



Women in Medicine at Cooper

Bylaws

About WIM at Cooper:

Born of a grassroots effort in 2018, Women in Medicine at Cooper is an inclusive group of providers and educators at Cooper University Health Care and Cooper Medical School of Rowan University who align for action to support women in medicine and serve as an educational resource for the community. WIM Events are open to all Physicians, Trainees, Advanced Practice Providers, Licensed Independent Practitioners, and liaisons with CMSRU's AMWA student group.

WIM supports and promotes:

1. the academic, professional and personal growth of female providers and educators.
2. mentorship and networking opportunities for students, trainees and faculty.
3. gender equity in leadership.
4. policies that promote inclusion and diversity.
 - WIM is committed to help bring to an end the discrimination and bias that affects the medical care of historically marginalized and underrepresented groups.
 - We aim to work with the hospital at large in their initiatives to provide equal access to medical care and equitable treatment.
 - WIM promotes diversity and inclusion in healthcare education and the practice of medicine, and aims to help Cooper in its mission to be the best place to be a patient, and to learn and practice medicine.

Membership:

- WIM Membership is open to all Physicians, Advanced Practice Providers (APPs), Licensed Independent Practitioners (LIPs) and their trainees, regardless of gender
- Liaisons with CMSRU's AMWA student group (non voting member)



- Can sign up for communications
- Can participate on committees at the invitation of committee leadership
- Members self-identify
- Members identified via the listserv

Leadership Structure:

- 2 Co-Chairs will be elected by WIM members
 - 2 year cycle for a maximum of 2 terms
 - Must be an Attending Physician, APP or ILP
 - Co-Chairs are elected after nomination (self nomination or other) and subsequently voted on by simple majority of the larger group who votes
- Founding leadership group will serve as ex-officio/advisory board members
 - All past chairs will transition to the advisory board as consultants
 - Leadership board who oversees Mission/Vision of the larger group and serves as the liaison to Cooper administration
 - Initial 4 members were elected via nomination and voting when the group was formed in 2018

Committee Structure:

- Each committee will have a Chair and Vice Chair
- Committee Chair position is a 2 year commitment with the expectation that the Vice Chair will then assume the role of Chair
- Leadership is elected by nomination (self nomination or other) and subsequently voted on by simple majority of the larger group who votes.
- Must be an Attending Physician, APP or ILP to Chair/Vice Chair a committee with the exception of the GME Committee
- We recommend a maximum term of committee leadership position be 4 years, but can be extended at the discretion of the committee members
- Committee Chair and Vice Chairs will set and publish goals for their committees, organize meetings and report to WIM Co-Chairs.

Committees:

- **Policy and Safety** - provide input and ensure that Cooper's policies and safety measures reflect the interests of Women in Medicine



- **Social/Wellness** - organize events focused on the health, wellness and opportunities of interest to women in medicine
- **Mentoring** - facilitate mentoring and sponsorship opportunities for women in medicine at Cooper to further academic promotion, leadership and career satisfaction
- **Special Events** - plan, organize and execute larger WIM special events to include a Fall and Spring social event. Events may include speakers and/or networking opportunities.
- **CREW (Collaborative Research Empowering Women)** - provide a network for research activities across departments/divisions, promoting interdisciplinary efforts and provide a community for mentoring research interests of earlier to mid-career faculty in different areas of the hospital.
- **GME Committee** - focus on women in medicine issues/topics of particular interest of trainees at Cooper. May liaison with other WIM committees with overlapping interests.
- **Communication Committee** - Help maintain the WIM website/listserve and facilitate communications with WIM members. Liaisons with Cooper Communication to highlight events.

Voting:

- All Physicians, APPs, LIPs who identify as members of WIM at Cooper are eligible to serve in a leadership position.
- All Physicians, APPs, LIPs and their trainees who identify as members of WIM at Cooper are eligible to vote.
- CMSRU students are not eligible to vote.
- WIM Co-Chairs or their designee will organize elections that can be sent out via the listserve.
- Nominations for leadership positions will be solicited and appear on the voting ballots.
- Nominees can decline to be on the ballot.

Misc:

- Any changes to WIM Bylaws should be made by WIM Co-Chairs and approval by the advisory board.
- Creation of new committees are the discretion of the WIM Co-Chairs and Leadership Board
- Meeting times and frequency are at the discretion of WIM Co-Chairs

