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2010-2011

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CONTINUING EDUCATION
BRENDA CHEZEK
MESSAGE FROM THE JOY MCCANN PROFESSOR OF WOMEN IN MEDICINE AND SCIENCE

The growth of women in medicine and science during my professional career has been stunning. Early in my career women in medicine were a novelty. Less than 5% of my medical school class was female; today almost 50% of students are women! Likewise there were few female faculty during my training. Even 10 short years ago when I became Chair of Medicine, there was a total of only 8 female faculty with only one professor! This year of 15 new Assistant Professors in Internal Medicine, 8 were female. Across the country, almost 50% of ALL junior faculty are women. While these statistics are encouraging, much work remains. Twice as many men achieve the rank of Associate Professor as women, and twelve times as many men achieve the rank of Professor.

The Joy McCann Professor of Women in Medicine and Science (WIMS) is a unique professorship created to support the professional growth of female faculty, especially junior faculty, as they navigate the labyrinths of academic medicine. In conjunction with the active, robust and reengaged WIMS chapter at the University of Kansas led by the WIMS President, Dr. Julie Wei, the McCann professorship’s vision is the creation of a successful and satisfying career for our female faculty.

The McCann professorship is a resource for that vision. By supporting faculty development programs, encouraging departmental mentoring programs, enhancing communication and networking between women faculty, advocating on issues relevant to women faculty, increasing morale and career satisfaction and especially being a resource to support academic advancement, the McCann Professor serves our entire women faculty. I am quite honored to be the Joy McCann Professor of Women in Medicine and Science. Throughout my professional career I have enormously enjoyed supporting and growing faculty at all levels, but especially junior faculty. The McCann professorship is an invaluable resource to continue that work for all women faculty.

JOY MCCANN PROFESSOR ANNUAL REPORT

In 2003, Joy McCann made a gift to the Kansas University Endowment Association on behalf of the University of Kansas School of Medicine Women in Medicine and Science (WIMS) Program. The gift, administered through the Joy McCann Foundation funds a professorship for women in medicine and science at Kansas. There are only four like it in the United States.

The Joy McCann Professor of Women in Medicine and Science is named as the Program Consultant of the Women in Medicine and Science (WIMS) Organization at KU-SOM and sits on the WIMS Executive Committee to support the mission of the Kansas WIMS chapter. WIMS has been reenergized and reorganized through the efforts of Dr. Julie Wei, the current WIMS president.
Through support from the McCann Professorship, I have instituted the McCann Visiting Professorship at Kansas. The goal is to introduce nationally known female leaders to our female faculty. Dr. Cynda Johnson, the Founding Dean of Virginia Tech Carilion School of Medicine visited our campus for two days in April, 2011. Several networking opportunities with Dr. Johnson were made available to the faculty upon which they capitalized. She also presented a lecture entitled “Millennium Faculty” which was very well received. Dr. Ann Bonham, the Chief Science Officer of the Association of American Medical Colleges (AAMC) will be the next McCann Visiting Professor in 2012.

Leadership development is an important mission for the Joy McCann professorship. National leadership developments include the early and mid-career leadership development courses sponsored by the Group on Women in Medicine and Science of the AAMC. The WIMS chapter supports applicants for the early career course. I have instituted total support for a mid-career level female faculty for the AAMC mid-career leadership development course. Last year, Dr. Brenda Rongish was the McCann mid-career leadership recipient. She returned after the course very enthusiastic about the curriculum as well as the networking opportunities made possible to her. This year’s McCann mid-career leadership applicant is currently being selected.

As the McCann Professor I have participated in the AAMC annual meeting, especially the Group on Women in Medicine and Science (GWIMS). I am pleased to have been selected to serve on the Executive Committee of GWIMS of the AAMC for the next year. The executive committee plans the annual meeting at the AAMC. Our involvement in GWIMS and the AAMC will continue this year. Dr. Julie Wei will present a poster detailing the results of our work in the WIMS chapter this year.

I have also participated in the Society for Executive Leadership in Academic Medicine (SELAM) annual meeting in Chicago, April 2011. The society is a professional organization dedicated to the advancement and promotion of women executives in academic medicine, healthcare and the sciences.

The McCann professor and WIMS have also collaborated with the Foundation for the History of Women in Medicine. At the McCann investiture, with work done by the University Of Kansas History of Medicine, the early years of women faculty at Kansas was documented. We plan further collaborations.

