2011-2012 OFFICERS & EXECUTIVE COUNCIL MEMBERS

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Julie Wei, MD

VICE PRESIDENT
Brenda Rongish, PhD

SECRETARY
Paige Geiger, PhD

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Marty McLaughlin

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Sue Pingleton, MD

SCHOOL OF NURSING/SCHOOL OF HEALTH PROFESSIONS REPRESENTATIVES
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Allen Rawitch, PhD

OFFICE OF PROFESSIONAL DEVELOPMENT AND FACULTY AFFAIRS
Robert Klein, PhD
Alana Smith
The University Of Kansas School Of Medicine is indeed fortunate to have not only a robust and energized Woman in Medicine and Science (WIMS) organization but also the Joy McCann Professorship of Women in Medicine and Science. This professorship is a unique resource for female faculty at KU to support the professional growth of female faculty, especially the increasing numbers of junior faculty, as they navigate the labyrinths of academic medicine.

The Joy McCann Professor of Women in Medicine and Science is named as the Program Consultant of WIMS and sits on the WIMS Executive Committee to support the mission of the Kansas WIMS chapter. In conjunction with our chapter, headed by President Dr. Julie Wei, the McCann Professorship has continued this year to support existing programs and to initiate others.

JOY MCCANN ANNUAL REPORT
The McCann Professorship has continued to support leadership development. As in previous years, the professorship has totally supported selected female faculty to attend the Association of American Medical Colleges (AAMC) mid-career leadership development course. The past year Dr. Lisa Vansaghi was the McCann mid-career leadership recipient and this year’s recipient is currently being selected.

The McCann Visiting Professorship continued this year with the goal of introducing national known female leaders to our female faculty. This year, Dr. Ann Bonham, Chief Science Officer of the AAMC was the 2nd Annual Visiting Professor. She led an exciting leadership seminar and also conducted multiple networking visits with many female faculty. Her visit was extremely well received by our faculty and was also an opportunity to showcase our faculty to a national leader.
To provide academic and professional growth, the McCann Professorship has developed and supported a number of mentoring sessions in a variety of professional areas. These have usually been one hour seminars with a very broad attendance, including many of our male colleagues.

Two new initiatives have begun this year. For the first time, with McCann resources, we have organized our senior female faculty. This June, the vast majority of all female senior professors and emeriti gathered for dinner and discussion. Of 35 female professors, 30 attended. With great discussion, we decided to begin an oral history project, in association with the Foundation for the History of Women in Medicine. We plan to continue to meet and plan this project throughout the upcoming year.

Recognition of the impressive work of our female faculty is a cornerstone of our WIMS chapter. The McCann Professorship wants to join in recognizing and promoting our faculty. During our annual WIMS dinner, I announced the institution of the Joy McCann Professorship Innovation Award. This monetary award will be given each year to a female faculty member whose innovation, in any area, results in improving our culture. The award is named after the first award winner and will be given annually at the WIMS dinner.

I was extremely pleased to announce the Amy O’Brien-Ladner Innovation Award. Dr. Ladner is currently the Division Director of Pulmonary and Critical Care Medicine and Vice-Chair of the Department of Internal Medicine. She was instrumental in developing Kansas’ WIMS chapter as we know it. She wrote the first by-laws which we use today. She promoted a WIMS which was collaborative, respectful and energetic. She developed our WIMS logo. And during her time as WIMS President, she was instrumental in obtaining the first McCann Professorship. It is clear that Dr. Ladner has improved the culture of women in medicine and science at KU.

I believe the work supported by the McCann Professorship has been extensive and useful. I look forward to continuing and expanding our programs in the coming year.
MESSAGE FROM THE IMMEDIATE PAST PRESIDENT

JULIE WEI, MD

I am so proud to share our second annual report with all of you to show just how much growth our organization has experienced in this past year. It has been a privilege and honor to serve as your President since April of 2010. As I step down and hand the baton to our new President, Paige Geiger, PhD, I reflect on what we have accomplished towards our four missions:

1. To be proactive and constructive in establishing and advancing the careers of women in medicine and science

2. To educate women on relevant KU Policies and Procedures for career development and advancement

3. To enhance and foster the professional development of all women faculty through encouragement and mentoring, and to encourage growth, networking and quality within our KUMC community (local and national)

4. To promote the process of developing long-term, mutually beneficial relationships and cultivating new opportunities for collaboration through a supportive exchange of ideas and resources

As you enjoy the following pages, you will see that under the guidance and support of both the McCann Professorship and our KU PDFA office, we have indeed spent the past 12 months addressing each mission. Our WIMS organization has provided the opportunities for gaining leadership skills as well as changing the culture on our campus to one which makes the support and development of female leaders in academic medicine a clear priority. We have enjoyed giving ourselves the opportunity to get to know one another, faculty and trainees, and this spirit of collaboration was most evident in our first electronic ballot election which identified new officers and representatives for our executive council.

