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.

ACKNOWLEDGMENTS:
Authors: M. Elizabeth Oates, MD, and Briana Dore, Art Director: James Curt; Illustrator and Graphic Designer: Karen Hillinger; Printer: Welch Printing; Event Photographs: Dana Rogers Digital Photography, LLC (2017). A publication funded by Departments of: Physical Medicine & Rehabilitation (Susan Clay, MD), Pharmacology & Nutritional Sciences (Nada Porter, PhD), Biochemistry (Beth Garvy, PhD), Obstetrics & Gynecology (Wendy Hansen, MD), Pharmacology & Nutritional Sciences (Staed Porter, PhD), and Physical Medicine & Rehabilitation (Susan McWillo, MD), Radiology (M. Elizabeth Oates, MD), and Toxicology & Cancer Biology (Daret St. Clair, PhD).

"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

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 advisory board was established 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 such areas 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
Professor of Radiology and Medicine
2015-2018 Founding 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.

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

EXCLUSIVE COMMITTEE MEMBERSHIP: 2015-2018

FACULTY REPRESENTATIVES

<p>| 2015 | 2016 | 2017 | 2018 |</p>
<table>
<thead>
<tr>
<th>MAR</th>
<th>MAY</th>
<th>JUN</th>
<th>JUL</th>
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<th>NOV</th>
<th>JAN</th>
<th>MAR</th>
<th>MAY</th>
<th>JUN</th>
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</thead>
<tbody>
<tr>
<td>Regina V. Fragoso, MD</td>
<td>Claire D. Clark, PhD</td>
<td>Carol L. Elam, EdD</td>
<td>Rebecca C. Brown, MD</td>
<td>Allison C. Rainis, MD</td>
<td>*</td>
<td>Amy E. Dahlgren, MD</td>
<td>Gina L. Guteschak, MD</td>
<td>Susanne M. Arnold, MD</td>
<td>Kristy S. Deep, MD</td>
</tr>
</tbody>
</table>

MICROBIOLOGY, IMMUNOLOGY & MOLECULAR BIOLOGY (AAMC/GWIMS)

Kathleen L. O’Connor, PhD
Katherine Wolf, PhD
Mary E. Hessler, DO
April Richardson Hatcher, PhD
Laila A. Amini, MD
Rachel W. Miller, MD
Julie C. Stevens, MD
Shasta Vally, OD
Kimberly A. Kaiser, MD
Molly M. Tovar, MD
Amy S. Gewirts, MD
Carol L. Stettenkamp, MD
Nancy R. Webb, PhD
Hoffie J. Sawadogo, PhD
Susan M. McDowell, MD
Lumy Sawaki Adams, MD, PhD
Donna M. Wilcock, PhD
Amy L. Meadows, MD
Janelle A. Molloy, PhD
M. Elizabeth Oates, MD
Sandra J. Buck, MD
Cynthia L. Talley, MD
Mary Vore, PhD
Katie N. Ballett, MD

STUDENT & TRAINEE REPRESENTATIVES

MEDICAL STUDENTS

Viktoria de Leon
Lily Rodriguez

GRADUATE MEDICAL EDUCATION RESIDENTS & FELLOWS

Amanda Faultner, MD
Fatima Yaduolu
Jennifer Whittington Harris, MD, PhD

GRADUATE STUDENTS

Jennifer Goosh
Hindia Steggs

POSTDOCTORAL SCHOLARS

A. Catalina Vélez-Ortega, PhD

LIASONS

AAMC/GWIMS

Susan M. McDowell, MD
Lumy Sawadogo, Adams, MD, PhD
Donna M. Wilcock, PhD
Hoffie J. Sawadogo, PhD

OFFICE OF DIVERSITY & INCLUSION

Penney Scales, PhD

OFFICE OF FACULTY & PROFESSIONAL DEVELOPMENT

WELD

Michael L. Rowland, PhD

PROGRAM COORDINATORS

Briana Dore

KEY: Members Continuing
*Former UK Faculty

2 | WIMS: THE FIRST THREE YEARS
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