I believe work supported by the McCann Professorship has been extensive and important. Mentoring and networking opportunities have been created for our female faculty. WIMS and the McCann professor have become active nationally with GWIMS, SELAM and the Foundation for the History of Women in Medicine. I look forward to continuing and expanding our programs in the coming year.
Behind every successful woman are a lot of other women…and men! I have been tremendously humbled and honored to have the opportunity to serve as President of our KU Women in Medicine and Science (WIMS) organization for the past year. To have talented, committed, and passionate women faculty carry out my vision of WIMS becoming once again a vibrant organization with a strong infrastructure has been an undeserved but amazing experience.

The most common word to describe me is “energy”, but what I have learned is that energy devoted to the building of professional and personal relationships will be twice returned. As you read this report, I hope you will feel what these pages can not adequately convey, that is the tremendous sense of ownership, pride, and commitment that KU women faculty here have over their own academic careers as well as their desire to support the careers of others.

I sincerely thank the following people for their support in all aspects of our efforts and accomplishments:

DR. BARBARA ATKINSON, EXECUTIVE VICE CHANCELLOR AND DEAN without whom I would not have the opportunity to serve and for providing resources for our career development conference.

DR. ROBERT KLEIN, ASSOCIATE DEAN & MARTY MCLAUGHLIN, ASSOCIATE DIRECTOR in the Office of Professional Development and Faculty Affairs, for their resources and support to WIMS.

DR. MARJORIE S. SIRRIDGE, FORMER DEAN OF UMKC for being an amazing WIMS role model, an inspiration, and for her generous support of our organization.

DR. BETTY DREES, DEAN OF UMKC for her support of KU WIMS.

DR. DOUGLAS GIROD, SENIOR ASSOCIATE DEAN for his mentorship and guidance.

MY HUSBAND, DAVE PANKROS who reminds me, “Do not apologize or feel guilty towards us if your efforts are spent doing the things that are important to you and on the things you want to accomplish.” He is a selfless and generous spouse whose tolerance of my working nights and weekends on anything and everything academic has allowed me to pursue and advance my academic career.

OUR DAUGHTER CLAIRE for her unconditional love on good and bad days and all the days in between.
KELLY BELMYER “I’m in a group with amazing women that I respect and it’s remarkable to watch them in action. They have so much energy and passion about WIMS that I’m glad to be involved.”

SABRINA KORENTAGGER “The value of serving on this committee is immeasurable. Having the support, strength, insight and wisdom of other women at varying stages in their own careers gives me the necessary mentoring needed for my own personal growth and success. The diversity means someone always has the experience and wisdom unique to the situation to give me the best possible guidance.”

SANDRA BILLINGER “Serving on the WIMS EC has been both rewarding and a great learning experience. I have been able to network with women across many academic and clinical experiences, which contributes to my growth as junior faculty.”

DEBRA SULLIVAN “Serving on EC has been fun for me as it has allowed me to get to know and work with outstanding professional women on campus that I would have never had the opportunity to interact with otherwise.”

BRENDA RONGISH “Serving on the WIMS Executive Committee provided me with a sense of belonging to the university community. I also felt a sense of common purpose - to improve and enrich the professional lives of women colleagues and to foster the leadership skills that will help women contribute even more to their academic programs.”

LISA MCCLAIN “My experience on EC has been a valuable component to my professional growth. This opportunity has allowed me to gain a broader perspective and grounded understanding of the unique issues that women must successfully navigate through at different stages of their careers in medicine.

DAWN MCINNIS “As a member of the EC, I was able to meet women faculty at KUMC whose names I’d seen mentioned but never had the opportunity to meet. These meetings always left me energized and eager to do more to promote my own area, but also to support these women in their endeavors because of our relationship on the EC of WIMS.”

MARTY MCCLAUGHLIN “I have been privileged to witness personal and career growth of many women who have become involved in WIMS over the past year, and the value to me is priceless. Assisting all of them with behind the scenes effort in support of this organization and its growth has been my honor.”
The WIMS Recognition Committee was envisioned by the WIMS President, Dr. Julie Wei. Brenda Rongish was asked to serve as Interim Chair and to find strong members to join the committee.

The newly formed Recognition Committee has made significant progress over the past academic year.