Growth can be measured by not only number but also by quality and energy. We now have over 20 members on our executive council who represent faculty and trainees across the entire KU medical campus. Our three committees, Recognition Committee, Program Committee, and Mentoring Committee each worked to provide quality initiatives throughout the year. I was recently asked to share my “Leadership Journey” with hospital CEOs and academic leaders across the U.S. this June at the AAMC Leadership Forum in Washington DC, and was so proud to share our story of how we have been able to reinvigorate our WIMS organization to what it is today.

I always knew there were three legs of academic medicine: teaching, patient care, and research. Through our own KU Leadership Academy, I learned that leadership was the fourth leg. Today, I know there are two more legs: legacy and succession. I am so excited that KU WIMS has achieved succession through the election process, so that we may continue to engage new faculty and trainees and maintain the momentum and positive changes which makes our amazing strong campus an even better one.

Thank you to the many leaders in our institution who have been a great role model and an inspiration to me, by teaching me to be selfless in giving back to our institution. For all that
we’ve accomplished, we still have a long way to go. KU WIMS wants to support having women Chairs across our campus as well as more qualified women in other senior leadership positions, and hope to support the leadership in the recruitment efforts if given a voice in the search process.

Finally, I thank my husband Dave Pankros and our beautiful daughter Claire. Dave has always been an amazing spouse and great father, and has made so many sacrifices so that I may have a successful academic career. His sacrifices, personal and professional, are what has ensured that our family life does not suffer because of my academic career as well as help me experience a better work life balance. Everyone sees me when I thrive, but it is my spouse who is there to anchor me during my most challenging and difficult times. My daughter Claire continues to inspire me to be make the world a better place, one moment and one task at a time.
It is my great honor to serve as President of the KU School of Medicine WIMS organization for 2012-2013. As an active participant and member of the Executive Council of WIMS for the last two years, I understand the value and necessity of strong leadership in a diverse, campus wide organization like ours. I am fortunate to be following in the footsteps of an excellent leader, someone that revitalized and reinvigorated WIMS on our campus. Dr. Julie Wei handed over an organization that has a solid structure centered on an executive council, three well-populated and established standing committees, as well as a newly established election process designed to ensure continuity in succession from year to year. Joined by amazing women leaders on the Executive Council this year from across all three schools (School of Medicine, School of Nursing and the School of Health Professions), I look forward to planning new WIMS programs and events to meet the needs of our women faculty.

My involvement with WIMS has taught me the importance of networking, mentoring and goal setting to achieve career success. As female faculty in medicine and science, we have the unique opportunity, through WIMS, to enhance our career environment by speaking up, asking questions, seeking solutions, and implementing change where needed. I look forward to what I know will be a rewarding year of service advancing the goals and initiatives of the WIMS organization.
The Executive Council prioritizes goals, plans, and directs activities for the WIMS Organization. In addition to our officers and officers-elect, EC members include faculty from School of Medicine (Basic Sciences and Clinical Sciences), School of Nursing, and School of Health Professions. We also have representatives from each group of trainees across our campus, including our medical students, residents, graduate students, post-docs, and MD/PhD students.

Over the past three years, we continue to have more representatives joining us and contributing to our collective efforts to advance careers of women in medicine and science. Each of the three WIMS Committee Chairs, Mentoring, Recognition, and Program Chairs are EC members.

We are grateful for the guidance of our Joy McCann Professor of Women in Medicine and Science as well as the support of our KU Endowment representative and members of the PDFA. The WIMS EC meets once a month, and we welcome you to join us and contact us with any concerns or questions.

