Our WIMS community is broad and encompasses the SOM, SON and SHP. We include residents, postdocs, and graduate students amongst our trainee representatives. We work closely with the office of Professional Development and Faculty Affairs, the Office of Academic Affairs, the Office of Student Life, the American Women’s Medical Association student organization, the Kansas Postdoctoral Society, and the KU Women’s Auxiliary—and as a result have established ourselves as a hub for cross-campus interaction and communication. This year we have expanded our interactions to include the Emily Taylor Center for Women and Gender Equity in Lawrence, as well as the largest and longest-standing women’s business network in Kansas City, the Central Exchange. These interactions and collaborations have allowed us to both expand and strengthen our mission to empower women faculty at KUMC in their individual careers.

Executive Council

- Mentoring Committee
- Recognition Committee
- Program Committee
- Moms in Medicine & Science (MIMS)

Trainee Representatives
- KellyAnn Jones, Grad Student Representative
- Blyss O’Bryhim, MD/PhD Representative
- Stacey DeJong, MD, Postdoctoral Representative
- Maryan Nobari Tabrizi, MD, Resident Representative

Committee chairs
- Laura Martin, PhD, Program Chair
- Monica Kurylo, PhD, Recognition Co-Chair
- Lori Roop, Recognition Co-Chair
- Susan Pinglaton, SOM Representative

Ex officio voting members
- Marty McLaughlin, PDFA Support
- Alana Smith, PDFA Support
- Robert Klein, PhD, PDFA
- Alan Rawitch, PhD, Academic Affairs
- Lori Roop, GME Representative
- Peggy Persoon, Endowment
- Stefani Buchwitz, Office of Student Engagement
Paige Geiger, PhD

Going forward, it is my hope that WIMS will be a thought leader on campus with an established reputation for inclusion, diversity and promoting career advancement for women faculty; WIMS will be the go-to source for leadership opportunities with a model system in place to train our officers and committee chairs; WIMS will have a voice in institutional policy decisions and a presence on key faculty search committees; WIMS will strive to increase work-life balance and work-work balance for KUMC faculty; WIMS will serve as both mentor and partner to campus student and faculty networks and be recognized as an organization that accomplishes both short- and long-term goals. In essence, I hope for continued success with ever-higher reaching goals.
—Paige Geiger, PhD

MESSAGE FROM the IMMEDIATE PAST PRESIDENT

It has been my privilege to serve as the President of WIMS for 2012–2013. The past year has been an immeasurable learning experience for me, and one that will undoubtedly shape my future career aspirations and goals.

In the past year we took on the somewhat unglamorous task of solidifying and stabilizing the future of WIMS—defining job positions, improving our nomination and election process for new officers, creating a database of institutional and national awards for our faculty, and establishing a leadership training program to ensure the smooth transition of WIMS officers from year to year. We considerably expanded our reach on the KUMC campus through a variety of programs and scholarships, and earned the reputation as one of the premier WIMS organizations in the country. KUMC is incredibly fortunate to have so many enthusiastic and talented faculty members contributing to the growth and success of our WIMS program. WIMS aims to help women faculty lean in to their individual careers in medicine and science, and also serve as the change agent for our collective goals and leadership ambitions.

Last Fall we hosted, Lisa Wolfe-Wendel, a Professor in the Department of Educational Leadership and Policy Studies, from the KU Lawrence campus. Dr. Wolfe-Wendel’s book Academic Motherhood: How Faculty Manage Work and Family, quickly became a source of inspiration for many of our WIMS’ members and as a direct result of this program, our newest WIMS subcommittee—Moms in Medicine and Science (MIMS) was created. This network has become an essential form of support for many of our junior women faculty trying to ‘have it all’

Sharyl Sandberg, the CFO of Facebook, wrote a little book this year called Lean in: Woman, Work and the Will to Lead. This book started a national conversation about women in leadership positions in business, not-for-profits, and academic institutions. Together with our WIMS leadership, our top institutional leaders helped us hold an open and candid panel discussion about the factors that might be holding women back in their careers—not an easy subject! I continue to be so impressed with our leadership for their willingness to engage in this topic—a topic that has only gained momentum since this event. We are launching Lean in Circles in the upcoming year as a form of mentoring for all women faculty at KUMC.

Without incredibly strong institutional support, our WIMS organization would never achieve the goals we set each year. Dr. Robert Klein, Marty McLaughlin, and Alana Smith are critically important to the past, present and future support of WIMS. We are greatly appreciative of their guidance, dedication and constant support.

