

WIMS

WOMEN IN MEDICINE AND SCIENCE

2018-2021 REPORT



“ Since it started in 2015, WIMS has been a catalyst for change. The successful programs and initiatives established through the organization have helped improve the health care and medical education landscape for women, not just at UK, but throughout the region. As WIMS gains momentum, the opportunities are endless for advancing women in the fields of medicine and science.”

Robert S. DiPaola, MD
Acting Provost, University of Kentucky



“ The success of women in medicine and in science is success for all of us. What WIMS has accomplished so far has had a profound impact on the College of Medicine. Particularly, WIMS has paved the way for our learners by helping to level the playing field for future female health care professionals.”

Charles Griffith, MD
Acting Dean, College of Medicine



ACKNOWLEDGEMENTS

WIMS Report Task Force: April Richardson Hatcher, PhD, Xiaoqin (Jennifer) Wang, MD, Patricia Santos, MD, Tammy McGuire; Designed by Karen Billings; Photos by Pete Comparoni, UK Photo and other WIMS contributors; Information collected by subcommittee co-chairs; Project managed by College of Medicine Office of Communications.

TIMELINE OF MILESTONES

SEPT 2018

Expanded reach through the Communication Subcommittee's creation of a WIMS Facebook page

FEB 2019

Launched the WIMS lectureship

MAR 2020

Formed Outreach Subcommittee

OCT 2018

Hosted Fourth Annual WIMS Day with Dr. Deborah German

OCT 2019

Hosted Fifth Annual WIMS Day with Dr. Laura Schweitzer

FEB 2020

Launched mentoring program, overseen by Student and Trainee Subcommittee



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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.

OCT 2020

Doubled participation in WIMS Professional Certificate Program

JUNE 2021

Named Inaugural WIMS Booster Award winners

MAY 2020

Launched WIMS Professional Certificate Program under direction of the Education and Professional Development Subcommittee

Hosted Sixth Annual WIMS Day with Dr. Alicia Monroe

FEB 2021

WIMS Virtual Round Table "Love Your Heart: What All Women Need to Know about Cardiovascular Health" at Healthy Hearts for Women Symposium

REFLECTION FROM OUR OUTGOING CHAIR

Looking back to spring of 2015, when founding chair M. Elizabeth Oates, MD, assembled the WIMS Executive Committee, I'm proud to see how WIMS continues to grow through its members' enthusiasm and innovation. As its second chair, I'm honored to have had the opportunity to see WIMS members expand our vision, "changing the faces, enriching the spaces," and mission "to strengthen the network of WIMS by facilitating opportunities for advancement through engagement, collaboration, mentorship and development."

Here's a sample of how members gave life to our vision and mission:

- The education and professional development subcommittee, led by Claire Clark, PhD, MPH, and Regina Fragneto, MD, launched the WIMS Professional Development Certificate Program (initially located on CE Central) for all faculty and trainees in the College of Medicine – and other colleges want to join!
- Student and trainee subcommittee members Monica Chau, PhD, and doctoral candidate Courtney Kloske launched the successful monthly Coffee with WIMS and the WIMS Meet and Greet networking event, filling a gap in trainees' programs.
- The membership and nominating subcommittee, led by Sara Police, PhD, and Lisa Koehl, PhD, created the WIMS introductory video that fortifies the consistent growth in WIMS membership.
- The program subcommittee, led by Meera Gupta, MD, and April Richardson Hatcher, PhD, delivered two superb WIMS Visiting Professor Days. In 2018, we hosted Deborah C. German, MD, vice president for medical affairs and dean of the College of Medicine at the University of Central Florida. This was followed by Laura Schweitzer, PhD, president emerita of Union Graduate College and former vice president for health sciences at The State University of New York in Albany, in 2019.

COVID-19 taught us how to deliver virtual opportunities, proof that nothing can hold WIMS back!



Kristine M. Lohr, MD, MS

Kristine M. Lohr, MD, MS

Professor of Medicine

July 2018-June 2020 Chair, WIMS Executive Committee



WELCOME FROM OUR INCOMING CHAIR

Simply put, I have grown to love WIMS. I could not be more proud to be chair of this organization. Through WIMS, I have had the opportunity to meet many colleagues in the basic sciences and clinical departments across the College of Medicine, many with whom I am quite sure I would not have crossed paths had it not been for this group. Over the last five years I have grown personally and professionally alongside colleagues, joined in celebration of their successes, and realized that the empowerment of women in the workplace is not the result of a single program. It is the shared effort and intentional actions of many who desire to see women succeed in their endeavors, expand their potential, and impact the culture in the college. This outcome is really a daily commitment.

I joined this remarkable group of colleagues in 2016, first serving as a member of the mentoring subcommittee and co-chair of the by-laws subcommittee with Lumy Sawaki-Adams, MD, then chair. Through my involvement with the latter, I was able to learn more about the inner workings of this organization and help define the overall mission and goals of the various committees. In 2018, I was elected co-chair of the program subcommittee. In this role, I worked alongside Cynthia Talley, MD, (2018-2019) and Meera Gupta, MD, (2019-2020) to plan regular offerings of college-wide seminars that included a range of professional development topics pertinent for careers in academia. I was also fortunate to meet many inspirational women who served as keynote speakers and panelists for our annual WIMS Day. This day is one of our most celebrated events.

