

EMPOWER

An OWL Magazine



Fall 2022

contents

- 2 **Come Together with OWL**
by Erin Schallhorn Powers
- 4 **OWL Champion Members**
- 5 **Finalists for the 2022 OWL Awards:
Visionary Leader, Catalyst, and Rising Star**
by Jan Beiting
- 9 **Highlights from Ophthalmic Business
and Leadership Trends Survey**
by Jon Heston, PhD





PRESIDENT'S LETTER

Erin Schallhorn Powers

Come Together with OWL

This summer, the OWL Executive Committee had the opportunity to come together and discuss the state of our organization, current needs, and long-term aspirations. It was an invigorating few days, and we all came to similar conclusions:

OWL is in an incredible spot.

We have the passion, drive, and potential to do even more.

We are hitting our short-term objectives in providing valuable programs, opportunities to network, resources and content to our members, while driving sustainable practices to ensure the health of our organization.

Reflecting upon our 2022 goals, we wanted to ensure a clearer understanding of our membership and their interests – along with the state of ophthalmology as a whole. Thanks to the work of our Membership Impact Committee and The Fundingsland Group, we received overwhelmingly positive engagement in our Ophthalmic Business & Leadership trends survey. Much of this data is highlighted in this magazine (see page 9), but moreover, key data such as the below will help us drive programs designed for our lifelong-learning OWL members.

➤ 44% of respondents said they have either changed jobs in the last 12 months or are actively looking to do so

➤ OWL Members were more likely than Non-Members to have attempted to negotiate better compensation in their last employment transition

➤ Virtual presentations/meetings & public speaking were rated as the professional development areas respondents were most interested in

➤ OWL Members were more likely than Non-Mem-

bers to be extremely satisfied with their industry network and organization/practice

As seen in our programming, we are at the forefront of important, sometimes controversial, topics in both ophthalmology and the greater global environment. Our ASCRS event highlighted the opportunity to find common ground in a divisive world, with our thanks to Donna Brazile and Sean Spicer for sharing their insights and perspectives with us. Our summer 'Eyes on Inclusion' webinar highlighted Dr. Vivienne Hau, who shared her incredible journey as a transgender retina surgeon, and provided tangible, actionable guidance for how we can all be more inclusive in the ophthalmic space.

Looking forward to the remainder of 2022 and beyond, our focus will be on continuing and expanding our impact in new environments. Specifically, we are thrilled to announce our foray into Europe with an event during ESCRS in Milan. Additionally, we are collaborating with key advocates in the optometric space, as we plan for a 2023 launch. More to come – but as always, if you would like to get more involved, please contact me directly!

OWL is an organization that drives leadership, diversity, and inclusion. We achieve such tremendous success TOGETHER: the support of our members, our company partners, and our fearless leaders in the Board and Executive Director, Gaynor Fries. Thank you so much for evolving the ophthalmic landscape. Together, we will all WIN! ●

Erin Powers



are hosting a joint Connect Event at

Hawaiian Eye 2023

Our Connect events offer professionals like you a great opportunity to network and meet new colleagues – Register today to join us in Hawaii!

Find out more at owlsite.org

Location:

Grand Hyatt Kauai, 1571 Poipu Rd.
Koloa, HI 96756

Date & Time:

Monday, January 16, 2023
4:00 - 5:00PM

Thank you to our Premier Sponsors for this event



Thank you to our Major Event sponsor



Champion Members are advocates and champions of the OWL Mission, Vision, and Values; they are leaders in their organizations; they actively recruit new OWL members; and they contribute significantly in OWL by attendance, and leadership at Board or Committee levels.