Charlie & Helen, my future Jayhawks!
The WIMS organization at the University of Kansas is a testament to what can happen when someone has a vision, and that vision become contagious. There was a need for the organization ten years ago when it was founded, but it took an expanded vision of an organization serving all women (and often men) faculty members on the campus that brought the growth of WIMS to its tipping point. The inclusion of basic science, nursing, and other health professions faculty members, support for strategic planning, and an incredible amount of work from a core of leaders has propelled WIMS into a nationally recognized organization providing support, fellowship, and inspiration to women from all parts of the medical center campus. WIMS groups from a variety of organizations across the country are attempting to copy our success.

It is my great honor to be asked to carry on the leadership of this group. In many ways it is a daunting task as the organization has outgrown its infrastructure. In the upcoming year, our leadership team will be working with the University and Medical Center leadership to add support systems for some of our core functions, develop our organizational structure, and provide a written blueprint for our leaders in years to come. Many of our non-core functions will need to continue to work on a grassroots basis with strong leaders and volunteer support. My focus this year will be on mentoring and to continue to develop our leadership potential by utilizing a strong mentorship program. We need to take this opportunity to find excellent women role models for leadership in the institution and develop our own pipeline of women leaders to ensure diversity in management and continued role models for future generations. We have a terrific group of officers and committee chairs, and representatives from all three schools and the Wichita campus on our executive committee, and I am looking forward, to an exciting and busy year.

—BELINDA VAIL, MD

Belinda Vail, MD

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. This year Dr. Paige Geiger was the McCann mid-career recipient. In a highly selective process, Dr. Geiger was able to attend the course with the intent to bring leadership concepts back to WIMS.

Another goal of the McCann Professorship is to introduce nationally known female leaders in Medicine to our female faculty. The 3rd annual McCann Visiting Professor was Dr. Claire Pomeroy, the University of California Davis Vice Chancellor of Health Sciences and Dean of the UC Davis School of Medicine. Dr. Pomeroy conducted exciting leadership seminars and also conducted multiple working visits with female faculty. She had an especially informative discussion with the leadership of WIMS. Her visit was extremely well received by faculty. It was also an opportunity to showcase our faculty.

In the past year the McCann Professorship continues to recognize, support and promote our faculty. The Joy McCann Professorship awarded the Amy O’Brien Innovation Award to Dr. Barbara Lukert, a long serving and highly respected faculty in the School of Medicine. Dr. Lukert is an icon to several generations of medical students, residents and junior faculty. Through her support and mentoring for many years, it is clear that Dr. Lukert has improved the culture of women in medicine and science at the University of Kansas.

I believe the work supported by the McCann Professorship has been extensive and useful in the past year.

Susan Pingleton, MD

Joy McCann Professor 2010–2013

To provide academic and professional growth, the McCann Professorship has continued to develop and support mentoring sessions for all faculty. A new special mentoring initiative has been developed this year. In conjunction with the Foundation for the History of Women in Medicine, a female professor oral history project was developed and completed. Female professors, both MD and PhD of the School of Medicine were interviewed using a standard questionnaire to gain knowledge of their special experiences, both personal and professional. After the audio video interviews were concluded, transcripts of the interviews were transcribed and will be the source information for future initiatives, both scholarly and mentoring. These interviews are and will continue to be great source documents to share, educate and mentor our female junior faculty.

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I believe the work supported by the McCann Professorship has been extensive and useful in the past year.

The McCann professorship is a unique way to support, recognize and promote the professional growth of female faculty in the School of Medicine.
The WIMS Recognition Committee was established under the leadership of Brenda Rongish, PhD, during the 2010–2011 year. Among the committee’s many accomplishments, they first determined the focus was to establish ways to recognize and honor women on the faculty in the School of Medicine.

“The WIMS Recognition Committee has evolved to oversee the nomination and selection process for the following WIMS projects: the Early Career AAMC Scholarship, the Mid-Career AAMC Scholarship, the Sirridge Award, and the Amy O’Brien-Ladner Award. In addition to specific WIMS projects, the committee oversees the nomination process to ensure our women faculty are nominated for numerous other university, community or national forms of recognition, honors or awards. The Committee has generated a database of WIMS, KU and external National awards available to our KUMC faculty with the potential to highlight the career achievements and service of our WIMS members.