<table>
<thead>
<tr>
<th>2015</th>
<th>2016</th>
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<tr>
<td><strong>AWARDS &amp; HONORS</strong></td>
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<td>Kimberly A. Kaiser, MD</td>
<td>Amy L. Meadows, MD</td>
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<td>Amy L. Meadows, MD</td>
<td>Lumy Sawaki Adams, MD, PhD</td>
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<td>Leslie Appiah, MD*</td>
<td>A. Catalina Velez-Ortega, PhD</td>
<td>Donna Wilcock, PhD</td>
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<td><strong>COMMUNICATIONS</strong></td>
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<td>Lumy Sawaki Adams, MD, PhD</td>
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<td>Leslie Appiah, MD*</td>
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<td><strong>MEMBERSHIP &amp; NOMINATING</strong></td>
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<tr>
<td>Lumy Sawaki Adams, MD, PhD</td>
<td>Mariem K. Basham Owan, MD</td>
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<td>Kristine M. Lohr, MD</td>
<td>Nancy R. Webb, PhD</td>
<td>Hollie I. Swanson, PhD</td>
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<td><strong>MENTORING</strong></td>
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<tr>
<td>Nancy R. Webb, PhD</td>
<td>Hollie I. Swanson, PhD</td>
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<tr>
<td><strong>PROGRAM</strong></td>
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<tr>
<td>Carol L. Steltenkamp, MD</td>
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<tr>
<td>Lisa R. Tannock, MD</td>
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<tr>
<td><strong>SURVEY TASK FORCE</strong></td>
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<tr>
<td>Susan S. Smyth, PhD</td>
<td>Hollie I. Swanson, PhD</td>
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<tr>
<td><strong>DEMOGRAPHICS &amp; STATISTICS TASK FORCE</strong></td>
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<tr>
<td>Susan S. Smyth, MD, PhD</td>
<td>Hollie I. Swanson, PhD</td>
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### 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.
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.

### WIMS DAY AWARDS

<table>
<thead>
<tr>
<th>Year</th>
<th>Award Type</th>
<th>Category</th>
<th>Recipient</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
<td>Leadership Award</td>
<td>Student</td>
<td>Catherine Mannon, Medical Student</td>
</tr>
<tr>
<td>2017</td>
<td>Mentorship Award</td>
<td>Anesthesiology</td>
<td>Arundathi Reddy, MD</td>
</tr>
<tr>
<td>2018</td>
<td>Mentorship Award</td>
<td>Cardiovascular Medicine</td>
<td>Lisa Tannock, MD</td>
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Presented to a woman faculty member who serves as a mentor in her profession.

### WIMS TRAVEL AWARDS

<table>
<thead>
<tr>
<th>Year</th>
<th>Award Type</th>
<th>Category</th>
<th>Recipient</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>Postdoctoral Scholar</td>
<td>Pharmacology &amp; Nutritional Sciences</td>
<td>Lisa Tannock, MD</td>
</tr>
<tr>
<td>2017</td>
<td>Faculty</td>
<td>Cardiovascular Medicine</td>
<td>Hollie Swanson, PhD</td>
</tr>
<tr>
<td>2018</td>
<td>Faculty</td>
<td>Endocrinology &amp; Neurology</td>
<td>Kristin Hoffman, DO</td>
</tr>
</tbody>
</table>

Presented to a woman faculty member who serves as a leader in her profession.

Presented to a woman or man faculty member who serves as a mentor and role model for UK women.

Presented to a woman faculty member who serves as a leader in her profession.

Presented to a woman faculty member who serves as a mentor and role model for UK women.

Presented to a woman faculty member who serves as a leader in her profession.

Presented to a woman faculty member who serves as a mentor and role model for UK women.

Presented to an outstanding woman student or postgraduate professional-in-training in the college.

