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The following faculty members were promoted and/or granted tenure effective July 1, 2022. Congratulate your colleagues when you get a chance!

**Internal Medicine**
(cont.)

- Sarah George
- Taewoo Lee
- John Mwangi
- Setu Patolia
- Keniesha Thompson

**Dermatology**

- Ramona Behshad

**Anesthesiology**

- Thilak Sreenivasalu
- Vikram Chawa

**Biochemistry and Molecular Biology**

- Edwin Antony

**Family and Community Medicine**

- Dixie Meyer
- Matthew Breeden

**Internal Medicine**

- Ezequiel Bellorin Font
- Azra Blazevic
- Christopher Eickhoff
- Safa Farrag

**Obstetrics, Gynecology and Women’s Health**

- Amy Bilyeu
- Tracy Tomlinson

**Neurology**

- Deepa Arun

**Orthopaedic Surgery**

- Vikas Dhawan
- Heidi Israel

**Pediatrics**

- Saurabh Chiwane
- Katherine Christensen
- Brent Haberman
- Jennifer Heithaus
- Erik Madsen
- Renuka Peterson
- Heidi Sallee
- Trevor Tredway
- Alicia Barnes
- Brianne Newman
- Keith Pereira
- Emily Fite
- Grace Montenegro
- Timothy Havens
Women in Medicine and Science (WIMS) Updates

WIMS strives to advance the professional and personal success of the women of Saint Louis University School of Medicine through mentoring and programming efforts.

The Women Mentoring Women program has completed its first year with 15 mentor-mentee pairs participating. The launch of the second year of the program took place on July 13, with 10 mentor-mentee participants. The program will be supported by monthly seminars, newsletters or social events to support the program.

The yearly WIMS symposium will be held on September 6, 2022. The theme for this year will be "Advancing Your Career" with Dr. Anees Chagpar, Yale University, as our guest speaker. Dean Jacobs will also give a presentation on her career progression. A detailed program will be distributed to all when it is finalized. All SOM faculty, staff and learners are encouraged to attend.

WIMS is working on regular programming for the 2022-23 year. There will be regular lunchtime seminars/workshops and evening sessions. Details will be available soon.

New Faculty Orientation

Wednesday, August 17, 2022 - All new faculty are required to attend orientation within the first year of hire.

Orientation consists of a morning program delivered by administration and University faculty leaders. Additionally, SLU's president hosts a reception for new faculty immediately following orientation. All new faculty are strongly encouraged to attend.

Be on the lookout for an invitation (by email) from the University's Office of Faculty Affairs.

January 2023 NIH Funding Requirement

Are you ready to SHARE your data with the NIH for ALL NIH grant applications received on/after January 25, 2023?

ALL NIH funded research must comply with the new Data Management & Sharing (DMS) Policy requiring researchers to submit a Data Management and Sharing Plan as part of the application process.

Saint Louis University is currently preparing information resources and training to HELP researchers. Be on the look-out! Links will be shared as they develop and evolve.
Want to find out more? Please contact the Medical Center Library (MCL) or the Office of the Vice President for Research (OVPR)

A special thank you to the following individuals with committee terms that have recently expired! (Many are still volunteering their time for another term!)

**Appointment, Promotion and Tenure Committee**
- David Brink, M.D.
- Andrew Butler, Ph.D.
- Eddy Hsueh, M.D. (Chair)

**Committee on Continuing Medical Education**
- Marla Berg-Weger, Ph.D.
- Edward Charbek, M.D.
- Jafar Kafaie, M.D., Ph.D.
- Stacey Lobello, MSN
- Soophia Naydenov, M.D.
- Kirubahara Vaheesan, M.D.
- Jeffrey Wright, M.D.

