

# Saint Louis University School of Medicine Women in Medicine and Science

Thursday February 11, 2021 7:00 am

## Zoom meeting

Members Present: Cindy Bitter, Tina Chen, Megan Ferber, Julie Gammack, Katie Heiden-Rootes, Jane McHowat, Nikki Xynos, Jen Aleshire, Ritika Jain, Chris Jacobs, Heidee Sallee, Dina Calamur, Aline Tanios, Lisa Israel

1. **Jane McHowat introduced Katie Heiden-Rootes**, who was recently appointed as the new Faculty Fellow for Equity Issues, as part of the Office of the Provost and Gender Equity Task Force. This role is dedicated to evaluating and promoting faculty equity in terms of gender, gender identity, race, ethnicity, sexual orientation, disability, and other historically marginalizing factors. Current significant issues include the lack of gender equity (women comprise <50% of the faculty), and salary disparities, particularly for mid- and late-career faculty, leading to challenges with faculty retention.

Katie was previously the Director of Clinical Services in the Medical Family Therapy program, and has a PhD in family therapy. She states that she is interfacing with a number of offices and committees, including the Office of Diversity, the Faculty Senate Compensation and Fringe Benefits Committee, the Faculty Senate Gender Equity Task Force, the Title IX coordinator, etc.

2. **Heidi Sallee described possible ideas for upcoming WIMS programming.** These include:

Feb 26: Abby Frech will give a lunch hour talk on “Nutrition for the Stressful Day”

March: 72-hour viewing window for the documentary Picture a Scientist, followed by two discussion sessions - one at noon and one in the evening - to accommodate attendees' schedules.

May 13: Cindy Bitter will give a lunch hour talk with the results of the WIMS survey evaluating the impact of COVID-19 on SLU Faculty.

June: Tentative plans for another lunch hour. Possibly Aline presenting mentoring

July/August: planning for SWIMS.

September: SWIMS, which typically takes place on a Wednesday afternoon. Will need to ensure avoidance of Yom Kippur, which starts at sunset on Wednesday, 9/15. Aline Tanios and Heidi will begin reaching out to potential speakers and determining their availability, in order to cement a date.

**Lisa Israel suggested pulling data from prior departmental SWOT analyses** to describe broad-based issues that lead to impacts on faculty and trainees. These analysis results could be a good topic for a brown bag lunch, though Heidi pointed out that these issues would be broad, and the brown bag would need to act as more of an introduction.

Heidi states she will work on getting presentation titles and finalizing dates, and Andy Griesenauer will send out the lunch hour invites.

- 3. Ritika Jain, MS1, the medical student AMWA representative**, described current AMWA activities. They are in the middle of Heart Health Week, just completed a Chipotle fundraiser, and also sent Flower Telegrams.

Upcoming activities include a Women's Health Primer in late March, and they are looking for ob/gyn faculty to help with this activity.

They also state they will need help for the Orientation Social, which will take place sometime in July or August. In the past, this was an in-person gathering which allowed incoming M1s to mingle with female faculty; but this will depend on social distancing guidelines.

- 4. Jane McHowat discussed potentially contributing to the Grand Rounds Fall 2021 Issue.** Elizabeth Brennan is the editor, and they have staff who can help to author the issues. Will need to identify potential focuses. Suggestions include:

Highlighting specific faculty (such as Katie Heiden-Rootes), women's groups (such as WIMS/AMWA), and programming (such as SWIMS, Aline Tanios's mentoring program) to amplify existing activities. There may be a graduating class of residents who are all female (general surgery had an all-female class 2 years ago), which could be a good feature.

Jane states she will share a link so that we can post potential brainstorming ideas.

- 5. Jane McHowat has been working on bylaws for WIMS, to formalize the committee.** These bylaws would be uploaded to PolicyStat and be placed on the Faculty Affairs website. She suggested four subcommittees: Programming (led by Heidi Sallee), Benchmark (possibly Susan Heaney), Mentoring (possibly Aline Tanios), and Mentorship and Nominating.

Jane states she will share the bylaws for group to review.

Heidi Sallee suggested approaching chairs and asking them to recommend faculty for each subcommittee. Would have to ensure that faculty are broadly represented (i.e. avoid selecting the same faculty who always participate in committees)