RECOGNIZING ACCOMPLISHMENTS
Developed WIMS “Kudos” website and prepared Kudos summaries for 16 faculty members and submitted corresponding articles to the Center Express.

Developed the eligibility requirements, award criteria, website text, nomination form, evaluation form and advertising for the Marjorie S. Sirridge, MD Excellence in Medicine and Science Awards (up to two $1500 awards given each year at the annual WIMS conference). The committee received nine candidate nominations in the first year of this award. The 2011 award recipients were Drs. Susan Pingleton and Dianne Durham. Dr. Pingleton is the Joy McCann Professor of Women in Medicine and Science and Professor of Internal Medicine. Dr. Durham is Professor and Director of Research in Otolaryngology, Head-Neck Surgery and holds a joint appointment in the Department of Anatomy and Cell Biology.

SCHOLARSHIPS TO PARTICIPATE IN ANNUAL SEMINARS
Developed the eligibility requirements, criteria, evaluation form and advertising for WIMS scholarships to cover registration costs for KU-SOM basic science and clinical faculty to attend the AAMC Early and Mid Career Women’s Professional Development seminars.

Evaluated and selected the following scholarship recipients: Dr. Linda Ladesich for mid career, Leigh Eck and In-Young Choi for early career. The committee assisted each candidate’s chair in preparing the AAMC required Letter of Intent.

LOCAL AND NATIONAL AWARD OPPORTUNITIES
Notified WIMS membership of the American Medical Women’s Association (AMWA) awards, GWIMS-AAMC Women in Medicine and Science Leadership awards (individual and institutional), and AAMC awards, including the Nickens awards.

Nominated Dr. Patricia Thomas for the KU Women’s Hall of Fame. Dr. Thomas was selected as an awardee in the spring of 2011.
**FUTURE PLANS**

The Recognition Committee hopes to serve as a model should other KU Schools develop WIMS programs. Resources the committee has developed will be shared with interested parties. The committee hopes to continue to work with departmental chairs to encourage them to nominate their female faculty for appropriate awards and other forms of recognition. If well-qualified female faculty members are identified for appropriate awards, the WIMS Recognition Committee may assume the responsibility of nominating these women. The 2011-2012 Chair of the Recognition Committee will be Cheryl Gibson, PhD, General and Geriatric Medicine.
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 web site on the WIMS web site.
- Institution of the WIMS GALS (Guidance and Advancement Liaisons). 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.
The mission of the Program Planning Committee is to plan and organize all Women in Medicine and Science events including:

- Professional development programs
- Noon-time presentations
- Receptions
- Networking and social gatherings
- 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. We look forward to another wonderful year!
### WOMEN FACULTY AT KANSAS UNIVERSITY MEDICAL CENTER (INCLUDING WICHITA CAMPUS)

#### WOMEN FACULTY BY PROFESSORSHIP LEVEL

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<td>Professors</td>
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#### WOMEN FACULTY LISTED BY DEPARTMENT

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<td>Otorhinolaryngology</td>
<td>4</td>
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<tr>
<td>Pathology &amp; Laboratory Medicine</td>
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<td>Psychiatry and Behavior Science</td>
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<td>Radiation Oncology</td>
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<td>Radiology</td>
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<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td>4</td>
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<tr>
<td>Surgery</td>
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<table>
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<td>Pharmacology, Toxicology &amp; Therapeutics</td>
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<tr>
<td>Preventive Medicine &amp; Public Health</td>
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AUGUST 2010
1st Annual Women in Medicine and Science sponsored Professional Development Conference
Building Career Success in Medicine and Science

SEPTEMBER 2010
WIMS Reception for New Women Faculty Members

OCTOBER 2010
Halls Plaza Back in the Swing Evening
2010 Alma Dea Morani Award & Lecture The Way We Are
Speaker: Marjorie S. Sirridge, MD

DECEMBER 2010
Panel Presentation Impact of Attending one of the AAMC Early & Mid Career Women Faculty Professional Development Seminars

Executive Vice Chancellor and Dean, Dr. Barbara Atkinson, Dr. Marjorie S. Sirridge and Dr. Betty Drees, Dean of UMKC
FEBRUARY 2011

*Characteristics of Strong Women Leaders in Academic Medicine* (Elizabeth Travis, PhD)