**MEMBERS**

- J Wei, MD
- B Rongish, PhD
- P Geiger, PhD
- M McLaughlin
- S Pingleton, MD
- G Shih, MD
- C Gibson, PhD
- M Oropeza-Vail, RN
- D Sullivan, PhD
- P Person
- L Roop, MBA
- K Bellmyer
- F Costa, PhD
- R Gove
- J Thompson
- C Linscheid
- K Jones
- A Smith
Under the leadership of Cheryl Gibson, PhD, Chair, the Recognition Committee reviewed and selected applicants to attend the AAMC early and mid-career faculty development seminars. The AAMC development seminars are designed for physicians and scientists holding medical school appointments, to help increase their knowledge and skills needed for leadership in academic medicine.

Early career awardees included Jana Zaudke, MD, Department of Family Medicine, and Laura Martin, PhD, Department of Preventive Medicine. Susana Patton, PhD, Department of Pediatrics, was chosen to receive the mid-career award to attend the AAMC faculty development seminar.

Additionally, the Recognition Committee reviewed and selected candidates for the 2012 Marjorie S. Sirridge Women in Medicine & Science Award. The WIMS organization solicits applicants each year to honor and recognize Dr. Marjorie S. Sirridge’s extraordinary leadership, vision, and years spent serving as a role model and mentor for faculty and students. Each year, WIMS presents this award to deserving women who manifest Dr. Sirridge’s ideals. Beth Levant, PhD, Department of Pharmacology, Toxicology, and Therapeutics and Kim Templeton, MD, Department of Orthopedic Surgery, received this prestigious award and were honored at the annual WIMS dinner.

The Recognition Committee also encouraged KUDOS submissions from faculty and students to recognize female faculty colleagues who have achieved career successes. Committee members expressed congratulations to a number of colleagues throughout the year, recognizing many awards received and successes achieved.

**MEMBERS**
C Gibson, PhD
G Bonaminio, PhD
D Durham, PhD
R Mijal, PhD
L Roop, MBA
A Shah, MD
P Shaw, MD
P Thomas, MD
B Vail, MD
C Vines, PhD
The Mentoring Committee was constituted this year and had a productive year. The committee members are filled with volunteers, both basic science and clinical science faculty. Our accomplishments were several.

WIMS career development and mentoring resources have been implemented on the WIMS website. WIMS GALS (Guidance and Advancement Liaisons) was formed to welcome and assist new members. Faculty members from each department where there are women faculty volunteer to serve as a liaison between WIMS, especially the executive committee and each new faculty member.

The mentoring committee was divided into two subcommittees, one basic science and one clinical science. There are many similarities from both groups such as promotion and tenure, however there are differences. The clinicians were interested in alternative content delivery techniques such as podcasts which could be adjusted in view of their clinical schedule.

Future work will include further faculty development topics suggested by both mentoring subcommittees. Associate professors and full professors will be contacted to determine if they would mentor a female faculty allowing us to assist new female faculty in locating a mentor. The largest group of female faculty in any one department are in the Department of Internal Medicine which has a formal mentoring program as well as the pediatric program. Furthermore, we plan to continue developing the mentoring web page with mentoring and leadership development resources.

**MEMBERS**

S Pingleton, MD  
N Berman, PhD  
D Clements, MD  
A Davis, PhD  
C Francis, MD  
M Larson, PhD  
B Levant, PhD  
M McLaughlin  
D Persons, MD  
P Petroff, PhD  
G Shih, MD  
T Smith, PhD  
L Swint-Kruse, PhD  
C Wieneke, MD
The mission of the Program Planning Committee is to plan and organize all Women in Medicine and Science events including:

1. Professional development programs
2. Noon-time presentations
3. Receptions
4. Networking and social gatherings
5. The Annual WIMS Professional Development Conference

In the past year, we have had many fun and successful events with influential guest speakers. If you have any ideas for future events, please contact one of the committee members with your suggestions.

**MEMBERS**

D Sullivan, PhD  
E Averett, PhD  
N Berman, PhD  
N Cheng, PhD  
C Gibson, PhD  
C Dale Grube, MA  
G Kala, MD  
R Knolla, DO  
D Liu, MD  
L Martin, PhD  
S Patton, PhD  
S Rigler, MD  
C Wang, MD
**PROGRAM HIGHLIGHTS**

**AUGUST 2011**
- Marjorie S. Sirridge Award winners announced

**SEPTEMBER 2011**
- Susan Pingleton, MD, FACP, Master Fellow, ACCP was honored as the newest Joy McCann Professor of Women in Medicine & Science during her Investiture. Our new WIMS members were welcomed. Dr. Pingleton discussed the evolution of women in medical schools, specifically in our own KU School of Medicine.