Learn more | www.owlsite.org

Michael Ackermann | Chairman; CEO, Tarsus Pharmaceuticals, Inc.; Presidio Medical, Inc.
Zaina Al-Mohtaseb, MD | Assistant Professor of Ophthalmology & Associate Residency Program Director; Cornea, Cataract & Refractive Surgery, Baylor College of Medicine
Jacqueline Armani, OD, FFAO | Regional Director, Medical Science Liaison, Alcon
Hannah Austin | HCP Marketing Manager, Visus Therapeutics
Bianca Baker, PhD | Executive Director, Medical & Clinical Affairs, Kala Pharmaceuticals
Jeannette Bankes | President & GM, Global Surgical Franchise, Alcon
Joanne Bara | VP, US Education & Marketing, Ziemer USA
Scott Barnes, MD | CMO, STAAR Surgical
Melissa Barnett, OD, FFAO, FSL, FBCLA | Principal Optometrist, University of California, Davis Eye Center
Kim Bartels | VP, Vance Thompson Vision
Jan Beiting | Principal, Wordsmith Consulting
Susan Benton | GM - Head of the U.S., Thea Pharma, Inc
Ben Bergo | CEO, Visus Therapeutics, Inc.
Ryan Bleeks | VP, Sales, Eyecare, RVL Pharmaceuticals
Tamara Bogetti, MBA | EVP & Group Publisher, BMC, LLC
Hayley Boling, MBA, COE | CEO, Boling Vision Center & INSIGHT Surgery Center
Renee Bovelle, MD | Medical Director & Owner, Physician, Envision Eye & Laser
Joe Boyd | Global Head, Sales & Marketing, Avellino Labs
Ninita Brown, MD, PhD | Ophthalmologist, Thomas Eye Group
Ryan Brown | National Associate Director, Professional Relations, Sun Ophthalmics
Anita Burton | VP, Human Resources, Carl Zeiss Meditec, Inc.
Mandy Cansler | CCO, Greystone Eye
Wayne Caulder | Head of US Sales for Ophthalmics & Microsurgery, ZEISS
Arthur Chan, PhD, MBA | VP, Medical Affairs, Novartis Pharmaceuticals
Rex Chandler, MBA | VP, Global Strategic Marketing, STAAR Surgical
Andy Chang | President; Head of Global Sales/Ophthalmic Devices, Carl Zeiss Meditec, Inc.
Catherine Clark | Executive Administrator, Perrysburg Eye Center
Debbie Davis, COE | CEO, Atwal Eye Care
Andy Dawson | Chief Human Resource Officer, BVI Medical
Evelyn De La Vega Stewart, RAC, MSRS | Director, Regulatory Affairs, STAAR Surgical
Valerie Ditterline | Director, Patient & Provider Services, Glaukos Corporation
Karen Dobkowski | CFO/COO, Glacial Multimedia, Inc.
Michael Dobkowski | Founder/CEO, Glacial Multimedia, Inc.
Jag Dosanjh | President, US Neuroscience & Eye Care, Allergan, an AbbVie Company
Diana Driscoll, OD | President, Genetic Disease Investigators
Tamara Evans | Owner & VP, Marketing, Ceatus Media Group
Steve Everly | RX Sight
Katherine Fehlhaber, PhD | Global Project Director, The Fundings & Group
Laurie Ferguson | Head of Ophthalmic Devices Global Communications, Carl Zeiss Meditec, Inc.
Jim Francese, MS, MBA | SVP, Commercial Operations NA & APAC, STAAR Surgical

David Friess, OD | VP, Global Medical Affairs, STAAR Surgical
Brad Fundingsland | President, The Fundingsland Group
Sanjeev Ganatra | SVP, Sales & Marketing, CBCC Global Research
Ron Greenberg | President, HealthxMD, LLC
Christina Grek | Sr. Director of Research & Development, Xequel Bio
Tiffany Haynes, COT | Global Director Medical Affairs, Johnson & Johnson Vision
Rebecca Hazelton | Chief Human Resources Officer, Thea Pharma, Inc.
Tad Heitmann, MBA | Head of Communications, Aerie Pharmaceuticals
Kendra Hileman, PhD | VP, Head of Instrumentation R&D, Alcon
AnnMarie Hipsely, DPT, PhD | Founder & President, Ace Vision
Rahim K. Hirji, RPh | Head, Professional Relations, Kala Pharmaceuticals, Inc.
Sondra Hoffman, COE, CPC, CMPE, LHRM | Lead Physician Recruiter, EyeCare Partners
Kari Holloway | President of the Ophthalmology Division, EyeCare Partners
Kristen Ingenito, MBA | VP, Market Scope
Amy Jacobs | VP & Co-Founder, Sandbox Strategic
Ranna Jaraha | Director of New Media, BMC, LLC
Matt Jensen | CEO, Vance Thompson Vision
Eris P. Jordan, OD | Principal Strategist, Eris Jordan Consulting, LLC; VP of Global Clinical & Medical Affairs, Aurion Biotech
Anish Kapur, MD | President, FocalPoint Holdings
Lisa Kim | Director of Communications & Public Relations, Allergan, an AbbVie Company
Sharon Klier, MD, MPH | VP, Ophthalmology & Medical Director, UNITY Biotechnology
Kate Kline | VP, Marketing, Kala Pharmaceuticals
Lindsey Knoles | Regional Sales Manager, ModMed
Shervin Korangy | President & CEO, BVI Medical
Greg Kunst | President & CEO, Aurion Biotech
Andrea Lee | Director, Market Development, RVL Pharmaceuticals
Jaci Lindstrom | Consultant; Co-Founder & Past President- OWL; Council Member and Mayor, Pro Tem: City of Minnetonka Beach
Marsha D. Link, PhD | Principal, Link Consulting
William J. Link, PhD | Managing Director / Manager, Versant Ventures / Flying L Partners
Nancy Lurker | CEO & President, EyePoint Pharmaceuticals, Inc.
Carla Mack, OD | Global Head of Professional Affairs, Alcon
George Magrath, MD, MBA | CEO, Lexitas
Zaiba Malik, MD | Physician & CEO, EyeMD, LLC; Assistant Professor, Wright State University Boonshoft School of Medicine; Medical Director, Medpace, Inc.
Bindu Manne | Head of Market Development & Commercialization, Ocuphire
Abigail Markward | Director, Business Development, Amar Communications
Beth Ann Marsh | VP, North America Sales & Marketing, Apellis Pharmaceuticals
Caren Mason | CEO, President & Director, STAAR Surgical
Antony Mattessich | President & CEO, Ocular Therapeutix
Jim Mazzo | Executive Chairman of Neurotech, CEO & President of Avellino

