

# OFAPD

Office of Faculty Affairs and Professional Development

Newsletter

Summer 2021

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# School of Medicine Faculty Committees

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 the Faculty Affairs Committee through appointment.

A list of School of Medicine faculty committees can be found [HERE](#). If you are interested in serving on a committee, please be on the lookout for the annual “Call for Nominations” email that is sent each spring, where you will have the opportunity to nominate yourself or a colleague for a committee position. Please see the School of Medicine Faculty Bylaws for a complete rundown on the policies and processes involved with faculty committees.

A message about serving on faculty committees from Lia Lowrie, M.D., Chair of the SOM Credentials Committee for the past six years:



*“Service by junior faculty on Department and University Committees is often discouraged as a distraction from one’s real mission of establishing a clinical, research or education career. Service on Department and University Committees by more senior faculty is often viewed as a chore without benefits. Committees within University hierarchies may be perceived as powerless and existing only because the By-laws or Constitution says they do and the Administration (the infamous “they”) is going to do what they want anyway.*

*As a junior faculty member at another institution, I saw no benefit to the promotion process – it was essentially a new title not associated with power or financial gain. The painful process involved did not seem worth the honor or prestige represented by the new title. However, I reluctantly advanced in rank after 11 years of assistant professorship. It became quite clear immediately that the recognition does matter in my dealings with faculty at my home institution, at other institutions and at national professional societies.*

*It has been the irony of my professional career to have been elected to the Credentials Committee at the SLU SOM in 2012 and to chair it for the past 6 years. It is not an onerous Committee in terms of time. The benefits of service are quite clear. The exposure to the wider SOM faculty accomplishments is really inspiring – taking ideas back to the Department about other institution or Department accomplishments that “count” as scholarly activity or faculty development options really serves to elevate the productivity and prestige of the faculty of the SOM as a whole. I have also truly enjoyed the opportunity to have input into the process of appointment and promotion – acting as an advocate for faculty so the process of promotion is not as onerous as it was for me. This has directly led to becoming the representative to a Faculty Senate subcommittee – again opening my eyes to the similarities and struggles surrounding faculty promotion across the wider University campuses.*

*Finally, many of us are simply curious (perhaps nosy) about how a large Department, the SOM and the University actually work. There is nothing like Committee service as a source of information (maybe even gossip!). Get involved if you can!!”*

**THANK  
YOU!**

A special **THANK YOU!** to the following individuals with committee terms that have recently expired (many are still volunteering their time for another term!)

**Credentials Committee**

Lia Lowrie, M.D.  
Ranjit Ray, Ph.D.

**Committee on Continuing Medical Education**

Randall Edgell, M.D.  
John Martin III, Ph.D.

**Curriculum Committee**

Fred Rottnek, M.D.  
Michael Williams, M.D.

**Graduate Medical Education Committee**

Gregory Ward, M.D.  
Jafar Kafaie, M.D.  
Elizabeth Keegan-Garrett, M.D.  
Nicole Burkemper, M.D.  
Vikram Chawa, M.D.  
Douglas Blackall, M.D.  
Kene Chukwuanu, M.D.  
Edward Charbek, M.D.  
Sophia Grant, M.D.  
Marya Strand, M.D.  
Kate Schwetye, M.D., Ph.D.  
Austin Dalrymple, M.D.  
Joe Brunworth, M.D.  
Ammar Nasir, M.D.

**Graduate Program Advisory Council**

Ángel Baldán, Ph.D.

**Research Planning Committee**

David Ford, Ph.D.  
Ratna Ray, Ph.D.

**Research Space Review Committee**

Adriana Montaña, Ph.D.

**Sabbatical and Academic Leave Committee**

Andrew Lechner, Ph.D.

**Faculty Affairs Committee**

Edward Charbek, M.D.

**Executive Committee of the Faculty  
Assembly**

Gabriela Espinoza, M.D.  
Mark Knuepfer, Ph.D.

**Executive Committee of the School of  
Medicine**

Stephen Braddock, M.D.  
Mark Knuepfer, Ph.D.  
Ranjit Ray, Ph.D.  
Kanika Turner, M.D.

**Faculty Secretary**

Heidi Sallee, M.D.

**Faculty Senate**

Ramona Behshad, M.D.  
Austin Dalrymple, M.D.  
Dawn Davis, M.D.  
T. Scott Isbell, Ph.D.  
Amy Ravin, M.D.

**University Committee on Academic Rank  
and Tenure**

Sharon Frey, M.D.



# Faculty Development



With the increased use of Zoom for meetings, many OFAPD and/or SOM sponsored professional development events are recorded and posted on the official OFAPD website for future viewing.

Website:

<https://www.slu.edu/medicine/about/faculty-resources/office-faculty-affairs/faculty-development/index.php>

For example, by visiting our website you can find...

## **The Power of Emotional Intelligence for Clinicians**

Farzana Hoque, M.D. - April 23, 2021

## **Dragon Dictation Demo**

Cheri Greer, Matthew Zimmie, M.D. - April 15, 2021

## **"The AHEAD Advantage: How to Optimize the Research Project Life-Cycle"**

Leslie Hinyard, Ph.D. - March 18, 2021

## **Improving Population Health & Access to Health Care through Telehealth**

Andrew Solomon, MPH - April 15, 2021

## **Navigating the SLU School of Medicine's Promotion Process**

Jane McHowat, Ph.D. - April 8, 2021

## **Defining & Exploring Professionalism in the Learning Environment**

Lisa Israel, M.Ed - April 5, 2021

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The Department of Pediatrics and Office of Faculty Affairs and Professional Development will offer Faculty Development seminars this Summer in July/August. Sessions will be held on Wednesdays at noon via Zoom. Sessions will be available for later viewing.