Dr. Mary Zimmerman was named the newest recipient of the University of Kansas Joy McCann Professorship for Women in Medicine by Doug Girod, MD, Executive Vice Chancellor, KU Medical Center and Acting Executive Dean, KU School of Medicine. Dr. Zimmerman’s term will run July 1, 2013 through June 30, 2016. Dr. Zimmerman is one of four women in the United States who hold the honor of being a Joy McCann Professor in Women in Medicine. Dr. Zimmerman’s vision for the McCann professorship is to inspire, advance, and highlight the careers of women faculty at KUMC. McCann visiting speakers will be drawn from distinguished scholars in clinical medicine, basic science and public health related research. They will talk about their work and provide inspiration and career insight with ample opportunity for informative dialogue between speaker and audience. The first of these speakers is anticipated for spring 2014. There will also be a more informal McCann series, “Conversation with...” scheduled several times during the year. The first of these will be a panel of health policy researchers discussing facets of the new health care law (Affordable Care Act of 2010) and responding to questions from the audience. The second to be held in early November 2013 will feature Dr. Pia Soderberg, a primary care physician from Stockholm, Sweden who, in addition to seeing patients, works with local officials to improve the Swedish health care system. Dr. Zimmerman aims to explore additional resources and ideas for professional development for WIMS by utilizing a national network of scholars examining gender and strategies for the advancement of women scientists in higher education and academic medicine. Finally, Dr. Zimmerman plans to shine the McCann Spotlight on KUMC departments, recognizing women faculty members and highlighting a particular KUMC faculty member in that department each month via an e-newsletter. It is the intent of Dr. Zimmerman to collaborate with and further support WIMS through the resources of her professorship.

2012–2013 WIMS AWARD WINNERS

Dr. Mary Zimmerman, PhD
Joy McCann Professor 2013–2016

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Previous McCann Professors

Susan Pingleton, MD 2010–2013
Yu-Jui Yvonne Wan, PhD 2007–2010
Kimberly Templeton, MD 2003–2006
The mission of the Program committee is to plan all WIMS events and some of the programs recommended and sponsored by the University of Kansas Joy McCann Professor. “Events” included professional development programs, noon-time presentations, receptions, networking/mentoring or social gatherings and of course, the Annual WIMS Professional Development Conference and Dinner.

The aim of the WIMS Mentoring Program is to enhance and support, not replace or duplicate, the School of Medicine’s department based faculty mentoring programs, as well as mentoring services offered within the School of Nursing or School of Health Professions.

The program mission is to promote professional and personal development of women faculty members, offering mentoring services to all faculty, male or female, which will enrich, enhance and expand the department based programs with alternative support for various projects, topics, or issues related to women faculty.

“We need to develop our own pipeline of women leaders to ensure diversity in management and continued role models for future generations.”
—BELINDA VAIL

“The aim of the WIMS Mentoring Program is to enhance and support, not replace or duplicate, the School of Medicine’s department based faculty mentoring programs, as well as mentoring services offered within the School of Nursing or School of Health Professions. The program mission is to promote professional and personal development of women faculty members, offering mentoring services to all faculty, male or female, which will enrich, enhance and expand the department based programs with alternative support for various projects, topics, or issues related to women faculty.

Sponsors challenge women to expand their expectations of their potential and negotiate for what they deserve. Data suggest that women with sponsors are more likely to attain a leadership role than those not sponsored.”
—ELIZABETH TRAVIS, PHD

STAY IN TOUCH
facebook.com/wims.KUSoM
flickr.com/photos/55712840@NO7

Program Committee
2012-2013 Chair
Laura Martin, PhD
2012-13 Members
Julie Christiansen, PhD
Ellen Averett, PhD
Christie Befort, PhD
Mary Gambino
Dale Grube
Susana Patton, PhD
Peggy Person
Sally Rigler, MD
Tina Ho Thuy-Van
Connie Wang, MD