Carolyn McAuliffe | Sr. Director, Communications, Aerie Pharmaceuticals, Inc.
Judith McGarry | VP, Marketing & Communications, Aurion Biotech
Magda Michna, PhD | VP, Clinical Affairs, AcuFocus, Inc.
Stephen Miller | Regional Manager, BVI
Yari Mitchell | Chief Business Development Officer, AcuFocus, Inc.
Dane Mitro | Associate Director- KOL Field Marketing & Peer to Peer Strategy, Dompe
Alexa Montesinos | Associate Director- KOL & Peer to Peer Strategy, Dompe
Monty Montoya | CEO, TherOptix
Aziz Mottiwala | Chief Commercial Officer, Tarsus Pharmaceuticals
Janna Mullaney | Sr. VP, Operations, EyeCare Services Partners
Mario Nacinovich, MSc | VP, Marketing, Santen
Shawn O'Neil | CCO, Sight Sciences
Sandor Palfi | VP, Commercial, Johnson & Johnson Vision
Robby Palmer | Global Director, KOL Management, BVI
Jai G. Parekh, MD, MBA, FFAO | CEO & President, EyeCare Consultants of NJ
Andrew Parks | Director of Professional Development, Sun Pharmaceuticals
Ronil Patel | Sr. Director of Business Development & Market Strategy, Ocuphire Pharma
Todd Pinkney | Chief Commercial Officer, Centricity Vision
Phil Pivnick | Sr. Surgical Academic Manager, Alcon
Carey Powers | VP, Marketing, Visus Therapeutics
Heather Ready, MBA | Sr. Director, Market Intelligence, STAAR Surgical
Laura Rousseau | Director of Sales - Mid South Region, Clearwave Inc.
Joe Salchert | EVP of Live Project Development, Bryn Mawr Communications Group, LLC dba Avenue Live, LLC
Steven Schallhorn, MD | CMO, Carl Zeiss Meditec, Inc.
Erin Schallhorn Powers | VP, Global Marketing & Product Strategy, BVI Medical
Michelle Schnabel | VP, Business Development, I-Med Pharma USA
Michelle Senchyna, PhD | VP, Clinical Development & Medical Affairs, Aerie Pharmaceuticals
Aimee Shimamoto | Director of Marketing, BVI
Rich Small | CEO, Neurotech Pharmaceuticals, Inc.
Mark Smythe | GM, VP, Global Refractive Surgery, Alcon Refractive
Mina Sooch | CEO & Founder, Ocuphire Pharma
Jerry St. Peter | Co-Founder, CEO & Director, Eyevance
Sheryl Stevenson | Group Editorial Director, Eye Care, MJH Life Sciences
Cari Stone | VP, Global Glaucoma, Alcon
Stewart Sylvester | VP, Sales, Marketing & Customer Experience, Ora, Inc.
Audrey Talley Rostov, MD | Partner & Director of Cornea and Refractive Surgery/Global Medical Director, Northwest Eye Surgeons / SightLife
Judi Tauber, MS | Overseer, Tauber Eye Center
Euan Thomson, PhD | President Ophthalmic Devices - Head of Digital Business Unit, Carl Zeiss Meditec Inc.
Michelle Underhill | Partner, Diamatrix LTD
Tracy Valorie | Founder, TMV Associates
Jake Vander Zanden | Principal Consultant / Partner, Technology & Life Sciences Practice Leader, McDermott+Bull Executive Search
Linda Villaneuva, COT | Global Director, Medical Affairs Post-Approval Studies, ZEISS
Domenic von Planta | COO, SCHWIND eye-tech-solutions GmbH
John Vukich, MD | Owner, Board Certified Eye Surgeon & Ophthalmologist, Summit EyeCare of Wisconsin
Al Waterhouse | President & CEO, AcuFocus, Inc.
DeLora Wells | VP, Commercial Operations, HealthxMD, LLC
Joanna Williams | COO, Lexitas Pharma Services, Inc.
Julia Williams | VP, Clinical & Medical Affairs, Visus Therapeutics, Inc.
Ravaughn Williams, OD | Head, CDMA Vision Care, Alcon
Rebecca Winter | VP, Global Marketing, MicroSurgical Technology
Nivine Woods | CMO, EyeCare Partners, LLC
Jared Young | VP, Marketing & Communications, CorneaGen
Steven Zhang | EVP, Laboratoires Thea