**OCTOBER 2011**
- WIMS held a booth open to welcome our alumni and spread the word about our organization

**NOVEMBER 2011**
- "Making Humor Work for You: Taking Yourself Lightly and Your Work Seriously" presented by Jae Pierce-Baba, OTR

**DECEMBER 2011**
- AAMC Early & Mid Career Women Faculty Professional Development Seminars
JANUARY 2012
▶ “Managing Burnout and Living Your Best Life” presented by Julie Wei, MD

FEBRUARY 2012
▶ WIMS Fundraising Event: Celebrate Art and Hearts for KU-WIMS and Friends
▶ “Phenomenal Skin/Face at All Ages” presented by Clint Humphrey, MD; Daniel Aires, MD; Richard Korentager, MD

MARCH 2012
▶ Building Interdisciplinary Research Careers in Women’s Health (BIRCHW) presented research that they are doing to promote the performance of research and transfer findings that will benefit the health of women
APRIL 2012

▶ Zumba Class

▶ “Getting The Most Out of Your Journey in Academic Medicine: Lessons Learned From One Woman’s Journey” presented by the Joy McCann Visiting Professor, Dr. Ann Bonham, PhD, Chief Scientific Officer, AAMC

▶ WIMS End of Year Celebration

MAY 2012

▶ “Negotiating For What You Need (Considering the KU Budget as a Huge Factor)” presented by Kim Meyer, PhD, Senior Associate Dean for Finance, SOM

▶ Voices Behind Choices: Life’s Choices - “Gearing Up for Slowing Down”

JUNE 2012

▶ Joy McCann Professorship Dinner - Honoring Emeritus and Senior Women Professors in the School of Medicine

The Joy McCann Visiting Professor, Dr. Ann Bonham
THE 2ND ANNUAL WIMS PROFESSIONAL DEVELOPMENT CONFERENCE

The Labyrinths, not Ceilings: Navigating WIMS Career Paths to Success Conference is a one day program with a welcome dinner the night before, designed for professionals (both men and women) in the fields of academic medicine and science.

The program goal is to enhance knowledge and skills needed to support career growth and provide information which will help individuals overcome many challenges today with achieving success and satisfaction in their chosen careers. The conference is targeted at physicians and basic scientists holding medical school appointments and leadership positions within their discipline, department or institution in addition to private physicians in private practice and basic scientists in private bio-medical industries. This year the conference is also targeting our nursing and allied health faculty colleagues, residents, fellows, post-docs, and management staff who support our mission. Faculty and other professionals from Children’s Mercy Hospital, KCUMB, Truman Medical Center and private medical practices in the Kansas City area and region are welcome to attend.
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<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Recognition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sandra Billinger, PT, PhD</td>
<td>Assistant Professor, Physical Therapy and Rehabilitation</td>
<td>CTSA Pilot Grant Awardee and appointed vice chairperson of the American Heart Association’s Rehabilitation and Recovery Committee</td>
</tr>
<tr>
<td>Giulia Bonaminio, PhD</td>
<td>Associate Dean for Medical Education</td>
<td>Named a fellow by the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women at Drexel University College of Medicine.</td>
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<tr>
<td>Susan Carlson, PhD, A.J. Rice Professor of Dietetics and Nutrition School of Health Professions</td>
<td></td>
<td>Received Honorary Mentoring Award</td>
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<tr>
<td>Flavia Costa, PhD</td>
<td></td>
<td>Received Postdoctoral Scholar Research Integrity Ambassador Award sponsored by the Office of Research Integrity</td>
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<tr>
<td>Carol Fabian, MD</td>
<td>Kansas Masonic Research Endowed Chair and Professor of Internal Medicine</td>
<td>Earned the highest honor as a University Distinguished Professor</td>
</tr>
<tr>
<td>Jianghua “Wendy” He,</td>
<td>Assistant Professor, Biostatistics</td>
<td>CTSA Pilot Grant Awardee</td>
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<tr>
<td>Lyndsey Kilgore, 2nd Year Medical Student</td>
<td></td>
<td>Received the Hagen Award to work with Women in Medicine and Science to create an annual Medical and Science Career Fair for high school and college students</td>
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<tr>
<td>Beth Levant, PhD</td>
<td>Associate Professor of Pharmacology, Toxicology and Therapeutics</td>
<td>Received the Chancellor’s Award for Outstanding Classroom Teaching</td>
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<tr>
<td>Barbara Lukert, MD, Professor Emeriti of Internal Medicine</td>
<td></td>
<td>Presented “The Jayhawk”, the Lifetime Achievement in Mentoring Award</td>
</tr>
<tr>
<td>Renée Mijal, Assistant Professor, Preventive Medicine and Public Health</td>
<td></td>
<td>CTSA Pilot Grant Awardee</td>
</tr>
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</table>
Amy O’Brien-Ladner, MD, Director, Division of Pulmonary and Critical Care Medicine
Honored with the Ruth Bohan Teaching Professorship