WIMS is gaining momentum. It is my hope that everyone finds a place for personal enrichment, fruitful networking, and pivotal professional development in WIMS. Within these pages you will find descriptions of the doubled growth of our mentoring program for MD/PhD students, our second cohort and doubling in enrollment for the professional development certificate, the new offering of WIMS writing sessions, and a formalized outreach subcommittee that serves the greater Lexington community. Additionally over the last year, WIMS Booster Awards were launched to financially support research initiatives among basic science and clinical faculty. The outcomes from these research projects will be shared with the college community at our next WIMS Day. We have offered collaborative programming with the Graduate School, Center for Graduate and Professional Diversity Initiatives, College of Medicine Office of Diversity, Equity and Inclusion, and Healthy Hearts for Women. The inaugural bi-monthly WIMS newsletter will feature students, trainees, and faculty throughout the college to promote awareness of the incredible work that is routine within these walls. We also have exciting networking initiatives on the horizon aimed at facilitating novel research and scholarly interests among faculty and promoting the Scholarship of Teaching and Learning (SoTL). We look forward to sharing these with the college over the next semester.

I truly believe the possibilities for WIMS are endless when we come to the table together to imagine our potential and leave empowered to carry it through.



April R. Hatcher

April Richardson Hatcher, PhD
Associate Professor of Neuroscience
July 2020-June 2022 Chair, WIMS Executive Committee



EXECUTIVE COMMITTEE

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.

All inaugural executive committee members served three academic years with an option for reappointment (maximum six years). Going forward, all members serve a two-year term of office with an option for reappointment (up to four years). 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 and Inclusion, Faculty and Professional Development), the main campus (WELD), and the national organization (AAMC/GWIMS).

“It is so gratifying for me to see how WIMS has matured into the thriving organization it is today. Its dynamic leaders, passionate members, and dedicated staff continue to create opportunities to advance women across our college community through commitment and engagement, networking and mentorship, advocacy and programming.”



M. Elizabeth Oates, MD
Chair,
Department of Radiology
Founding Chair, WIMS

ORGANIZATIONAL CHART



EXECUTIVE COMMITTEE MEMBERSHIP

The following list shows members of WIMS who have been part of the executive committee at some point during the last three years (July 1, 2018-June 30, 2021). The list is organized by the year each member joined, then alphabetically by last name.

2015

Meriem Bensalem-Owen, MD, Neurology, Neuroscience (2015-2018)
 Claire Clark, PhD, MPH, Behavioral Science (2015-2021)
 Regina Fragneto, MD, Anesthesiology (2015-present)
 Amy Hessler, DO, Neurology (2015-2018)
 Kristine Lohr, MD, Internal Medicine (2015-present)
 Susan M. McDowell, MD, Physical Medicine and Rehabilitation (2015-2018)
 Amy L. Meadows, MD, Psychiatry (2015-2021)
 Janelle Molloy, PhD, Radiation Medicine (2015-2019)
 M. Elizabeth Oates, MD, Radiology (2015-present)
 Kathleen O'Connor, PhD, Molecular and Cellular Biochemistry (2015-2021)
 Lumy Sawaki-Adams, MD, PhD, Physical Medicine and Rehabilitation (2015-2021)
 Susan Smyth, MD, PhD, Internal Medicine (2015-2021)
 Carol Steltenkamp, MD, Pediatrics (2015-2020)
 Hollie Swanson, PhD, Pharmacology and Nutritional Sciences (2015-2018)
 Cynthia Talley, MD, Surgery (2015-2018)
 Lisa Tannock, MD, Internal Medicine (2015-present)

2016

Katie Ballert, MD, Urology (2016-2018)
 Amanda Faulkner, MD, Resident (Anesthesiology) (2016-2018)
 Ginny Gottschalk, MD, Family and Community Medicine (2016-2018)
 April Richardson Hatcher, PhD, Neuroscience (2019-present)
 Kimberly Kaiser, MD, Orthopaedic Surgery and Sports Medicine (2016-present)
 Lily Rogers, Medical Student (2016-2018)
 Kendra Staggs, PhD Candidate (2016-2018)
 Catalina Vélez-Ortega, PhD, Physiology (2016-2021)
 Donna Wilcock, PhD, Physiology (2016-2020)
 Katerina Wolf, PhD, Microbiology, Immunology, and Molecular Genetics (2016-2020)

2017

Kristy Deep, MD, Internal Medicine (2017-2020)
 Amy Gewirtz, MD, Pathology and Laboratory Medicine (2017)
 Rachel Miller, MD, Obstetrics and Gynecology (2017-2019)
 Sara Police, PhD, Pharmacology and Nutritional Sciences (2017-2020)
 Shaista Vally, OD, Ophthalmology (2017-2019)
 Alison Woodworth, PhD, Pathology and Laboratory Medicine (2017-2021)
 Fatima Yadudu, Medical Student (2017-2019)

2018

Aria Byrd, PhD Candidate (2018-2019)
 Amy Dahlgren, MD, Emergency Medicine (2018-2020)
 Amy Gewirtz, MD, Pathology and Laboratory Medicine (2018-2021)
 Nikita Gupta, MD, Otolaryngology – Head and Neck Surgery (2018-present)
 Miriam Marcum, MD, Obstetrics and Gynecology (2018-2020)
 LaTawnya Pleasant, MD, Pediatrics – Nephrology (2018-2019)
 Jessica Reynolds, MD, Surgery (2018-2020)

Jessica Setser, MD, Family and Community Medicine (2018-2021)
 Daret St. Clair, PhD, Toxicology and Cancer Biology (2018-2020)