Finalists for the 2022 OWL Awards

by Jan Beiting

SPECIAL THANKS
to our Premier Sponsor for this event



THANK YOU
to EyePoint Pharmaceuticals our Major Event Sponsor



THANK YOU
to our partners for your continued support*



*OWL accepts financial support from industry partners. OWL creates promotional content independently, without input or development from Industry Partners.

VISIONARY AWARD

OWL's Visionary Award honors an individual who has paved the way for diversity in their field through significant achievement. Nominees should have demonstrated leadership in their field through their careers.



Jeannette Banks

is the President and General Manager of the Global Surgical Franchise at Alcon, where her responsibilities include strategic leadership and oversight of product development, portfolio management and commercialization of products. In more than 30 years in the healthcare space, she has served in many roles, including domestic/international marketing, sales, clinical trials, regulatory, medical affairs, medical education, operations, and manufacturing. She currently serves on the boards of the ASCRS Foundation, Apollo Endosurgery, and Aurion Biotech. "What makes Jeannette special is that she thinks beyond her team—she is genuinely interested in the community at large and the people in it," said one nominator.

Ms. Banks is passionate about mentorship. She plays a critical role in supporting Alcon's employee resource groups (ERGs) and the company's relationship with Girls, Inc., which supports girls who are interested in STEM careers. "Jeannette is a visionary leader who always has a pulse on future trends and actively works to bring emerging technologies that will leave a lasting impact on ophthalmologists and their patients," a nominator said. ●

Eric D. Donnenfeld, MD

is a clinical professor of ophthalmology at New York University and in practice at Ophthalmic Consultants of Long Island. He is an internationally recognized expert with more than 215 peer-reviewed papers, 45 book chapters, and 3 books as well as many named lectures around the world. Dr. Donnenfeld is a past president of ASCRS and OMIG, Trustee of Dartmouth Medical School, Editor in Chief of EyeWorld, and the President of the International Intraocular Implant Club. He was an initial FDA investigator of Restasis, Xiidra, laser vision correction, the femtosecond laser and many refractive IOLs. Dr. Donnenfeld was named America's Best Eye Doctor in 2021 and 2022 by Newsweek and one of the 50 most influential people in ophthalmology for 2020, 2021, and 2022 by The Ophthalmologist.

"Dr. Donnenfeld is an incredible advocate and mentor for so many in ophthalmology," said his nominator. "He is a strong supporter of OWL and is a strong voice to support leadership and diversity in our industry." ●

Nancy Lurker, MBA

has been CEO and Board Director of EyePoint Pharmaceuticals, a NASDAQ-listed public company, since 2016. She previously held executive positions at PDI, a NASDAQ-listed healthcare commercialization company (now Interpace Diagnostics Group), Pharmacia Corporation (now part of Pfizer), and Novartis and has served on numerous boards. Her nominator describes her as a "mission-driven, science-focused leader and an outspoken advocate for women and diversity in STEM."