Girls’ Night In for Women’s Heart Health

Building Interdisciplinary Research Careers in Women’s Health (BIRCWH) Seminar: *Nutrigenomics, Estrogen, Dietary Choline and Optimal Brain Development*

Speaker: Steven Ziesel MD

Souper Social Luncheon sponsored by KU Auxiliary

MARCH 2011

YOGA Class for Well-Being and Stress Relief

APRIL 2011

ZUMBA Exercise Class

Women’s Leadership: Gaining Power & Credibility With Emotional Intelligence (Pamela Jett)

1st Annual Joy McCann Guest Professor Lecture: *Millennial Faculty*

Speaker: Cynda Johnson, MD

*Caring for Older Relatives*

Speaker: Sally Rigler, MD
“Overcoming Career Obstacles in Medicine & Science Careers” was a one day program with a welcome dinner the night before, designed for professionals (both men and women) in the fields of medicine and science. The program goal was 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.

This conference was designed for professionals in healthcare who want to have a successful career in academic or private medicine or research; who want to overcome obstacles in their way of success; who want to overcome burnout and reinvigorate their career choice; and who want to connect and collaborate with others in the fields of medicine science in the Kansas City and surrounding areas. The conference exceeded our expectations with over 180 participants.

Members from the Schools of Medicine, Nursing and Health Professionals at the University of Kansas along with residents, fellows, post-docs, graduate students, medical students and other healthcare personnel participated in the event. Fifteen faculty and other guests attended from Children’s Mercy Hospital, KCUMB, Truman Medical Center and private Kansas City medical practices.
PROGRAM HIGHLIGHTS

PROGRAM OBJECTIVES

• Apply networking, mentoring, and leadership skills to lead to career success and avoid burnout (in the medical field).

• Establish key components necessary to achieve effective communication as a leader and for specific challenging situations.

• Identify and overcome challenges and approaches to achieving life balance.

• Employ crucial conflict resolution and negotiation skills to efficiently and successfully navigate the dynamic environment of academic medicine.

• Experience greater satisfaction with one’s career in the medical field.

NATIONAL & LOCAL SPEAKERS

BOWEN WHITE, MD
PRESTWOOD FAMILY MEDICINE, KANSAS CITY

LILLY MARKS
VICE PRESIDENT FOR HEALTH AFFAIRS & EXECUTIVE VICE CHANCELLOR
UNIVERSITY OF COLORADO DENVER ANSCHUTZ MEDICAL CENTER

CINDY DIBIASI
PARTNER, 3D COMMUNICATIONS

PEG DONLEY, LSCSW
KANSAS CITY

CHRISTIE CODY, CFA, CFP
SENIOR VICE PRÉSIDENT & DIRECTOR OF PORTFOLIO MANAGEMENT
COMMERCE TRUST COMPANY

KUMC SPEAKERS

LEE NORMAN, MD
HOSPITAL EXECUTIVE OFFICES

DOUG GIROD, MD
OTOLARYNGOLOGY-HNS

ELIZABETH (BETTY) PENICK, PHD
PSYCHIATRY AND BEHAVIORAL SCIENCES

CAROL B. LINDSLEY, MD
PEDIATRIC RHEUMATOLOGY

DEBRA SULLIVAN, PHD
DIETETICS AND NUTRITION

JULIE WEI, MD
OTOLARYNGOLOGY-HNS

ROBERT KLEIN, PHD
PDFA

SUSAN PINGLETON, MD
CONTINUING EDUCATION

LAUREN AARONSON, RN, PHD
SCHOOL OF NURSING
RECOGNITION-KUDOS

EDNA HAMERA, PHD
ASSOCIATE PROFESSOR OF KU SCHOOL OF NURSING
Received William T. Kemper Fellowship For Teaching Excellence.
SEPTEMBER 2010

BRENDA RONGISH, PHD
ASSOCIATE PROFESSOR OF ANATOMY AND CELL BIOLOGY
Received scholarship to attend the AAMC Mid Career Professional Development seminar.
SEPTEMBER 2010

LINDA LADESICH, MD, MS
ASSOCIATE PROFESSOR OF PHYSICAL MEDICINE AND REHABILITATION
Received scholarship to attend the AAMC Mid Career Professional Development seminar.
SEPTEMBER 2010