2019

Seema Capoor, MD, Ophthalmology (2019-present)
 Riham El Khouli, MD, Radiology (2019-present)
 Meera Gupta, MD, Surgery (2019-present)
 Anna Hansen, MD/PhD Candidate (2019-present)
 Jamie Key, DO, Physical Medicine and Rehabilitation (2019-2020)
 Lisa Koehl, PhD, Neurology (2019)
 Maria Kraemer, PhD, Postdoc, Cardiovascular Research Center (2019-2021)
 Xiaojin (Jennifer) Wang, MD, Radiology (2019-present)
 Emily Watson, PsyD, Postdoc, Neurology (2019-present)

2020

Paula Ackerman, DO, Physical Medicine and Rehabilitation (2020-present)
 Gertrude Arthur, PhD Candidate (2020-present)
 Madeline (Maddie) Dunfee, PhD Candidate (2020-present)
 Amanda Glueck, PhD, Neurology (2020-present)
 Jenni Ho, PhD, Postdoc, Toxicology and Cancer Biology (2020-present)
 Jessica Kavanaugh, MD, Physical Medicine and Rehabilitation (2020-present)
 Courtney Kloske, PhD Candidate (2020-present)
 Cheri D. Landers, MD, Pediatrics (2020-present)
 Analía Loria-Kinsey, PhD, Pharmacology and Nutritional Sciences (2020-present)
 Chi Peng, PhD Candidate (2020-present)
 Allison Rasper, MD, Urology (2020-present)
 Maj-Linda Selenica, PhD, Physiology (2020-present)
 Cayla Sheffer, Medical Student, Bowling Green Campus (2020-present)
 Frederique Yiannikouris, PhD, Pharmacology and Nutritional Sciences (2020-present)

2021

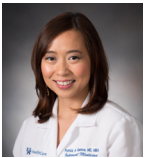
Emma Birks, MD, Internal Medicine (2021-present)
 Caitlin Conley, PhD, Orthopaedic Surgery and Sports Medicine (2021-present)
 Megan Dickson, PhD, Behavioral Science (2021-present)
 Erin Garcia, PhD, Microbiology, Immunology, and Molecular Genetics (2021-present)
 Smita Joshi, PhD, Postdoc, Molecular and Cellular Biochemistry (2021-present)
 Kristen Platt, PhD, Neuroscience (2021-present)
 Erin Schuler, PhD, Pathology and Laboratory Medicine (2021-present)
 Ashley Smith, PhD, Radiation Medicine (2021-present)
 Marlene Starr, PhD, Surgery (2021-present)
 Anna-Maria South, MD, Internal Medicine (2021-present)
 Katherine Twist, MD, Internal Medicine (2021-present)
 Katelyn Yackey, MD, Emergency Medicine (2021-present)
 Allison Zuelzer, MD, Anesthesiology (2021-present)

OPERATIONS AND PLANNING TASK FORCE

CURRENT CO-CHAIRS



Xiaoqin (Jennifer) Wang, MD
Assistant Professor of Radiology



Patricia Santos, MD, MBA
Assistant Professor of Medicine

ABOUT

The operation and planning task force was developed from the prior strategic planning subcommittee in May 2021. The task force's role is working with each subcommittee to collect and organize data in a centralized place.



MEMBERSHIP & NOMINATING SUBCOMMITTEE

CURRENT CO-CHAIRS



Amanda Glueck, PhD
Assistant Professor of Neurology
(2020 – present)



Frédérique Yiannikouris, PhD
Assistant Professor of Pharmacology
and Nutritional Sciences
(2020 – present)

PREVIOUS CHAIRS



Lisa Koehl, PhD
Assistant Professor of Neurology
(2019)



Sara Police, PhD
Assistant Professor of Pharmacology
and Nutritional Sciences
(2017-2019)



Meriem Bensalem-Owen, MD
Professor of Neurology and Neuroscience
(2017-2018)

ABOUT

The membership and nominating subcommittee's mission is to support membership engagements for executive committee and at-large members, assist new members' subcommittee placement, and solicit nomination for new executive committee appointments. The subcommittee is tasked with maintaining executive committee member recruitment and engagement; encouraging at-large member participation; assigning members to subcommittees and task forces; and collaborating with other women's organizations.

BY THE NUMBERS

53 total executive committee and at-large members in 2018, and **175** as of May 2021 – a **TRIPLING OF MEMBERSHIP** over the course of three years.

19 co-chairs leading subcommittees and **ENSURING CONTINUED SUCCESS**

12 subcommittees and task forces **FULFILLING THE MISSION OF WIMS**

Of all executive committee and at-large members, there are **89** trainees – medical students, graduate students, post-docs, residents, and fellows **OBTAINING EARLY CAREER MENTORSHIP** through involvement in WIMS as of summer 2021

MAJOR SPEAKING EVENTS

Dec. 9, 2020

Timothy Ainger, PhD

Clinical Neuropsychologist and
Assistant Professor of Neurology

"It's the End of the World as we Know It
(And I'm Social Distancing)"

Attendance: approximately 74

March 24, 2021

Meghan Marsac, PhD

Pediatric Psychologist and Associate Professor of Pediatrics

"The Joys and the Struggle Bus: Reintegration to In-person Learning for School-age Kids during COVID-19"

Attendance: 29

When the COVID-19 pandemic emerged in the beginning of 2020, the committee quickly learned Zoom and established virtual events that would keep current and potential WIMS members engaged through the year. The team event developed a seminar series focused on the impact of COVID-19 on women in sciences. Thanks to the committee's diligent efforts, overall membership across the group spiked from 53 members in 2018 to 175 members in 2021.