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.

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.

“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

### 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.

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Stephanie Davis, PhD
Postdoctoral Scholar, Department of Neurology
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

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

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.

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
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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.

Recognizing executive committee members who participated in the communications subcommittee:

Katie N. Ballert, MD
Sandra J. Beck, MD
Regina Y. Fraglento, MD
Jennifer Gooch
Kendra Staggs

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

Kendra Staggs
Julia C. Stevens, MD
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
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 departing executive committee members were affiliated representatives who transitioned to faculty, and we now have representation from the Department of Neurosurgery and the Department of Otolaryngology - Head & Neck Surgery.

Recognizing executive committee members who participated in the membership & nominating subcommittee:
Jennifer Whittington Harris, MD
Allison C. Rains, MD*

Meriem K. Bensalem Owen, MD
(Uly 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 Sciences

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
Carole Stoltenkamp, 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

PROGRAM 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. Lehr, 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

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. Lehr, 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

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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.

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(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

* Former UK Faculty
WIMS strives to enhance our community by delivering lectures, workshops, and seminars to all men and women across the university and the health care system, and in so doing, WIMS strives to enhance our community.

**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 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.

<table>
<thead>
<tr>
<th>DATE</th>
<th>TOPIC</th>
<th>PROGRAM FACULTY</th>
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<tr>
<td>2/20/16</td>
<td>Resolutions of the Professional Development</td>
<td>Michael Rowland, PhD, D. Elizabeth Gates, MD.</td>
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<td></td>
<td>and Career Advancement Survey</td>
<td>co-sponsored by Office of Faculty &amp; Professional Development</td>
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<td>2/26/16</td>
<td>Results of the Professional Development</td>
<td>Michael Rowland, PhD.</td>
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<td>and Career Advancement Survey</td>
<td>co-sponsored by Office of Faculty &amp; Professional Development</td>
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<td>3/2/16</td>
<td>Promotion Strategies for Clinical Title</td>
<td>Shawn Cassill, MD, &amp; Peter Sawaya, MD.</td>
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<td>Series Faculty</td>
<td>co-sponsored by Office of Faculty &amp; Professional Development</td>
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<td>3/3/16</td>
<td>Promotion Strategies for Regular</td>
<td>Henriketa Buda, MD, Beth A. Gavry, PhD, &amp; Peter Sawaya, MD.</td>
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<td>Special Title Series Faculty</td>
<td>co-sponsored by Office of Faculty &amp; Professional Development</td>
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<td>5/9/16</td>
<td>Roundtable Conversations: Managing</td>
<td>Patty Sandor &amp; Ann Smith, MPH, Shawn Cassill, MD, Claire-Clark, PhD, Christopher</td>
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<td>Career Challenges</td>
<td>Plantok, MD, Carl Leukefeld, DSW, Carrie Swainto, DNS, Lisa Tannock, MD, Mary</td>
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<td>Vore, PhD, Gretchen Valla, MD, PhD.</td>
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<td>9/19/16</td>
<td>Roundtable Conversations: Faculty Benefits</td>
<td>Gary Carab, human resources manager, benefits</td>
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<td>10/19/18</td>
<td>Roundtable Conversations: Work/Life Balance</td>
<td>Melissa Seiblach, MD, PhD (PGY Resident)</td>
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<td>How to Make it Work as a Resident or Student</td>
<td>Eunice Hampton (PhD Candidate)</td>
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<td>2/15/19</td>
<td>WIMS with WIMS: A Networking Event</td>
<td>WIMS Executive Committee Members</td>
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<td>2/15/19</td>
<td>Research Collaboration: Tips to Make it</td>
<td>Donna Amsel, PhD, Patricia Burkhardt, PhD, Heather Rush, PhD, Alan Dougherty,</td>
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<td>Work Speed Mentoring</td>
<td>PhD, Barbara Duncan, PhD, Laura Fanucchi, MD, &amp; Nancy Harrington, PhD</td>
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<td>4/6/17</td>
<td>WELD Featured Event: The Tragedy of a</td>
<td>Dumeness Jones, PhD, vice president for academic affairs, Trinity University</td>
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<td>Single Story: Thoughts on Issues of Race</td>
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<td>&amp; Gender in Higher Education Administration</td>
<td>for the 21st Century</td>
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<td>5/4/17</td>
<td>Mini WIMS Wellness Day: A Faculty Health</td>
<td>Carrie Denden, MD, Janet Gilginn, MD, Connie Jemings, MD, S. Sherry Leger, MD,</td>
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<td>&amp; Wellness Festival</td>
<td>co-sponsored by Wellness Committee, UK HealthCare</td>
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<td>Pondering the, “Work, Food &amp; Health</td>
<td>Integrates Medicine &amp; Health, and Office of Faculty &amp; Professional Development</td>
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<td>9/6/17</td>
<td>Meet &amp; Greet for New Members of</td>
<td>WIMS Executive Committee Members</td>
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<td>College of Medicine and UK HealthCare</td>
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<td>1/8/18</td>
<td>WIMS with WIMS: A Networking Event</td>
<td>WIMS Executive Committee Members</td>
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<td>3/3/18</td>
<td>Documenting Your Teaching Activities</td>
<td>Bill Burke, MA, associate director, UC Center for</td>
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<td>for Promotion &amp; Tenure: Assembling a</td>
<td>Enhancement of Learning and Teaching</td>
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<td>Teaching Portfolio</td>
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<td>4/19/18</td>
<td>Welcome Reception for WELD Featured Event:</td>
<td>Lori Gonzales, PhD, vice chairman, University of Tennessee Health Science</td>
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<td>Resilience in Leadership</td>
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**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 choices, Being competitive for residency or fellowship position, Career options-employee, hospitalist, private practice, research, Negotiating the first job”