**Curriculum Committee**
- Austin Dalrymple, D.O.
- Mark Knuepfer, Ph.D.
- Keniesha Thompson, M.D.

**Executive Committee of the Faculty Assembly**
- Matthew Smeds, M.D.
- Ryan Teague, Ph.D.

**Faculty Affairs Committee**
- Rajeev (Reggie) Aurora, Ph.D.
- Heather Macarthur, Ph.D.

**Faculty Senate**
- Ángel Baldán, Ph.D.
- Mirjana Vustar, M.D.

**Graduate Medical Education Committee**
- Catalina Belean, M.D.
- Robert Brooker, M.D.
- Nicole Burkemper, M.D.
- Gabriela Espinoza, M.D.
- Shannon Grabosch, M.D.
- David Greenberg, M.D.
- Daniela Hermelin, M.D.
- Sumesh Kaswan, M.D.
- Alejandro Mendez-Castillo, M.D.
- Adam Merando, M.D.
- Bridget McCoy, M.D.
- Jennifer Palagiri, M.D.
- Rebecca Petersen, M.D.
- Renuka Peterson, M.D.
- Lina Toledo-Franco, M.D.
- Dan Weber, D.O.
- Michael Williams, M.D.

**Graduate Program Advisory Council**
- Daniel Daly, Ph.D.
- Daniel Hawiger, M.D., Ph.D.
- Max Zubatsky, Ph.D.

**Research Planning Committee**
- Noah Hillman, M.D.
- John Walker, Ph.D.

**Research Space Review Committee**
- Sue Far, M.D.
- Tizalo, Ph.D.
School of Medicine Faculty Elections

School of Medicine faculty members provide service to the University and their colleagues by volunteering on a variety of committees. Some committees are filled by election, while others are populated by appointment.

The 2022 Faculty Election results are below. Congratulate your colleagues when you see them!

congrats
Jennifer Cash, M.D.
Farzana Hoque, M.D.
Jason Keune, M.D.

Faculty Senate

congrats
Reggie Aurora, Ph.D.
Heather Macarthur, Ph.D.

Faculty Affairs Committee

congrats
Matthew Smeds, M.D.
Ryan Teague, Ph.D.

Executive Committee of the Faculty Assembly

Annual Review Feedback Form

Every full-time faculty member is evaluated annually by the Department Chairperson or comparable administrator. The primary purpose of the annual review is to provide information that allows the faculty member to improve his/her teaching, student advising, research and scholarly activity, and University and community service, the evaluation should be candid, providing the person evaluated the opportunity to better understand his/her strengths as well as areas of relative weakness.

Your faculty review should be taking place this summer (if it already hasn’t happened!)
Help the Office of Faculty Affairs and Professional Oversight improve this process by clicking on the link below and completing the short feedback form after you've completed your annual review.

This information will be used by the Office of Faculty Affairs and Professional Development to assess impact of the annual review process. Your responses will remain anonymous.

[Link to Feedback Form]

**SLU Zoom Backgrounds**

Want to impress your colleagues, rock the Zoom meeting and show off your SLU spirit at the same time? You can do so by customizing your Zoom virtual background.

Click [HERE](#) to find thumbnails for high resolution images. Right click the larger image to download it and import into Zoom.

![SLU Zoom Backgrounds](#)

**Faculty Development Pediatrics Summer Series**

[Zoom Link](#) for all sessions.
5 Tips For…Writing Letters of Recommendation

Letters of Recommendation are often well-intended, but can produce unintended consequences that work against academic goals, such as diversity. Reference letters are not always good predictors of job success and are well known for being biased against women. Regardless, in academics, we are asked to write letters for students, mentees and colleagues that need to be tailored to fit the opportunity. Before starting your letter, here are some suggestions to consider.

It’s OK to decline a request: Of course, it is flattering to be asked to draft a recommendation letter. However, if you feel that you cannot write a positive letter, consider declining the invitation. No matter how much you want to help a colleague or student, recommending them when you are not enthusiastic about them will not be beneficial. Don’t feel bad about saying no, but be gracious and prompt with your reply. Use “I” statements when declining, such as “I feel that I don’t know you well enough” or “I don’t feel I am the best person to write a recommendation for you”.

Ask questions before accepting a request: The more precise you can be about the addressee, the better. Ask for a copy of CV/resume and position description. Make sure you are on the same page as far as details like work history and relevant experience. Customize your letter to be specific for the position. Before writing your letter, sit down with the candidate and discuss their plans. Let them tell you about the new role and why they are excited about it.

Remember it’s not about you: Provide brief information about you and your work as context for your comments only. Explain who you are and what makes you qualified to recommend the candidate. That way, your reader will understand where you are coming from and know to take your opinion seriously. This should be a short introductory statement.