AWARDS & HONORS SUBCOMMITTEE

CURRENT CO-CHAIRS



Kimberly Kaiser, MD
Associate Professor of Orthopaedic Surgery
and Sports Medicine
(2016-present)



Caitlin Conley, PhD
Assistant Professor of Orthopaedic Surgery
and Sports Medicine
(2021-present)

PREVIOUS CHAIR



Amy Meadows, MD
Assistant Professor of Pediatrics
and Psychiatry
(2016-2021)

ABOUT

The mission of the awards and honors subcommittee is to recognize and honor the contributions of outstanding women in the College of Medicine and others that support and promote their success. This subcommittee organizes and reviews annual awards and selects travel awards to support career development for College of Medicine faculty.

“This encouraging and reassuring experience motivated me to take the next step in my professional career and apply for the position of vice chair of the department when it opened.”

Emilia Galperin, PhD
Associate Professor of Molecular and
Cellular Biochemistry

BY THE NUMBERS

2018 NOMINATIONS

36 WIMS DAY AWARDS

- 8** Leadership
- 12** Mentorship
- 5** Rising Star Student
- 11** Rising Star Post-graduate Trainee

9 WIMS AAMC EARLY CAREER TRAVEL AWARD

9 WIMS AAMC MID-CAREER TRAVEL AWARD

1 WIMS/TRAC NATIONAL POSTDOCTORAL ASSOCIATION CONFERENCE

2019 NOMINATIONS

30 WIMS DAY AWARDS

- 8** Leadership
- 13** Mentorship
- 4** Rising Star Student
- 5** Rising Star Post-graduate Trainee

7 WIMS AAMC EARLY CAREER TRAVEL AWARD

6 WIMS AAMC MID-CAREER TRAVEL AWARD

2020 NOMINATIONS

55 WIMS DAY AWARDS

- 13** Leadership
- 19** Mentorship
- 14** Rising Star Student
- 9** Rising Star Post-graduate Trainee

2 WIMS VIRTUAL AAMC EARLY AND MID-CAREER TRAVEL AWARD (AWARDED TO PRIOR NOMINEES)

12 WIMS BOOSTER GRANT AWARD

WIMS MAJOR AWARD RECIPIENTS**2018****AAMC Women's Faculty Leadership Development Seminars***Early Career Recipient*

Asha Sheno, MD

Assistant Dean for Learning Environment (GME)

Assistant Professor of Pediatrics

Mid-career Recipient

Kristy Deep, MD

Associate Professor of Medicine

National Postdoctoral Association Meeting

Stephanie Davis, PhD, Post-doc

2019**AAMC Women's Faculty Leadership Development Seminars***Early Career Recipient*

Sara Police, PhD

Assistant Professor of Pharmacology and Nutritional Sciences

Mid-career Recipients

April Richardson Hatcher, PhD

Chair of WIMS, Associate Professor of Neuroscience

Amy Hessler, DO

Associate Professor of Neurology

WIMS Leadership Award

Daret St. Clair, PhD

Professor of Toxicology and Cancer Biology

WIMS Mentorship Award

Larry Goldstein, MD

Chair and Professor of Neurology

WIMS Rising Star Award (Medical and Doctoral Students)

Aria Byrd, Graduate Research Assistant

WIMS Rising Star Award (Residents, Fellows, and Post-docs)

Sara Klinger, MD, Resident

2020**WIMS Leadership Award**

Susanne Arnold, MD, Professor of Internal Medicine

WIMS Mentorship Award

Donna Wilcock, PhD

Assistant Dean for Biomedicine, Professor of Physiology

WIMS Rising Star Award (Medical and Doctoral Students)

Lyndsay Young, Graduate Research Assistant

WIMS Rising Star Award (Residents, Fellows, and Post-docs)

Michelle Abou-Jaoude, MD

Surgical Fellow

2021**AAMC Women's Faculty Leadership Development Seminars***Mid-career Recipient*

Emilia Galperin, PhD

Associate Professor of Molecular and Cellular Biochemistry

Early Career Recipient

Zabeen Mahuwala, MD

Assistant Professor of Neurology

“ I enjoyed the AAMC Early Career Women Faculty Leadership Development Seminar immensely. I am truly grateful for the opportunity to attend, thanks to the Early Career WIMS Travel Award. A couple of my favorite sessions were the personality testing and strategies to maximize communication amongst people with different personality types. Another favorite session was related to leading teams. The content in both sessions has been and continues to be invaluable to me. As director of an online academic program across three colleges at the University of Kentucky, I work with teams comprised of people with varying personalities regularly. Thank you again for the opportunity to attend this conference, I hope to attend the mid-career version within the next few years.”

Sara Police, PhD

Assistant Professor of Pharmacology and Nutritional Sciences



STUDENT & TRAINEE SUBCOMMITTEE

CURRENT CO-CHAIRS



Anna Hansen
MD/PhD Candidate
(2021 – present)



Courtney Kloske
PhD Candidate
(2019 – present)

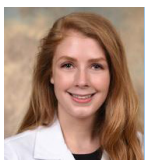


Marlene Starr, PhD
Associate Professor of Surgery
(2021-present)

PREVIOUS CHAIRS



Monica Chau, PhD
Research Assistant Professor of Neurosurgery
(2019-2021)



Caroline Blake, MD
Medical Student
(2019-2020)

ABOUT

The student and trainee subcommittee works to organize programs tailored for the students and trainees in the College of Medicine. These programs include both informal panel discussions on a topic pertinent to trainees as well as formal webinar discussions helping to provide information to trainees on a topic. Additionally, the subcommittee runs a successful mentoring program to provide mentors to trainees in the College of Medicine. This subcommittee works to put on multiple events a semester based on the current needs of trainees.