As one of only a small percentage of female CEOs in the biopharmaceutical and healthcare industry, Ms. Lurker has always felt an obligation to pay forward the insights and opportunities that she has fought for her entire career. She is deeply committed to inspiring and advancing women and diversity in STEM and mentoring young women. At EyePoint she has challenged leaders across the company to ensure that women are involved in all areas of the business and on speaker panels and advisory boards. "Rather than just talk the talk, she makes it a true priority to bring women's voices and leadership into every facet of the organization," her nominator said. ●

CATALYST AWARD

OWL's Catalyst Award honors an individual who has contributed significantly to helping others advance their career in eye care. Nominees should have demonstrated leadership in supporting the advancement of diversity.

(For example: mentoring/sponsorship of promising individuals; diversity advocacy; or creating a culture of equality)

Susan Benton

is President of Thea Pharma US, and serves on the boards of Ocuphire Pharma, Tarsier Pharma, and Ripple Therapeutics. She has more than 25 years of global commercial and business development experience in ophthalmic pharmaceuticals, formerly holding leadership positions at Shire, Bausch + Lomb, and Sirion Therapeutics.

As Ms. Benton's nominator said, "Her expertise is unmatched and her strong and empathetic leadership is legendary. She faced several challenges in a male-dominated corporate culture - and she dedicated her career to changing the game through mentorship, sponsorship, and cultivating female leaders. Without bold catalysts like Susan, I wouldn't have had the chances I have now...thank you for making it a little bit easier than you had it, Susan...and, more FUN!" ●

Ranna Jaraha

has multiple roles at Bryn Mawr Communications (BMC), a multifaceted medical media company supporting print, digital, and live tactics. She is one of the Cofounders of YoungMD Connect, a membership-based mentorship and educational platform for aspiring and young ophthalmologists. She is also the Executive Director of New Media; in this role, she supports business development and works closely with physicians and industry leaders on targeted digital programs and strategic engagements. Additionally, Ms. Jaraha hosts a weekly news broadcast, EyewireTV, which reviews industry updates in eye care; she hosts similar programs in the dermatology and aesthetics specialties as well.

"Ranna brings the industry together through her role at BMC and specifically through the insightful interviews she does of existing and emerging leaders. She helps us all to better understand and stay in touch with the rapidly changing landscape," says her nominator. ●

Magda Michna, PhD

is the Chief Global Clinical, Medical and Regulatory Affairs Officer at Acufocus, Inc. Originally from Poland, she grew up in Australia, and received her PhD in optical physics from the University of Melbourne. Dr. Michna is co-chair of the Southern California OWL chapter as well as the national OWL programs committee.

Having seen the huge impact that the Australian Institute of Physics' Women in Physics organization made on her as a young female physicist, Dr. Michna was an early advocate for mentoring and supporting others as they navigate their research careers. She has made it her mission to recruit promising individuals and help young professionals get a start in clinical research in eye care. "Magda has demonstrated a passion for supporting the advancement of diversity with OWL. She has been integral to selecting a diverse pool of speakers for OWL programs. Magda is an excellent leader and cares deeply about raising up those around her," said her nominator. ●

RISING STAR AWARD

OWL's Rising Star Award honors an individual who is an emerging leader in the ophthalmic space. Nominees should be in their early or mid-careers and demonstrate high potential for making an impact in ophthalmology.



Jacqueline S. Armani, OD, FAAO, MSL-BC

is the Regional Director, Medical Science Liaisons – East at Alcon, where she supports medical affairs and research. During optometry school, she externed at Bascom Palmer and, following graduation, did her residency at the VA as a primary care and ocular disease optometrist.

Dr. Armani has extensive clinical experience, has trained and mentored residents and students, and is a Fellow of the American Academy of Optometry. She has participated in medical mission trips in South Africa, Colombia, Jamaica, and Trinidad and is actively involved with the College of Staten Island Alumni Board and in WIN (Women Innovating Now), as well as participating in events for WIO, Women in Optometry and OWL.

As a young optometrist, Dr. Armani has demonstrated not only expertise in her field, but also management skills. “She will be a star in the ophthalmology community for decades to come,” said one nominator. “She brings you up to her level and drives the entire ophthalmology community forward. She knows how to lead, whether that is from the cockpit or the rear of the air-

CONTINUES ON PAGE 10 →

Kate Fehlhaber, PhD

is Senior Director of Global Project Strategy for The Fundingsland Group, an independent medical education company. In this role, she creates compelling, compliant, and effective peer-to-peer education. She believes that continuing medical education is fundamental to helping doctors make the best decisions for their patients. While studying the molecular mechanisms of the first synapse of sight for her doctorate in neuroscience, Dr. Fehlhaber founded Knowing Neurons, a creative education website dedicated to making neuroscience more accessible to the general public. Knowing Neurons won the 2016 Next Generation Award from the Society for Neuroscience, has been featured in Forbes magazine, and is currently listed as #3 on Feedspot's Top 90 Neuroscience Blogs.