CAROL FABIAN, MD
ENDOWED CHAIR, KANSAS MASONIC RESEARCH PROGRAM LEADER, CANCER PREVENTION
Honored with establishment of Carol J Fabian MD Leadership and Legacy Fund.
OCTOBER 2010

KIMBER RICHTER, PHD
ASSOCIATE PROFESSOR OF PREVENTIVE MEDICINE AND PUBLIC HEALTH
Recipient of the Achievement Award for Mentoring Post-docs at the 2010 Faculty Retreat.
SEPTEMBER 2010

SALLIE PAGE-GOERTZ, RN
MN, ARNP, IBCLC
Honored for her work on promoting lactation and breastfeeding. A room in Pediatrics Department has been set aside for nursing mothers.
OCTOBER 2010
YU-JUI YVONNE WAN, PHD
PROFESSOR OF PHARMACOLOGY, TOXICOLOGY AND THERAPEUTICS

Named a KU Chancellor’s Club Professor and Researcher Award recipient.

OCTOBER 2010

KAREN WAMBACK, PHD RN, IBCLC

Conducted study on breastfeeding needs
Honored for her effort to assist nursing moms.

JANUARY 2011

JULIE WEI, MD
ASSOCIATE PROFESSOR OF OTOLARYNGOLOGY-HEAD & NECK SURGERY

Invited speaker at the AAMC Mid Career Professional Development seminar.

DECEMBER 2010

PATRICIA THOMAS, MD
PROFESSOR OF PATHOLOGY AND LABORATORY MEDICINE

2011 inductee in the KU Women’s Hall of Fame.

MARCH 2011

MEGAN MCDONALD, BSN
NURSE-MIDWIFERY STUDENT

Conducted study on breastfeeding needs
Honored for her effort to assist nursing moms.

JANUARY 2011

LEIGH ECK, MD
ASSISTANT PROFESSOR OF MEDICINE

Received scholarship to attend the AAMC Early Career Professional Development seminar.

APRIL 2011
IN-YOUNG CHOI, PHD
ASSISTANT PROFESSOR OF NEUROLOGY
Received scholarship to attend the AAMC Early Career Professional Development seminar.
APRIL 2011

BARBARA LUKERT, MD
DEPARTMENT OF INTERNAL MEDICINE
KU School of Medicine-Salina names academic society after Dr. Lukert.
JULY 2011

SALLY RIGLER, MD, MPH
ASSOCIATE PROFESSOR OF MEDICINE
DIRECTOR, OSARM
“Best Paper” award in the Epidemiology Research at American Geriatrics Society’s annual meeting.
MAY 2011

SUSAN PINGLETON, MD
JOY MCCANN PROFESSOR OF WOMEN IN MEDICINE AND SCIENCE
Received the Marjorie S. Sirridge MD Excellence in Medicine and Science Award.
JULY 2011

DIANNE DURHAM, PHD
DEPARTMENT OF OTOLARYNGOLOGY-HEAD & NECK SURGERY
Received the Marjorie S. Sirridge MD Excellence in Medicine and Science Award.
JULY 2011

AUNG SAN SUU KYI
THE EDUCATION AND EMPOWERMENT OF WOMEN THROUGHOUT THE WORLD CANNOT FAIL TO RESULT IN A MORE CARING, TOLERANT, JUST AND PEACEFUL LIFE FOR ALL.

ELEANOR ROOSEVELT
THE FUTURE BELONGS TO THOSE WHO BELIEVE IN THE BEAUTY OF THEIR DREAMS.

ROSEANNE BARR
THE THING WOMEN HAVE YET TO LEARN IS NOBODY GIVES YOU POWER. YOU JUST TAKE IT.
The first room for breastfeeding mothers, the Express Station in 2044 Wescoe, was established many years ago at the urging of Sallie Page-Goertz, who worked with then Hospital Vice President Carol MacAdoo. Many years later, the Department of Pediatrics established The Nursing Nest, when the need was identified by Ms. Page-Goertz. Former Pediatrics Department Administrator, Marcene Dickes supported this effort, and the space was opened about 18 months ago.

When Julie Wei, MD assumed the presidency of WIMS, she quickly identified the need for more conveniently located places for working women to express milk for their babies. She discovered that Karen Wambach PhD, ARNP, IBCLC, and Megan McDonald, BSN, were surveying faculty, employees and students to determine needs of breastfeeding women. A need for a clean, private place, not a bathroom, to express milk was clearly identified. Karen has been very interested in the issue of barriers to breastfeeding experienced by working women.