Mentoring Committee
2012-2013 Chair
Susan Pingleton, MD
2012-13 Members
Nancy Berman, PhD
Ann Davis, PhD, MPH, ABPP
Carrie Francis, MD
Beth Levant, PhD
Jyoti Panicker, MD
Peggy Petrot, PhD
Janet Pierce, RN
Megha Ramaswamy, PhD, MPH
Grace Shih, MD
Tari Smith, PhD
Liskin Swint-Kruse, PhD
Cynthia Teel, PhD, RN
Carrie Wianeke, MD
Mary Zimmerman, PhD
In the past year, a new group has evolved within the larger KU Women in Medicine and Science (WIMS) program called Moms in Medicine and Science (MIMS). MIMS was initially proposed during a WIMS program committee meeting in the wake of the publication of Anne-Marie Slaughter’s essay “Why Women Still Can’t Have it All” in the July/August 2012 issue of The Atlantic. Members of the committee recognized an unmet need for emotionally supporting female faculty with children that WIMS could help facilitate. The group was officially launched following a visit and lecture by Dr. Lisa Wolf-Wendel, professor of Educational Leadership and Policy Studies at the KU-Lawrence campus, in November 2012. Dr. Wolf-Wendel presented the findings from her book entitled “Academic Motherhood” to an audience of over 80 women faculty, postdocs and students. Since December 2012, MIMS has held a brown bag lunch on the first Friday of every month, which has grown to a 20+ member following, including women from all ranks and schools within the KUMC campus. Typical meetings cover topics ranging from daycare providers to promotion and tenure. The formation of a MIMS Facebook® group has allowed for continuous sharing of information, group support and recognition of member achievements outside of the monthly meetings.

MISSION of MIMS
Focus on supporting each other at any stage of family life through networking at monthly brown-bag meetings, a book club, and special events or even through our confidential, non-public Facebook group for support. This includes those who are considering starting a family, women with small to any age children, or even our empty-nesters. We welcome all moms who seek or are willing to give advice, ideas or suggestions on how to help balance a happy family life with a successful academic career.

Opposite page: Author Dr. Lisa Wolf-Wendel and WIMS president Paige Geiger
This page: MIMS committee members, Attendees at the Dr. Wolf-Wendel lecture

“It’s a jungle gym, not a ladder.”
—SHERYL SANDBERG, LEAN IN

MIMS Committee Chair
Julie Christianson, PhD
Members
Christine Befort
Emily Diedrich, MD
Kavitha Dileepan, MD
Paige Geiger, PhD
Heather Gibbs, PhD
Jeannine Goetz, PhD
Jill Hamilton-Reeves, PhD
Nancy Hammond, MD
Lisa Harlan-Williams, PhD
Christina Hester, PhD
Erica Howe, MD
Holly Hull, PhD
Jessica Kalendar-Rich
Justin Karungi, PhD
Jean Lewis-Wambi, PhD
Catlin Linscheid
Crystal Lumpkins, PhD
Jill Morris, PhD
Peggy Petroff, PhD
Kayla Raider
Catherine Satterwhite, PhD
Katie Siengsukon, PhD
Liskin Swint-Kruse, PhD
Sufi Thomas, MD
Pamela Tran, PhD
Jo Wick, PhD
Natalie Wilson
PRESENTLY KUMC does not have a policy regarding leave or accommodations for students welcoming a new child via childbirth or adoption. In order to address this concern, the executive board of the KUMC Graduate Student Council wrote a policy memo with recommendations for a six-week leave period during which students, both female and male, could maintain their enrollment status, request academic accommodations, and maintain stipend support. Research was done investigating existing policies and accommodations for students, both female and male, could maintain their enrollment status, request academic accommodations, and maintain stipend support. Research was done investigating existing policies and accommodations for students, both at other Association of American Universities (AAU) institutions (KUMC is a member of the AAU). Greater than 60% of AAU institutions have childbirth accommodation policies for students, and this data underscored the need for such a policy at KUMC. WIMS was instrumental in providing support and feedback for the policy to ensure that it could be equitably utilized by students in the School of Medicine, School of Health Professions, and School of Nursing. Feedback was requested from the deans and associate deans of each school, the Office of the Registrar, the Vice Chancellor of Student Services, the steering committee of the Faculty Assembly, the Executive Vice Chancellor, General Counsel and the Student Governing Council to ensure a policy that could apply to all students on campus, while also maintaining the integrity and flexibility of academic programs. A promising result of this discussion is that the Office of Graduate Studies has recommended for a policy memo with recommendations for a six-week leave period during which students, both female and male, could maintain their enrollment status, and feedback for the policy to ensure that it could be equitably utilized by students in the School of Medicine, School of Health Professions, and School of Nursing. Feedback was requested from the deans and associate deans of each school, the Office of the Registrar, the Vice Chancellor of Student Services, the steering committee of the Faculty Assembly, the Executive Vice Chancellor, General Counsel and the Student Governing Council to ensure a policy that could apply to all students on campus, while also maintaining the integrity and flexibility of academic programs. A promising result of this discussion is that the Office of Graduate Studies has offered to provide continued stipend support for students on parental leave. Though the process to adopt an institutional policy is ongoing, substantial progress on this student-led initiative has been a result of collaboration amongst students, faculty members and faculty committees, and administrators.
The 2012 WIMS Retreat was held at Grand Street Café on the Country Club Plaza and was attended by current and newly elected WIMS officers, committee chairs, and interested members. The morning session included a continental breakfast, a 90 minute talk and workshop by our invited speaker, followed by WIMS Committee breakout sessions. New ideas and resources were established for the upcoming year—including the idea to create a WIMS support group for those balancing career and parenting now known as MIMS. The event concluded with a wrap up given to the full retreat by each committee chair and lunch.