Susan Pingleton, MD, Associate Dean, Continuing Medical Education
Appointed to The Foundation for the History of Women in Medicine (FHWIM) Board of Trustees

Megha Ramaswamy, Assistant Professor, Preventive Medicine and Public Health
KL-2 Awardee

Neena Sharma, Research Assistant Professor, Physical Therapy & Rehabilitative Sciences
KL-2 Awardee

Priyanka Sharma, Assistant Professor, Internal Medicine
CTSA Pilot Grant Awardee

Liskin Swint-Kruse, PhD, Associate Professor, Biochemistry
Named the Associate Director of the Interdisciplinary Graduate Program in the Biomedical Sciences (IGPBS) Program

Julie Wei, MD, Associate Professor of Otolaryngology–Head & Neck Surgery
Awarded the George L. Adams, MD Young Faculty Award by the Middle Section of the Triological Society

Kristine Williams, Associate Professor, School of Nursing, CTSA Pilot Grant Awardee

Jo Wick, Biostatistics
KL-2 Awardee
In 2012, WIMS leadership modified the organization’s bylaws to develop mechanisms to select successors for the founding officers. In order to ensure a smooth transition, the WIMS Executive Committee appointed Paige Geiger (associate professor in Molecular and Integrative Physiology) as president for the 2012-2013 academic year and Melissa Oropeza-Vail (SON) as secretary.

The WIMS Organization, under the direction of Dr. Paige Geiger (secretary and incoming president) held their first Call for Nominations and subsequent electronic elections in July, in order to populate open positions on the Executive Council for the 2012-2013 academic year.

Forty-one women from all three schools (SON, SHP, SOM) were nominated by their colleagues, and 29 of the nominees agreed to be on the ballot. Female faculty in all 3 schools were sent an email containing a link to the election ballot. Voting was reported anonymously and results were tabulated by Internet Development with the generous assistance of Jameson Watkins. WIMS is happy to report that 131 people voted in the elections.

The newly elected members of the WIMS Executive Council for 2012-2013:

**President-elect**: Belinda Vail, Professor, Vice Chair, Residency Program Director, Department of Family Medicine

**Secretary-elect**: Pam Shaw, Professor of Pediatrics and Vice-Chair for Education, Medical director of the Neis Clinical Skills Lab and Phase II director

**BS representatives for the SOM**: Beth Levant, Professor of Pharmacology, Toxicology & Therapeutics & Christie Befort, Assistant Professor in Preventive Medicine

**CS representatives for the SOM**: Carol Lindsley, Professor, Pediatric Rheumatology & Connie Wang, Assistant Professor, Division of Nephrology, Internal Medicine

**Representatives from the SON**: Cynthia Teel, Associate Dean-Graduate Programs School of Nursing & Janet Pierce, Professor in School of Nursing; and from the SHP: Lisa VanHoose, Assistant Professor, Department of Physical Therapy and Rehabilitation Sciences

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**DONATIONS**

We would like to acknowledge and thank those who believe in us and for their generous contributions:

Mary Kay McPhee and William E. Pfeiffer Sr.
Marjorie S. Sirridge, MD
Michelle R. Stoffel
Laurie K. And Thomas J. Hay
Beth E. Klein and Robert M. Klein, PhD
Sheila A. Jewell and William R. Jewell, MD

ING North America Insurance Group

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**DONATION & WIMS SUPPORT INFORMATION**

[www2.kumc.edu/wims/wims_support.html](http://www2.kumc.edu/wims/wims_support.html)
[www.kuendowment.org](http://www.kuendowment.org)

Photography by Elissa Monroe
Design and layout by Rachel Coldanghise