MENTORING PROGRAM

The WIMS Mentoring Program pairs trainees in the College of Medicine with faculty members to provide a mentor to trainees outside of their faculty mentor. Since the program's inception, it has grown and helped foster truly meaningful relationships with women in the College of Medicine.

The COVID-19 pandemic began a few weeks after initial pairings were sent in the first year of the program, so leadership transitioned to a virtual format. The subcommittee took changes from the 2020 program and made it a more streamlined process from matching to meeting the following year. The majority of pairs met with their mentees, and a spreadsheet was sent to all pairs to allow for tracking of meetings that were assessed in June 2021 for progress.

“The WIMS Mentoring Program has had a profound impact on me. While the idea was to gain a mentor, in Dr. O'Connor I gained a friend, a cheerleader, an experienced mom with a plethora of advice, and most importantly, someone who has walked the walk of balancing motherhood and professional career.”

Anna Juras
PhD Candidate

“Having participated in the WIMS Mentoring Program at the University of Kentucky for two years, I can whole-heartedly say that this program has been successful at helping a young scientist like me meet and discuss a multitude of topics with more senior women in my field. From these connections I have received many ideas for preparing myself for the future and additional career opportunities that had not been on my radar before. I am very thankful to be a part of this program.”

Colleen Bodnar
PhD Candidate



STUDENT AND TRAINEE EVENTS

The student and trainee subcommittee worked hard to put on many discussions and webinars tailored directly to the needs of the trainees in the college, and it adapted to virtual events when COVID-19 began. In addition to these webinars, many larger programs have been established due to the subcommittee's events.

Events from 2018-2021 include:

- **Coffee with WIMS** discussions on the following topics:
 - Work-Life Balance
 - Teamwork and Collaboration
 - Self-Promotion
- "How to Leverage your Social Media to Effectively Communicate your Research," co-hosted with the Office of Biomedical Education
- "Changing the Faces, Enriching the Spaces: Women Practicing in Male-Dominated Specialties"
- "Mentoring a Member of an Underrepresented Group"
- WIMS meet-and-greet networking event



BY THE NUMBERS

The student and trainee subcommittee **QUADRUPLED** its membership from five members to more than **20** by the end of 2019.

As of 2021, there are **115** participants in the mentoring program, a **DOUBLING** from the previous year.

The total includes **19** **PHD MENTORS** and **33** **MD and MD/PhD MENTORS**, with **63** **MENTEES** who are PhD students, post-docs, master's students, and medical students.

“ I have participated in the WIMS Mentoring Program both years, and each year I received both robust and unique guidance from my mentors. The first year I participated, my mentor helped me navigate essential hurdles such as how to manage my time while working from home, how to successfully write my first grant, and how to set boundaries to maintain work-life balance. This year, as a more senior graduate student, my mentor and I discussed career options, how to transition into different fields, and how to take inventory of my own unique skill sets and leverage those skills to springboard my career. I am so grateful for the time of both of my mentors and for WIMS for setting up these incredibly fruitful mentoring opportunities. ”

Alexandria Early
PhD Candidate

PROGRAM SUBCOMMITTEE

CURRENT CO-CHAIRS



Meera Gupta, MD
Assistant Professor of Surgery
(2019-present)



Analía Loria Kinsey, PhD
Associate Professor of Pharmacology
and Nutritional Sciences
(2020-present)

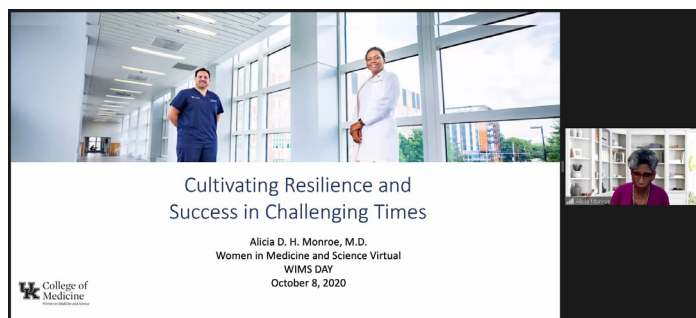
PREVIOUS CHAIRS



April Richardson Hatcher, PhD
Chair of WIMS, Associate Professor
of Neuroscience
(2018-2020)



Cynthia Talley, MD
Assistant Professor of Surgery
(2018-2019)



ABOUT

The program subcommittee is responsible for planning formal programs and workshops, annually and throughout the year, tailored to all WIMS constituencies. Programs highlight career development, education, personal wellness, diversity, and cultural awareness. The program subcommittee is also responsible for planning and organizing the yearly WIMS Day in the fall, an annual visiting professor's program involving keynote talks from a well-recognized and highly accomplished female leader and workshops led by both the visiting professor and female leaders at the University of Kentucky.

BY THE NUMBERS

There were **152** participants in the morning session, **173** in the noon keynote, and **55** in the afternoon session during the virtual 2020 WIMS Day.