The 2012 WIMS Annual Dinner was held at Holmstead Country Club to a sold-out room of over 120 people. Guests included Chancellor Bernadette Gray-Little and KU Women’s Basketball Coach Bonnie Henrickson. The Srigge Award winners (Beth Levant, PhD and Kim Templeton, MD, pictured left) and the inaugural Amy O’Brien Ladner awardee (Amy O’Brien Ladner, pictured right) were announced during the dinner program.

INVITED PRESENTATION AND WORKSHOP

Teams and Temperament: Knowing Yourself and Others.
Luanne Thorndyke, MD FACP, Vice Provost for Faculty Affairs and Professor of Medicine, University of Massachusetts, School of Medicine
Creating Networks. Advancing Leaders.

WIMS established a formal Leadership Training Program this year. With a thorough understanding of the duties and expectations for new officers and officer-elect positions each spring, we will ensure a smooth “passing of the information baton” from the current officers and chairs to the incumbents, and set our leaders up to succeed. This process will permit the organization to grow and continue to succeed for years to come, as well as turn out new leaders (or strengthen the skills of experienced leaders) among our women faculty in the Schools of Medicine, Nursing and Health Professions. WIMS has a Leadership Training Manual posted to our website available as a resource for our members as well as other beginning and established organizations.

“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.”

Find out what is happening with Women in Medicine and Science nationally through GWIMS at the AAMC. aamc.org/members/gwims

WIMS SCHOLARSHIP

Pingleton SK, Wei JL, Rong R, Geiger PC. Awards and Recognition for Women in Medicine and Science at the University of Kansas. Published in GWIMS Watch, Fall 2012 Quarterly Newsletter of the AAMC.


2013-2014 WIMS EXECUTIVE COUNCIL
President-Elect
Christine Daley, PhD, MA, SM, Associate Professor, Family Medicine

Secretary-elect
Lisa Stelio-Bittel, PT, PhD, Professor and Chair, Physical Therapy & Rehabilitation Sciences

SOM Representative (Basic Science)
Michèle Pritchard, PhD, Assistant Professor, Pharmacology, Toxicology and Therapeutics

SOM Representative (Clinical Science)
Jo Wick, PhD, Assistant Professor, Biostatistics

SON Representative
Crystal Lumpkins, PhD, Assistant Professor, Family Medicine Research

SHP Representative
Kelli Nestor, MD (WI), Assistant Professor, Psychiatry and Behavioral Sciences

COMMITTEE CHAIRS (APPOINTED BY WIMS PRESIDENT)
Program Co-Chair (Annual Conference & Dinner)
Laura Martin, PhD, Assistant Professor, Preventive Medicine and Hoglund Brain Imaging Center

Program Co-Chair (Monthly Events & Programs)
Julie Christianson, PhD, Assistant Professor, Anatomy and Cell Biology

Recognition Co-Chairs
Melissa Orobeaza-Vail, RN, BSN, CCRN Nurse Practitioner, Nursing Clinical Excellence, Sarah Folscroft, MD, Assistant Professor, General and Geriatric Medicine

Mentoring Chair
Melissa Larson, PhD, Research Assistant Professor, Molecular and Integrative Physiology

MIMS Chair
Julie Christianson, PhD, Assistant Professor, Anatomy and Cell Biology

The preparation for the election process begins in February and concludes in June with the results announcement for the following positions on the Executive Council:

» President Elect
» Secretary Elect
» 2 School of Medicine Representatives for Basic Science
» 2 School of Medicine Representatives for Clinical Science
» 2 School of Nursing Representative
» 1 School of Health Professions Representative
WIMS DONORS

Avashia Family Charitable Fund

ING North America Insurance Group

Monica F. Kurylo, PhD

Julie Wei, MD

Joy McCann Professorship of Women in Medicine and Science

PHOTOS BY ELISSA MONROE

GRAPHIC DESIGN BY SUSAN GEIGER