Dr. Fehlhaber is an active member of OWL. She was selected as a 2020 OWL Fellow and is currently Co-Chair of the Membership Impact Committee. She has served on the SoCal Planning Committee since 2020 and served on the Marketing & Outreach Committee in 2019. She organized the 2019 and 2022 OWL Surveys

CONTINUES ON PAGE 10 →

Maáza Martin

is Senior Director of Marketing for Tarsus Pharmaceuticals, where she is a leader on internal teams responsible for the launch readiness of the company's flagship pipeline therapy for Demdex blepharitis, and three other pipeline indications in eyecare, dermatology and infectious disease prevention. She has played a critical role in championing diversity, equity and inclusion (DEI) efforts at Tarsus, including helping to form the company's DEI council and spearheading the development and execution of Juneteenth programming and engagement. Ms. Martin has also served in marketing, strategic consulting, and analytics roles at Avanir, IMS Health (now Iqvia), and Allergan, where she helped to drive the company's Restasis brand to sustained blockbuster status.

Ms. Martin has co-chaired OWL's programming committee and led the programming for OWL's AAO Signature Events, most notably securing impactful speakers and developing dynamic program content designed to educate and enrich members' knowledge. “Maáza is a true advocate for diversity and inclusion

CONTINUES ON PAGE 10 →

A Snapshot of Respondents

- The average respondent is **50 years old** and has an estimated income of **\$198,000**
- **97%** of respondents reside in the US
- **57%** have more than 15 years of experience in the ophthalmic industry
- **50%** have post-graduate degrees
- **70%** of respondents are in the ophthalmic industry and are not doctors nor administrators/CEOs
- **51%** are senior-level executives or higher



by Jon Heston, PhD

THE 3RD EDITION OF THE OPHTHALMIC BUSINESS AND LEADERSHIP TRENDS SURVEY was launched in May 2022 in collaboration with The Fundingsland Group (www.tfgeducation.com). This comprehensive survey assessed the current opinions and business prac-

tices of professionals across the ophthalmic industry and had more than 200 respondents including OWL members, practicing doctors, practice administrators/CEOs, and members of the ophthalmic/optometric industry. Similar surveys were conducted in 2014 and 2019 to use as a comparison of trends.

Year-Over-Year Trends

INCREASED RACIAL/ETHNIC DIVERSITY

The composition of the OWL Respondents has become more diverse as shown in Figure 1. The percentage of participants not identifying as white/Caucasian grew from 21% in 2019 to 32% in 2022 ($p < 0.05$). In particular, this is driven by an increased representation of Hispanic/Latino (2019: 6%, 2022: 15%, $p < 0.01$) and Black/African (2019: 2%, 2022: 5%, $p = 0.06$).



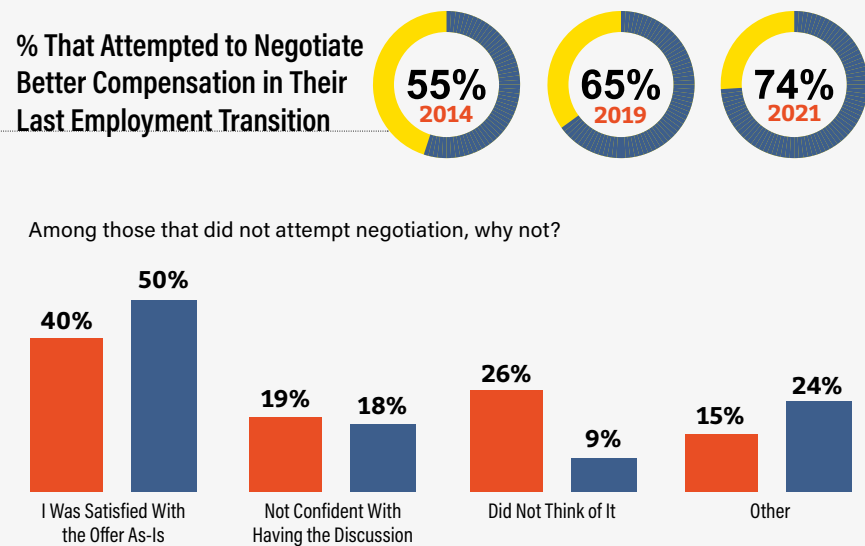
Increase in Negotiation

CHANGES IN NEGOTIATION BEHAVIOR

The surveys also found that there was a steady increase in the percent of respondents that attempted negotiation in their last employment transition as shown in Figure 2.