A joint effort between The University of Kansas Human Capital Management (HCM), The University of Kansas Hospital (UKH), The University of Kansas Physicians, Inc (UKP), The Department of Pediatrics, the University of Kansas School of Medicine Women in Medicine & Science (WIMS) Organization and a grant from The University of Kansas Women’s Auxiliary Group facilitated compliance with the mandate of the Affordable Health Care Act to provide a place for women to express milk for their babies.

All KUHA, SOM, SON, SAH, UKP employees, and all students on campus have access to these rooms. Women will need to register with Human Resources to get access to the scheduling calendar for the rooms.
LACTATION SUPPORT ON CAMPUS

The School of Medicine has sponsored physical plant changes (sink installation, wiring, chair and table) and WIMS has provided some “extras” including lights, bulletin boards and art work for the rooms.

It is clear that it is cost-effective for employers to support breastfeeding women. The data note that there is less employee turnover, higher employee productivity, and less employee absenteeism to care for an ill child when accommodations are made for breastfeeding women. Kudos to all involved in moving this forward.

EXPRESS STATIONS LOCATIONS

- 2044 WESCOE
- 2001 ROBINSON
- 3070 SCHOOL OF NURSING
- 1055A HEMENWAY BUILDING
- 103A SUPPORT SERVICES BUILDING (2100 W. 36TH AVENUE)
- 4021 MILLER (THE NURSING NEST)
- TBA WAHL HALL EAST
- TBA FIRST FLOOR MILLER BUILDING
- TBA IN THE MEDICAL OFFICE BUILDING

DEVELOPMENT TASK FORCE

- CHRIS LYON
  SOM VICE CHANCELLOR
- LISA MCCLAIN
  ASSISTANT DEAN, GME OFFICE
- DON RAU
  DIRECTOR OF FACILITIES MANAGEMENT
- DONNA CLAUSEN
  KU HEALTHPARTNERS
- KAREN WAMBACH, PHD
  SCHOOL OF NURSING
- JULIE WEI, MD
  OTOLARYNGOLOGY-HNS
- MARTY MCLAUGHLIN
  ASSOCIATE DIRECTOR, SOM, PDFA
- BRIDGET KOAN
  SENIOR COORDINATOR, SOM
- SALLIE PAGE-GOERTZ, ARNP
  GENERAL PEDIATRICS

POLICIES FOR ROOM USE
WWW2.KUMC.EDU/HR/BENEFITS/EXPRESSSTATION.HTML
INTRODUCTION
Women in Medicine and Science (WIMS), with the assistance of the School of Medicine’s Office of Medical Education (OME), designed a survey to assess whether women faculty of KUMC are familiar with WIMS, their opinions of the quality of the various programs sponsored by WIMS, and whether the efforts made by WIMS have influenced and enhanced professional and personal goals of their academic careers.

METHODS
A list of participants was provided to the OME from WIMS. The survey was web-based and was distributed by e-mail to a total of 365 people. A total of 5 e-mail contacts/reminders were sent over a two week time period. A total of 147 respondents completed the survey yielding an overall response rate of 40%. This report summarizes the results of those that responded.

RESULTS

AWARENESS
The vast majority of the respondents (97%) were aware of the WIMS organization at KUMC.

RANK
Respondents were of a sample of instructors, assistant professors, associate professors and full professors.

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<td>Full Professor</td>
<td>16</td>
<td>14%</td>
</tr>
</tbody>
</table>

YEARS
Respondents were asked the number of years they have been employed at KUMC. Some respondents gave answers in years and months. These responses were rounded up and recoded to reflect years. The number of respondents was 131 individuals.

<table>
<thead>
<tr>
<th>AVERAGE</th>
<th>MAXIMUM</th>
<th>MINIMUM</th>
<th>MEDIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.67</td>
<td>42.0</td>
<td>0.50</td>
<td>6.0</td>
</tr>
</tbody>
</table>
EVENTS
Respondents were asked the number of events they participated in the past 12 months. The majority of respondents have participated in at least one or more events. In contrast, prior to 2010, the majority of respondents did not attend any WIMS sponsored events.