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

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

Breakout Session – Faculty (Moderator: Mitzi Schumanmer, PhD)
- “Diversity & inclusivity, unconscious biases: 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

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Inaugural WIMS Awards Ceremony

**SYMPOSIUM I – LEANING IN – WITHOUT FALLING OVER**

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

Breakout Session – Faculty (Moderators: Zaki Hassan, MD, Susan Smyth, MD, 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 Ragland, MD, Katie Twist, MD
- “Career mapping and work/life balance”

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

Sources: Faculty list from dean’s office for academic years 2014-2015 and 2017-2018; students and trainees from UK Institutional Research and Advanced Analytics for academic years 2014-2015 and 2017-2018; AAMC statistics derived from AAMC faculty rosters reported on December 31, 2015 and on December 31, 2017 and from Table B-1.2 “Total Enrollment by U.S. Medical Schools ...” reported on December 1, 2017.
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 Fernando, 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 benefited from WELD’s visiting experts and leadership attributes, budgeting, strategic planning, legal issues and regulations, consisting of two 2-day retreats and monthly meetings covering topics such as career development or promotion and tenure.

College of Medicine, Diversity & Inclusion
Susan McDowell, MD, and Lumy Sawaki Adams, MD, PhD

"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." 

College of Medicine, Faculty & Professional Development
Renay Scales, PhD

"WIMS has been an incredible asset in promoting the inclusion and advancement of women students, trainees, and faculty. It 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." 

College of Medicine, Faculty & Professional Development
Reny Scales, PhD

Associate Dean for Diversity and Inclusion

"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

"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 Setzer, 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 Pagnotto, 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
Professor of Medicine
2018-2020 Chair, WIMS Executive Committee

Kristine M. Lohr, MD, MS
Professor of Medicine
800 Rose Street, MN150   |   Lexington, KY 40536-0298   |   P: 859-323-1227   |   F: 859-323-0894    |    www. wims.med.uky.edu

16 | WIMS: THE FIRST THREE YEARS

17
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.

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