Despite a COVID-19 pandemic, WIMS held more than **25 events** promoting professional development, mentoring, and networking for women at the College of Medicine.

“WIMS provides a significant pathway for career development for the women in the College of Medicine. The organization offers professional development opportunities that seeks to further enhance the skills, strategies, and leadership abilities of the women. The professional and career development opportunities provided by WIMS offers women in the College a significant opportunity for networking at all levels of faculty, basic sciences faculty and clinical faculty, and all ranks of faculty.”

Michael Rowland, PhD
Associate Dean for Faculty Development

DATE	EVENT TOPIC	SPEAKERS
MAR 2018	Documenting your Teaching Activities for Promotion and Tenure: Assembling a Teaching Portfolio	Bill Burke, UK Center for the Enhancement of Learning and Teaching
AUG 2018	Engaging Students Using Formative Assignments	Bill Burke, UK Center for the Enhancement of Learning and Teaching
OCT 2018	Persuasive Communication with Patients and Families	Sarah Sheff and Elizabeth Spencer, UK College of Communication and Information
OCT 2018	WIMS Day – Personal Resiliency, Institutional Resilience, and Inclusive Excellence	Deborah German, MD, Founding Dean, University of Central Florida College of Medicine
DEC 2018	How to Navigate Early and Mid-career Positions in Academia	Kristy Deep, MD, Internal Medicine; Asha Sheno, MD, Pediatrics
FEB 2019	Persuasive Communication in the Workplace	Sarah Sheff and Elizabeth Spencer, UK College of Communication and Information
APR 2019	Career Care Clinic: Peer Mentoring for Faculty, Trainees, and Students	
JUNE 2019	Personal and Social Competence	Michelle Jones, UK Human Resources
AUG 2019	Work-Life Balance	Nikita Gupta, MD, Otolaryngology – Head and Neck Surgery; Jamie Sturgill, PhD, Internal Medicine
AUG 2019	Gen Z: The New Standard	Audrey Bachman, UK Human Resources
SEPT 2019	Teamwork and Collaboration	Lisa Cassis, PhD, UK Vice President for Research; Donna Arnett, PhD, Dean, UK College of Public Health
OCT 2019	WIMS Day – My Road to College Presidency: Lessons Learned and Skills Transferred	Laura Schweitzer, PhD, President Emeritus, Union Graduate College
OCT 2019	Let's Gather Together	Jackie Hanson, Wellness Coach, UK Health and Wellness
OCT 2019	Self-Promotion	
NOV 2019	Networking Event	
DEC 2019	Interviewing Your Way Up	Michael Rowland, PhD, Faculty Development
FEB 2020	Lessons for Early and Mid-career Positions	April Richardson Hatcher, PhD, Neuroscience; Sara Police, PhD, Pharmacology and Nutritional Sciences; Amy Hessler, DO, Neurology
MAY 2020	Facing the Challenge of Change	Audrey Bachman, UK Human Resources
AUG 2020	Soft Skills in the Virtual Meeting	Sharon Turner, DDS, JD, Former Dean, UK College of Dentistry
SEPT 2020	When Looking for a Job, it is More about Them than it is about You	Laura Schweitzer, PhD, President Emeritus, Union Graduate College
OCT 2020	WIMS Day – Harvesting the Silver Linings: How to be Resilient and Successful in Challenging Times	Alicia Monroe, MD, Provost and Senior Vice President of Academic and Faculty Affairs, Baylor College of Medicine
DEC 2020	It's the End of the World as we Know It (And I'm Social Distancing); Organized by Amanda Glueck and Fred Yiannikouris	Timothy Ainger, PhD, Neurology
FEB 2021	Healthy Hearts for Women: WIMS Panel	Mary B. Fisher, DO, Gill Heart and Lung Institute Karen Bryla McNees, EatWell, UK Health and Wellness Carrie Davidson, MoveWell, UK Health and Wellness Jackie Carroll, Wellness Coach, UK Health and Wellness
MAR 2021	The Joys and The Struggle Bus: Reintegration to In-Person Learning for School-Age Kids During COVID-19; Organized by Amanda Glueck and Fred Yiannikouris	Meghan Marsac, PhD, Pediatrics
MAR 2021	Picture a Scientist: A New Chapter for Women Scientists; Organized in collaboration with the Office of Diversity, Equity, and Inclusion	Cristina Alcade, PhD, Associate Dean of Inclusion and Internationalization, UK College of Arts and Sciences; Tricia Berry, Director of Women in Engineering, University of Texas at Austin; Aria Byrd, PhD Candidate, Toxicology and Cancer Biology; Barbara Nikolajczyk, PhD, Pharmacology and Nutritional Sciences; Jennifer Pollock, PhD, University of Alabama at Birmingham School of Medicine



CHANGING THE FACES





ENRICHING THE SPACES



COMMUNICATIONS SUBCOMMITTEE

CURRENT CO-CHAIRS



Nikita Gupta, MD
Associate Professor of Otolaryngology -
Head and Neck Surgery
(2019 - present)



Riham El Khouli, MD
Associate Professor of Radiology
(2021-present)

PREVIOUS CHAIRS



Catalina Vélez-Ortega, PhD
Assistant Research
Professor of Physiology
(2017 - 2021)



Donna Wilcock, PhD
Professor of Physiology
(2016 - 2019)

ABOUT

The communications subcommittee is tasked with promoting WIMS and its events throughout the year through email, social media, and other communications channels. This subcommittee creates and maintains an online library of articles, slideshows, documents, and references. It also designs and maintains WIMS social media accounts and the WIMS web pages in conjunction with the Office of Faculty Affairs and Development.