<table>
<thead>
<tr>
<th>PARTICIPATION</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>116</td>
<td>81.1</td>
</tr>
<tr>
<td>NO</td>
<td>27</td>
<td>18.9</td>
</tr>
</tbody>
</table>

NUMBER OF EVENTS ATTENDED

<table>
<thead>
<tr>
<th>EVENTS ATTENDED</th>
<th>2010</th>
<th>Prior to 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>Never</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>1</td>
<td>39</td>
<td>33</td>
</tr>
<tr>
<td>2</td>
<td>29</td>
<td>25</td>
</tr>
<tr>
<td>3-4</td>
<td>29</td>
<td>25</td>
</tr>
<tr>
<td>&gt;4</td>
<td>15</td>
<td>13</td>
</tr>
</tbody>
</table>

RATING
Respondents were asked to rate the WIMS program that they attended in the past 12 months. The bulk of respondents rated the programs they attended as Excellent.

On average, how would you rate the WIMS program which you have attended in the past twelve months? (N=112)

<table>
<thead>
<tr>
<th>RATING</th>
<th>POOR</th>
<th>AVERAGE</th>
<th>GOOD</th>
<th>EXCELLENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.7%</td>
<td>35.7%</td>
<td>61.6%</td>
<td></td>
</tr>
</tbody>
</table>

VALUE
Participants were asked the value WIMS programs added to their academic career in the past 12 months.

<table>
<thead>
<tr>
<th>LOW</th>
<th>MODERATE</th>
<th>HIGH</th>
<th>SIGNIFICANT</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not think it has contributed to my academic career in any way</td>
<td>I have enjoyed mainly the social aspect of WIMS events</td>
<td>I have learned a great deal of information as a result of my participation</td>
<td>I feel motivated, encouraged, and enjoy my academic career in large part due to participation</td>
</tr>
<tr>
<td>20%</td>
<td>22%</td>
<td>43%</td>
<td>15%</td>
</tr>
</tbody>
</table>
Respondents were asked to rate how participation in WIMS programs have enhanced their academic career in various areas using the following scale:

<table>
<thead>
<tr>
<th>STRONGLY DISAGREE (SD)</th>
<th>DISAGREE (D)</th>
<th>NEUTRAL (N)</th>
<th>AGREE (A)</th>
<th>STRONGLY AGREE (SA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

### QUESTION

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>SD</th>
<th>D</th>
<th>N</th>
<th>A</th>
<th>SA</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am more motivated to pursue my academic and career goals.</td>
<td>2</td>
<td>5</td>
<td>26</td>
<td>52</td>
<td>15</td>
</tr>
<tr>
<td>I feel more positive and optimistic about my career in academic medicine.</td>
<td>2</td>
<td>7</td>
<td>30</td>
<td>49</td>
<td>12</td>
</tr>
<tr>
<td>I know more colleagues within our campus and have established a better professional network.</td>
<td>1</td>
<td>6</td>
<td>25</td>
<td>49</td>
<td>19</td>
</tr>
<tr>
<td>I have been able to work toward career advancement.</td>
<td>2</td>
<td>9</td>
<td>41</td>
<td>39</td>
<td>9</td>
</tr>
<tr>
<td>I feel encouraged regarding issues related to work-life decisions and challenges.</td>
<td>2</td>
<td>7</td>
<td>30</td>
<td>45</td>
<td>16</td>
</tr>
<tr>
<td>I believe that more can be accomplished to improve the culture on campus for issues specific to career advancement for women faculty.</td>
<td>1</td>
<td>3</td>
<td>14</td>
<td>52</td>
<td>30</td>
</tr>
<tr>
<td>I am more confident to pursue leadership positions.</td>
<td>4</td>
<td>8</td>
<td>41</td>
<td>35</td>
<td>12</td>
</tr>
<tr>
<td>I am more interested to serve our SOM and other organizational commitments.</td>
<td>2</td>
<td>7</td>
<td>45</td>
<td>38</td>
<td>8</td>
</tr>
<tr>
<td>I am more interested in serving as a mentor.</td>
<td>3</td>
<td>5</td>
<td>36</td>
<td>44</td>
<td>12</td>
</tr>
</tbody>
</table>
WE WOULD LIKE TO ACKNOWLEDGE AND THANK THOSE WHO BELIEVE IN US AND FOR THEIR GENEROUS CONTRIBUTIONS.

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