Provide Evidence: Start with enthusiasm. When discussing qualities, provide frank, concrete details to support your conclusions. Discuss previous achievements in the context of how the candidate will make similar accomplishments in future. Be specific, writing a vague, generic letter will not sway an opinion. Talk about two-three specific anecdotes to prove the candidate has the qualities you say they do.
Avoid bias: Avoid referring to women as “organized and detail oriented” while describing men as “innovative and visionary”. Consider using a bias calculator to analyze letters.

Faculty Search Committee Chair Workshops

All search committee chairs are required to attend a Search Committee Chair workshop before a faculty position can be posted. See below for the workshop schedule and registration link for the 2022-2023 sessions. Please note that all of the sessions are expected to be held on campus.

Locations TBD

**Fall 2022**
- Thursday, September 15, from 2:30pm-4:30pm
- Wednesday, October 5, from 2:00pm-4:00pm
- Tuesday, October 18, from 10:00am-Noon

**Spring 2023**
- Monday, February 6, from 2:00pm-4:00pm
- Tuesday, March 21, from 2:30pm-4:30pm
- Wednesday, April 5, from Noon-2:00pm

[CLICK HERE](#) for Registration Form

Meet the Dean’s Staff

*Lauren Schwarz is an Assistant Dean of Student Affairs for the School of Medicine*

![Lauren Schwarz](image)

I was born and raised in St. Louis and before you ask, I went to Villa for high school. I have a secret, don't tell anyone, but I did a short time in medical school. I then obtained my doctorate in clinical psychology from SLU. My intern year was at UAB and then residency in neuropsychology was at UIC.

I continue to be at my first job right out of post-doc! Believe or not out of the blue I emailed the chair of neurology and asked if he needed a neuropsychologist and the rest is history. I'm so glad it worked out because the Jesuit mission of SLU has always been very important to me. I feel very fortunate to be the
division director of psychology in the department of psychiatry with a joint appointment in neurology.

A few years ago I joined student affairs and have found a true passion for working with medical students. In my work in student affairs I focus on student resilience and flourishing. Pretty soon my dog Luna who is training to be a therapy dog will be joining us in student affairs!

In my personal life I am pretty much a nerd. I married my high school sweetheart Fred (cheesy I know). I have two kiddos Benji age 6 and Maddy age 1. We love the outdoors and camping in our RV. Lesson I learned early - primitive camping is not a child friendly activity :)

We are a big animal family. Have a crew of cats, a dog, chickens, and soon rabbits. We live in Webster and really love it there! If you ever need help starting up backyard chickens send me an email and I’ll help :)
So far in your career, what do you consider to be your greatest achievement? Becoming a faculty member at Saint Louis University School of Medicine is my greatest achievement. SLU-SOM gave me the opportunity to start my own laboratory, which is critical for establishing my research program and mentoring students.

What is the most helpful advice you’ve received?
I received a lot of advice in my life. My favorite ones are “Listen to learn”, “Be your best at all times”, “Don't try to impress everyone” and “Don't be afraid of being afraid”.

If you were stranded on a deserted island, what one band or musician would help keep your sanity?
I would take advantage of the silence of a desert island instead and use the opportunity to reconcile with nature.

If you could have dinner with one person, living or dead, who would it be?
With no doubt, it would be with Leonardo da Vinci, perhaps the most diversely talented person to have ever lived. Leonardo was a painter, sculptor, architect, musician, mathematician, engineer, inventor, anatomist, geologist, cartographer, botanist, and writer. He conducted dozens of carefully thought-out experiments and created futuristic inventions that were groundbreaking for the time. He made important scientific discoveries, yet he never published his ideas.

If you could only eat one thing for the rest of your life, what would it be?
Difficult question! As a native of Italy, I would immediately answer pasta or pizza. But sadly, I do recognize that eating just carbs would not keep me healthy for very long. So, I would probably opt out for vegetables.

What book are you currently reading?
I just finished “The Book of Longings” by Sue Monk Kidd. The author takes an audacious approach to history, retelling the life of Jesus. When I read the premise behind this novel, I couldn't help but wonder how the author would address all of these doctrines of Christianity. I was very skeptical at the beginning, but I found the book so spiritual and well written.