WIMS created its Facebook page in September 2018. It has accumulated **107 page likes**, and its most successful posts were about the "Coffee with WIMS" events in the fall of 2019.



Twitter has been the most successful social media platform for WIMS. Started in October 2016, the platform has **150 followers** and averages **over 3,000 tweet impressions per month**.



The WIMS Instagram account is the organization's newest platform, started in October 2020. It has **68 followers**.



BABIES WITH WIMS

In the summer of 2019, the communications subcommittee gathered several members of the WIMS executive committee who had children of a similar age. This social event is called Babies with WIMS.

BY THE NUMBERS

From 2018-2021 the communications subcommittee saw **A NEAR DOUBLING IN SIZE**, in part due to WIMS certificate participants. The increased participation allowed for an increased social media reach and the development of accounts on new platforms.

“ WIMS has given me the community and the connections that I didn't know I needed. It has been wonderful to be a part of WIMS and to work with you. I am grateful to know such intelligent working women and mothers. ”

Monica Chau, PhD
Research Assistant Professor of Neurosurgery

OUTREACH SUBCOMMITTEE

CURRENT CO-CHAIRS



Madeline (Maddie) Dunfee
MD/PhD Candidate
(2021 – present)



Chi Peng
PhD Candidate
(2021 – present)



Anna-Maria South, MD
Assistant Professor of Medicine
(2021 – present)

ABOUT

The outreach subcommittee was established in October 2020 with guidance from the student and trainee subcommittee. This subcommittee was created with a mission to promote health and science literacy, STEM education, and the representation of women in science and medicine throughout Kentucky.

While this subcommittee is still in its formative phase and COVID-19 eliminated many opportunities for outreach activities, projects and events are being planned.

UPCOMING OPPORTUNITIES

The Nest will provide a lecture on triangulation for domestic violence victims.

The Biomedical Graduate Student Organization plans to send an educational video about science.



BY-LAWS SUBCOMMITTEE

CURRENT CHAIR



Erin Schuler, PhD
Assistant Professor of Pathology
and Laboratory Medicine
(2021-present)

ABOUT

The mission of the by-laws subcommittee is to define and disseminate governing by-laws for WIMS, review, and update annually, with ratification by the executive committee.

PREVIOUS CHAIRS



Jessica Setser, MD
Assistant Professor of Family
and Community Medicine
(2019-2021)



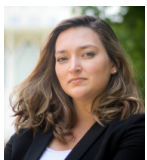
Alison Woodworth, PhD
Associate Professor of Pathology and
Laboratory Medicine
(2019-2021)



April Richardson Hatcher, PhD
Chair of WIMS, Associate Professor
of Neuroscience
(2018)

EDUCATION & PROFESSIONAL DEVELOPMENT SUBCOMMITTEE

CURRENT CO-CHAIRS



Kristen Platt, PhD
Assistant Professor of Neuroscience
(2021-present)



Katherine Twist, MD
Associate Professor of Medicine
(2021-present)

PREVIOUS CHAIRS



Regina Fragneto, MD
Professor of Anesthesiology
(2018-2021)



Claire Clark, PhD, MPH
Associate Professor of Behavioral Science
(2018-2021)

WIMS WRITING GROUP

During the 2020-2021 academic year, the subcommittee also piloted a new project, a WIMS writing group. The group met weekly during the spring semester and was intended to motivate participants to dedicate time to their academic writing.

ABOUT

The education and professional development subcommittee is tasked with establishing, organizing, and sharing professional development opportunities for career advancement of WIMS members. Members of this subcommittee plan mentoring activities and related programming, tailoring activities to specific WIMS constituencies. One of its major responsibilities is overseeing the WIMS Professional Development Certificate Program.

WIMS PROFESSIONAL DEVELOPMENT CERTIFICATE PROGRAM

Officially launched in 2019, the WIMS Professional Development Certificate Program is designed for all College of Medicine junior and mid-level faculty and trainees including clinical residents and fellows, medical students, graduate students, and postdoctoral fellows.

This unique two-year program consists of educational and professional development workshops, many of which will focus on leadership skills, strategic thinking, and service on a WIMS subcommittee. The duration of each workshop is one to two hours.

Participants are required to:

- Participate in six WIMS programs (an average of three each year)
- Attend a total of four sessions over the two years during the annual WIMS Day (held each fall semester)
- Hold active membership on one of the WIMS subcommittees, which provides excellent networking opportunities

Upon completing the program, participants receive a special WIMS leadership certificate indicating they have demonstrated the motivation to develop their professional career and acquired hands-on training in leadership areas essential for growth in their field.

BY THE NUMBERS

The WIMS Professional Development Certificate Program enrolled **34** participants in 2019 when it first launched.

The following session, a total of **66** participants enrolled, a **NEAR DOUBLING** in involvement.

FINANCE & PHILANTHROPY SUBCOMMITTEE

CURRENT CO-CHAIRS



Emma Birks, MD
Professor of Internal Medicine, Cardiovascular
(2021-present)



Lisa Tannock, MD
Professor of Medicine
(2020-present)

PREVIOUS CHAIR



Susan Smyth, MD, PhD
Professor of Medicine
(2020-2021)

ABOUT

The finance and philanthropy subcommittee reviews the annual budget, and in collaboration with the chair, approves allocation of expenses. The main use of the annual budget is support of the annual WIMS Day, office supplies, food and drinks for WIMS events, and travel support for AAMC leadership programs or other similar events.