This figure also shows that when respondents did not negotiate it is increasingly the case that it is because they were satisfied with the offer as-is. Interestingly, those satisfaction levels from those negotiations did not change over that period.

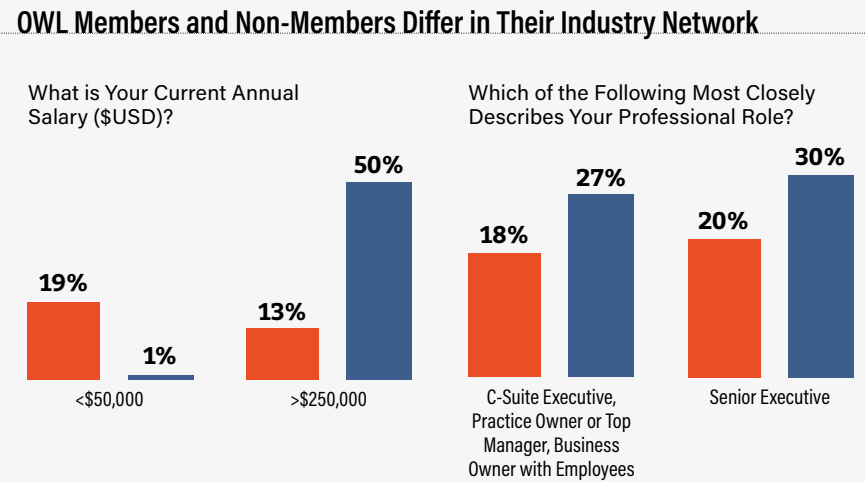
Overall, these results highlight that OWL members are increasingly engaging in practices such as negotiation and mentoring, suggesting a positive impact of the programs, events, and assets created and hosted by OWL.



OWL Members vs. Non-Members

INCOME AND PROFESSIONAL ROLES

There were many interesting findings when comparing respondents who indicated that they were OWL Members to those who indicated they were not. Figure 3 shows that OWL Members tend to have higher salaries and this is particularly evident at the lowest (<\$50,000; Non-Member: 19%, OWL Member: 1%, $p < 0.001$) and the highest (>\$250,000; Non-Member: 13%, OWL Member: 50% $p < 0.0001$) end of the range. This figure also shows that OWL Members are more likely to occupy senior level or higher positions (Non-Member: 38%, OWL Member: 57%, $p < 0.05$).



CONTINUED FROM PAGE 8

craft.” Another wrote that “Jackie is an example of what everyone would want to be. She represents Alcon with class, dignity and a smile at every event she attends.” ●

and hosted a webinar to examine the results last year. “Kate is amazingly smart and insightful,” said a nominator. “With her leadership drive and ability, positive attitude, and willingness to go above and beyond, she is absolutely going to do great things in her career.” ●

and is working to create and foster a supportive, dynamic culture and environment both in her role at Tarsus and through her volunteer role with OWL,” said her nominator. ●

Summary of OWL Members vs. Non-Members

Analysis revealed a number of differences between these groups.

COMPARED TO NON-MEMBERS, OWL MEMBERS TENDED TO:

- have a **higher annual salary** and have achieved **higher levels of education**.
- work in the **ophthalmic industry**, work **remotely**, and/or be **top executives/managers**.
- **attempt negotiation** for higher compensation and when they did not negotiate it tended to be because they were **satisfied with the offer as-is**.
- have **higher levels of satisfaction** with both their job and their industry network.
- have found out about their most recent position through **industry colleagues/word of mouth** whereas Non-Members were far more likely to find their position through a job posting via online search.
- participate in **formal mentoring programs**.



While the difference between OWL Members and Non-Members is unlikely to be causal, these results do highlight that membership in OWL connects individuals with the kind of higher status that can elevate one’s professional network.

