Sawaki presented our WIMS poster that highlighted our first year and touched on structure/organization, successes/challenges, and program/event planning/development relevant to all of our constituencies across the college.

College of Medicine, Diversity & Inclusion

Anita Fernander, PhD, associate professor of behavioral science, served as the liaison to WIMS from August 2016 to August 2017. Renay Scales, PhD, associate dean for diversity and inclusion, has been active in WIMS since joining the college in September 2017.

College of Medicine, Faculty & Professional Development

Early on, WIMS developed a close collaborative relationship with Michael Rowland, PhD, associate dean for faculty development, and has co-sponsored many faculty development sessions on promotion and tenure since March 2016.

UK Women’s Executive Leadership Development (WELD) Program

Created in November 2015 and housed in the Office of Faculty Advancement, WELD is led by a WIMS charter member, Hollie Swanson, PhD, professor of pharmacology and nutritional sciences. It is an eight-month curriculum consisting of two 2-day retreats and monthly meetings covering topics such as leadership attributes, budgeting, strategic planning, legal issues and regulations, and crisis management. WIMS has benefitted from WELD’s visiting experts and has co-sponsored several events. The college has been well-represented in the WELD program with 19 women selected for participation since its inception (www.uky.edu/ofa/content/WELD).



“WIMS has been invaluable as it raises the profile of WELD via our joint programming and encourages outstanding women in the college to participate in WELD.”

Hollie Swanson, PhD
Director, WELD



“Women as strong advocates for the academic mission of the college is a must. Our bidirectional communications with the AAMC Women in Medicine and Science, Learn Serve Lead Program Committee, Council of Faculty and Academic Societies (CFAS), and the CFAS Engagement and Nominating Committee have tremendous impact.”

Susan McDowell, MD, and Lumy Sawaki Adams, MD, PhD



“WIMS has been an incredible asset in promoting the inclusion and advancement of women students, trainees, and faculty. I was so pleased to learn of its existence upon accepting the inaugural associate dean for diversity and inclusion position. WIMS programs have provided speakers who address critical topics relative to our organizational and personal success, and have connected mentors with students, trainees, and faculty who are early in their experiences with career development or promotion and tenure.”

Renay Scales, PhD
Associate Dean for Diversity and Inclusion



“WIMS has been important to the college faculty by extending the range and scope of career advancement and professional development opportunities focused on women as leaders.”

Michael Rowland, PhD
Associate Dean for Faculty Development

Future Directions: Incoming Chair’s Message

Expansion and Collaboration will be my theme during my two-year term as chair of the WIMS Executive Committee. We are enriched by many intelligent, talented women across the college, but if you do a bit of searching, there is a wealth of talent among women in other UK colleges - women whose research and teaching interests are tied to health care, especially women’s health. Result: we are now piloting recruitment of new liaisons with women faculty in UK colleges other than medicine. Imagine how much we can grow when we discover our mutual interests and collaborate.

Before our inaugural retreat in February 2018, we conducted a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis. Action highlights include:

- Revise our mission statement and develop our vision statement.
- Alternate our monthly executive committee meetings with professional development programs.
- Move our popular annual “Wings with WIMS” mentoring event from January to September.
- Continue to track and report our demographics and other metrics in collaboration with Renay Scales, PhD, associate dean for diversity and inclusion.
- Create new subcommittees and encourage continued success of existing subcommittees.
 - Kimberly Kaiser, MD, and Amy Meadows, MD, are continuing as co-chairs of awards and honors.
 - Amy Gewirtz, MD, and Jessica Setser, MD, co-chairs of by-laws, will oversee revisions and updates.
 - Catalina Vélez-Ortega, PhD, and Donna Wilcock, PhD, co-chairs of communications, will develop materials for wider dissemination to increase community awareness and engagement.
 - Claire Clark, PhD, and Regina Fragneto, MD, co-chairs of education and professional development (formerly, mentoring), will spearhead development and implementation of an innovative leadership certificate program.
 - Susan Smyth, MD, PhD, and Lisa Tannock, MD, co-chairs of new finance and philanthropy, will develop and manage our annual budget.
 - Lisa Koehl, PhD, and Sara Police, PhD, co-chairs of membership and nominating, will continue their active recruitment of new faculty, trainees, and students (including new regional campuses).
 - April Richardson Hatcher, PhD, and Cynthia Talley, MD, co-chairs of program, are preparing for WIMS Day 2018 and planning activities every other month.
 - LaTawnya Pleasant, MD, chairs our new student subcommittee.
 - Stephanie Davis, PhD, chairs our new trainee subcommittee.

As always, the highlight of 2018-2019 will be our annual WIMS Day on November 8, 2018. The theme will be “Academic Resiliency” with our visiting professor and keynote speaker, Deborah C. German, MD, vice president for medical affairs and founding dean, College of Medicine, University of Central Florida.



Kristine M. Lohr, MD, MS

Kristine M. Lohr, MD, MS
Professor of Medicine
2018-2020 Chair, WIMS Executive Committee

BACK COVER: WIMS Day 2015, 2016, and 2017.



WIMS

University of Kentucky
College of Medicine, Dean's Office
800 Rose Street, MN150
Lexington, KY 40536-0298

If you missed any of our past events or wish to learn more about upcoming programs, please contact our program coordinator at wims@uky.edu or visit wims.med.uky.edu.

This report highlights the first three years of WIMS at the University of Kentucky College of Medicine. This report is published for alumni, faculty, trainees, students, and friends. Copyright ©2018. University of Kentucky. All rights reserved.

The University of Kentucky is committed to equal opportunity and nondiscrimination in all programs, events and services, regardless of economic or social status and does not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, marital status, age, veteran status, or physical or mental disability.



WIMS@uky.edu



wims.med.uky.edu



[@UKWIMS](https://www.facebook.com/UKWIMS)



[@UK_WIMS](https://twitter.com/UK_WIMS)