WOMEN IN MEDICINE AND SCIENCE ENDOWMENT

Beginning June 30, 2019, WIMS began working to establish and support an endowed lectureship, "The Women in Medicine and Science Endowment." The purpose of the fund is to support WIMS and its mission is to create a supportive faculty network and facilitate opportunities for career advancement through training, mentoring, and development. Permitted uses of the fund include, but are not limited to, stipends and honorariums for lecturers and costs associated with the annual WIMS Day program.

The importance of having an endowed lectureship is for the legacy of the WIMS organization. Having a source of revenue outside institutional dollars sends a signal of importance and legitimacy to the past, present, and future generations of women in medicine and science in our UK College of Medicine.



LIAISONS

ASSOCIATION OF AMERICAN MEDICAL COLLEGES (AAMC)

Lumy Sawaki-Adams, MD, PhD, began serving as a liaison between WIMS and the AAMC in 2016, and her support continued until she left the College of Medicine to join the National Institutes of Health in 2021. She has shared the WIMS mission at many AAMC events, including the 2019 “Learn, Serve, Lead” annual meeting.

COLLEGE OF MEDICINE DIVERSITY, EQUITY, AND INCLUSION

Since **Stephanie White, MD, MS**, joined the College of Medicine as associate dean for diversity and inclusion at the start of 2020, she has been heavily involved in supporting the leaders of WIMS.

COLLEGE OF MEDICINE FACULTY AFFAIRS AND DEVELOPMENT

The Office of Faculty Affairs and Development, led by **Lisa Tannock, MD, senior associate dean**, has been a key player in developing, organizing, and promoting numerous opportunities for professional development that have benefited members of WIMS. Through her leadership in this area and her strong connection to WIMS, she has opened doors for networking and mentorship.

UK WOMEN’S EXECUTIVE LEADERSHIP DEVELOPMENT (WELD) PROGRAM

WELD was created in November 2015 and is housed in the Office of Faculty Advancement. WIMS charter member **Hollie Swanson, PhD, professor of pharmacology and nutritional sciences**, leads the program. It consists of an eight-month curriculum with two two-day retreats and monthly meetings covering topics such as leadership attributes, budgeting, strategic planning, legal issues and regulations, and crisis management. WIMS has benefited 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.

“I have been honored to be one of the two UK College of Medicine representatives for the Association of American Medical Colleges (AAMC) during the last three years. I have been a strong voice for the academic mission and have elevated our voices as an elected member for the following AAMC groups: Group on Women in Medicine and Science, AAMC Council of Faculty and Academic Societies (CFAS), CFAS Engagement and Nominating Committee, and CFAS Administrative Board.”

Lumy Sawaki-Adams, MD, PhD
Program Director, National Institute of General Medical Sciences
Former Endowed Research Chair, College of Medicine

“WIMS continues to play an instrumental role in ensuring that the College of Medicine elevates the challenges and acts upon opportunities to advance the career success of women in medicine. With national touch points and passionate local leaders, our faculty have numerous opportunities to engage and be supported.”

Stephanie White, MD, MS
Associate Dean for Diversity and Inclusion

“WIMS provides numerous development events and programs for faculty, staff, and learners that provide excellent opportunities for additional training in various career areas. I often refer faculty to WIMS events, and they are always highly rated. In addition, my office and WIMS collectively provide funds to support sending our faculty to external development opportunities such as the AAMC women’s career development programs.”

Lisa Tannock, MD
Senior Associate Dean for Faculty Affairs and Development

“WIMS has made essential contributions to the success of the WELD program that I direct. Working together, we have been able to significantly enhance the professional development opportunities for College of Medicine women and enhance their campus-wide visibility.”

Hollie Swanson, PhD
Director, WELD

THE WIMS 2020-2022 STRATEGIC PLAN

GOAL 1

Further promote engagement of stakeholders

GOAL 2

Expand collaborations beyond the College of Medicine

GOAL 3

Expand mentorship opportunities for all stakeholders

GOAL 4

Further expand development plans

“ In one word, what direction would you like to see WIMS go in the next three years? ”

EXPAND
FORWARD
EDUCATION
REPRESENTATION
SUPPORT
NETWORKING
ADVANCING
DIVERSITY

*Responses collected from WIMS members summer of 2021

INAUGURAL WIMS BOOSTER AWARD WINNERS

WIMS would like to recognize the following recipients of the inaugural WIMS booster awards, which sponsor research, education, and clinical projects for faculty and students in the college:

UK Neurology Wellness Committee
Led by Zabeen Mahuwala, MD

Dr. Mahuwala and her team won for their project to compare burnout among women in the College of Medicine by department and assess impact of a wellness program within neurology.

Sara Pasha, MD
Department of Internal Medicine

Dr. Pasha won for utilizing a transdisciplinary research team largely comprised of women for a project to examine gender differences in sleep among critical illness survivors.

Anna Hansen
MD/PhD Candidate

Hansen won for her project to determine patients' and health care providers' perceived medical and social determinants of maternal morbidity and mortality among rural Appalachian communities.



WIMS

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



WIMS@uky.edu



wims.med.uky.edu



@UKWIMS



@UK_WIMS

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 past three years of WIMS at the University of Kentucky College of Medicine. This report is published for alumni, faculty, trainees, students, and friends. Copyright ©2021. University of Kentucky. All rights reserved.

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