

**The University of Cincinnati,  
College of Medicine  
Women in Medicine & Science Group**

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*The University of Cincinnati College of Medicine, Women in Medicine & Science Group is dedicated to the recruitment, advancement and retention of all women faculty and trainees in the College of Medicine. Our overall goal is to advance the careers and leadership skills of our members.*

**Mission:**

- Be proactive and constructive in establishing and advancing the careers of women in medicine and science through encouraging growth, facilitating mentoring, providing opportunities for networking, and teaching skills necessary to achieve professional development;
- Educate women on relevant UC Policies and Procedures for career development and advancement;
- Enhance the work environment for women.

**Committees:**

**MENTORING COMMITTEE**

- Promote professional and personal development of women faculty members through offering mentoring services to all UC COM WIMS members.

**FUNDRAISING COMMITTEE**

- Plan, implement, and execute all fundraising initiatives in order to solicit funds for UC COM WIMS organization.

**HEALTH POLICY COMMITTEE**

- Addresses current and missing health policies that align with the WIMS mission and vision.
- "Make UC COM the best place for parents to work!"

## Article I

### ***Name & Mission***

Section I. The name of this organization shall be the UC COM Women in Medicine and Science (WIMS)

Section II. The UC COM WIMS Program is dedicated to fostering equality in the academic community by promoting excellence through leadership, mentoring, and networking opportunities.

## Article II

### ***Membership***

Section I. Membership in the WIMS organization is open to all faculty and trainees at the University of Cincinnati College of Medicine based on attendance and participation in WIMS programs.

## Article III

### ***Governance proposed and amended July 1, 2021***

Section I. The government of the organization and the management of its affairs shall be vested in the Executive Council (EC). **For issues related to the structure and operation of WIMS, a majority (2/3) of the members serving on the EC shall constitute a quorum. The EC shall consist of the:**

- **President** – past president (**non-voting**), acting president, and president-elect
- **Secretary** – **past secretary (non-voting)**, acting secretary, and secretary-elect
- **Treasurer** – **past treasurer (non-voting)**, acting treasurer, and treasurer-elect
- **4 faculty representatives** of UC COM: 2 basic science and 2 clinical science
- **Up to 5 trainee representatives:** 1 postdoctoral fellow, 1 graduate student, 1 medical student, 1 clinical fellow, and 1 resident; **one-year term**
- **A male ally representative; one-year term**
- Faculty/Dean for diversity and/or women's initiatives, non-voting member

**We invite any past EC members (representative or elected position) to attend, advise, and remain a part of the ongoing conversations of the executive committee meetings. Past positions will participate as non-voting members.**

Section II. The officers and councilors-at-large shall be nominated and voted upon by the membership at large. Officers shall serve for a period of one **or two years (as specified above)**. Should the office of President, President-elect, secretary, secretary-elect, or Treasurer or Treasurer-elect become vacant during the term of office, the president shall **solicit volunteers from the WIMS large group and** appoint a successor(s) to serve the remainder of the term.

## Article IV

### ***Committees***

Section I. The standing committees of the WIMS shall be the data, mentoring, and fundraising committees. Additional committees, such as a program committee, recognition committee and/or others as needed, will be determined by the EC.

Section II. Members will volunteer to serve on a committee. Each committee will select a Chair. The Chair will serve for a period of at least one year but may choose to serve in that capacity for greater than one year.

Section III. The president may appoint ad hoc committees as needed for fulfillment of the aims of the organization. Ad hoc committees may be terminated by a majority vote of the EC.

## **Article V**

### ***Meetings***

Section I. Meetings of the EC shall be held upon such dates as may be determined by the EC.

Section II. Roberts Rules of Order shall be acceptable as a parliamentary guide in the deliberations of the organization.

## **Article VI**

### ***Amendments***

Section I. Amendments to the bylaws may be submitted in writing by the EC. Amendments to the bylaws shall be voted upon by the EC and require approval of 2/3 of the members of the EC.

## **Article VII.**

### ***Books and Records***

Section I. The organization shall keep correct and complete books minutes of meetings of the EC. All books and records of the organization may be inspected by any member of the EC or membership at large at any reasonable time.

## **Article VIII.**

### ***Elections **proposed and amended July 1, 2021*****

Elections will be held every year in July to elect EC officers and representatives. Nominations will be solicited from the UC COM faculty in June prior to elections. The following EC positions will be on the ballot: President-elect, secretary-elect, treasurer-elect, **as well as one of the two CoM basic science, clinical, and male ally faculty** representatives. **Trainees (fellows, residents, student) will serve one-year terms, beginning July 1; these positions will be on the ballot every year. Following their year in an "elect" position, the** President-elect, secretary-elect, and treasurer-elect will continue to serve **one year** as **acting** president or secretary **or treasurer**, respectively. President, President-elect, Secretary, Secretary-elect, Treasurer, and Treasurer-elect must be CoM faculty. Student members will be selected from their representative organizations, including, but not limited to the Medical Student Association, American Medical Women's Association, and the Graduate Student Association.