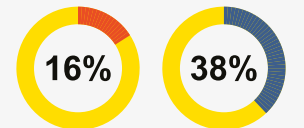
CONCLUSIONS The 2022 Ophthalmic Business and Leadership Trends Survey revealed interesting behaviors

Industry Network & Connections

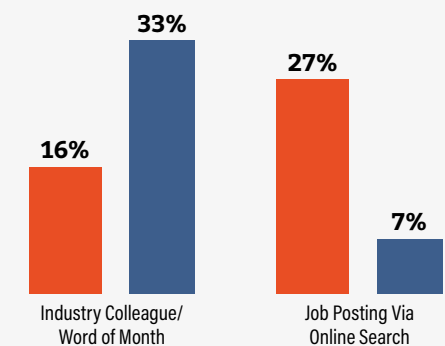
OWL MEMBERS AND NON-MEMBERS DIFFER IN THEIR INDUSTRY NETWORK

OWL Members and Non-Members also differ in their industry networks and how they’re able to leverage those networks. Figure 4 shows that OWL Members tend to be more satisfied with their industry networks (extremely satisfied; Non-Member: 16%, OWL Member: 38%, $p < 0.05$). This difference in satisfaction may be related to the fact that OWL Member’s most common way of finding out about their most recent position is industry colleague/word of mouth (Non-Member: 16%, OWL Member: 33%, $p < 0.05$) whereas Non-Members most common route is job posting via online search (Non-Member: 27%, OWL Member: 7%, $p < 0.001$).

How Satisfied Are You With Your Industry Network?



How Did You Find Out About Your Most Recent Position?



of professionals across the ophthalmic industry. The results highlight several positive findings including the fact that respondents to the OWL Surveys are becoming more diverse and more likely to attempt negotiation and OWL Members are seeing higher levels of success and enjoying strong, helpful industry networks. We look forward to future OWL events and initiatives to address these professional development areas and to continue to elevate members into strong world leaders in ophthalmology. ●

SPECIAL THANKS to The Findingsland Group. For questions or further insight into the data, please contact [JON HESTON, PhD at jon@tgeducation.com](mailto:JON.HESTON@tgeducation.com)



OWL's Sponsorship

While content is produced independently by OWL, our programs are supported by industry partners. Their support means that OWL is able to provide an expanding menu of programs in the spirit of its mission, vision, and values of advancing diversity in leadership.

We thank our financial supporters for their leadership and for the critical role they play in our organization.

INDUSTRY PARTNERS



ANNUAL SPONSORS

Glaukos • Kala Pharmaceuticals • Tarsus

SPONSORS & FUNDERS

Apellis • bmc • CorneaGen • Glacial Multimedia
 Healio/Ocular Surgery News
 MJH Life Sciences/Ophthalmology Times
 octane • PentaVision • Promedica International
 STAAR Surgical • Touch Ophthalmology

UNITING SPONSORS

Apellis • BVI • CorneaGen • Dompé • Eyecare Partners
 Lexitas Pharma Services • ModMed • Ora
 RVL Pharmaceuticals, Inc.

To learn more about supporting OWL,
 email gfries@owlsite.org

OWL's Board

OFFICERS



Erin Schallhorn Powers • PRESIDENT
 BVI



Abigail Markward • IMMEDIATE PAST PRESIDENT
 Pentavision



Nivine Woods • PRESIDENT-ELECT/VICE-PRESIDENT
 EyeCare Partners



Jai Parekh, MD, MBA • SECRETARY/TREASURER
 EyeCare Consultants of NJ



Gaynor Fries • EXECUTIVE DIRECTOR
 OWL: Advancing Diversity in Leadership

DIRECTORS



Hayley Boling
 Boling Vision Center & INSIGHT Surgery Center



Renee Bovel, MD
 Envision Eye & Laser



Joe Boyd
 Avellino Labs



Kristen Ingenito
 Market Scope



Amy Jacobs
 Sandbox Strategic



Matthew Jensen
 Vance Thompson Vision



Lisa Kim
 Allergan, an AbbVie Company



Bindu Manne
 Ocuphire



John Vukich, MD
 Summit EyeCare of Wisconsin



Ravaughn Williams
 Alcon

EMPOWER An OWL Magazine

Sheryl Stevenson → EDITOR-IN-CHIEF
 Jan Beiting and Kate Fehlhaber → CONTRIBUTORS
 Lecia Landis → DESIGN

OWL STAFF & CONTACTS

Gaynor Fries → EXECUTIVE DIRECTOR
 PMB 125, 3434-135 Kildaire Farm Road, Cary, NC 27518
info@owlsite.org | www.owlsite.org

FOLLOW US

[@OWLdiversity](https://twitter.com/OWLdiversity)
facebook.com/owldiversity

linkedin.com/company/22299641
instagram.com/owldiversity/