## **July Schedule**

July 7: Public Speaking Revisited - This Time by Zoom  
July 14: Enhancing Your Zoom Teaching Techniques from a Medical Perspective  
July 21: Student Education & Evaluation S.O.S. - Supporting Our Students Best  
July 28: Vaccine Hesitancy - How to Talk to Your Families

Zoom: <https://slu.zoom.us/j/93654650885?pwd=OVN6cEppV1NwdkcrU28yM3RjZGFkQT09>  
Password: 793306

# Promotion (Congratulations!)

The following faculty members were promoted and/or granted tenure effective July 1, 2021. Congratulate your colleagues when you get a chance!



## Biochemistry and Molecular Biology

Ángel Baldán

Nicola Pozzi

Susana Gonzalo-Hervas

## Dermatology

Daniel West

Sofia Chaudhry

## Family and Community Medicine

Carissa van den Berk-Clark

Kelly Everard

## Internal Medicine

Geetha Maddukuri

Kamran Qureshi

Katie Schroeder

## Molecular Microbiology and Immunology

Ryan Teague

## Obstetrics, Gynecology and Women's Health

Katherine Childress

## Ophthalmology

Gabriela Espinoza

## Orthopaedic Surgery

Aki Puryear

## Otolaryngology

Jennifer Brinkmeier

Joseph Brunworth

## Pathology

Huazhang Guo

## Pediatrics

Connie Anderson

Austin Dalrymple

Noah Hillman

Justin Josephsen

Marta King

Chetana Reddy

## Surgery

Cindy Bitter

Vijai Chauhan

Zachary Hamilton

Sumesh Kaswan

Phillippe Mercier

Sameer Siddiqui

Matthew Smeds

Chintalapati Varma



## New Faculty Orientation Wednesday, August 18, 2021

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, a working lunch and an afternoon program specific to the faculty of the School of Medicine.

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.

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## Annual Reviews

Every full-time faculty member is evaluated annually by the Department Chairperson or comparable administrator.

All Annual Review meetings should be scheduled for July/August 2021, with all reviews returned to the Office of Faculty Affairs and Professional Development from the department no later than August 31, 2021.

You are encouraged to fill out the review process evaluation forms. Your department administrator will have more information.

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## Women in Medicine and Science



The Symposium on Women in Medicine and Science (SWIMS) will be held on the afternoon of September 22, 2021 and will focus on mentoring. Our featured speaker will be Dr. Wendy Ward, Associate Provost for Faculty at the University of Arkansas for Medical Sciences. Dr. Ward has many years of experience with mentoring programs and will speak on developmental progression of the mentor/mentee relationship, common pitfalls in mentoring and ways to

avoid them. Other speakers will be announced shortly. The Symposium will also be used to launch our new “Women Mentoring Women” program.

The WIMS programming team is putting together the brown bag series for the upcoming year. If you have any suggestions for topics or speakers, please reach out to Dr. Heidi Sallee at [heidi.sallee@health.slu.edu](mailto:heidi.sallee@health.slu.edu)

The Office of Faculty Affairs and WIMS group distributed a survey to faculty in 2020 that was designed to examine the effect of the COVID pandemic on work-life integration and career development. The findings of the survey were discussed at a WIMS brown bag session held in May. The recording of the brown bag session can be found [HERE](#), but take away points are listed below (Thanks to Megan Ferber for putting these together). Please feel free to reach out for more information.

#### **Takeaways from the COVID-19 Faculty Survey:**

- ◆ Males feel more satisfied with their work life balance since COVID-19 compared to females
- ◆ There were no differences in determinants in professional development or research resources based on gender
- ◆ There were no difference in work satisfaction measures based on racial identity
- ◆ Those who do not identify as White reported more detriments to their professional development compared to those who identify as White
- ◆ Biggest source of perceived support: flexibility and adjusted expectations (40%)
- ◆ Having direct and transparent communication the second biggest source
- ◆ 21% of faculty did not feel supported by SLU
- ◆ Burnout post-COVID19: 44.8% are experiencing burnout, up from 26.4% before COVID19
- ◆ Assistant professors were most likely to be experiencing burnout
- ◆ Predictors of burnout were utilizing SLU initiated support resources (decreased odds), higher career satisfaction (decreased odds), and deterrents to research (increased odds)

#### **Suggestions based on results:**

- ◆ Keep the COVID-19 implemented resources (e.g., Town halls, mental health resources)
- ◆ Discussion with faculty about continuing work from home options and flexibility in work settings
- ◆ Brainstorm ways to reach out to those who do not feel supported
- ◆ Burnout was here before COVID and will remain after
- ◆ Implement shifts in culture or invest in interventions to address burnout

## 5 Tips for...Holding Meetings

Do you feel that the number and frequency of meetings has increased? Do you feel like you don't have time for all the meetings you are expected to attend? Do you feel like your work day has expanded due to early morning and late afternoon meetings? How can we manage more efficient meetings?

The purpose of meetings should be to hold discussions and make decisions, not to simply share information-this can be done by a summary email. Here are some considerations before scheduling a meeting:



Is the meeting necessary? Before scheduling a meeting, consider the necessity to meet in person or via Zoom. Can your objective be obtained via email or a phone call? Only invite people who need to be at the meeting.

Be Prepared. Provide all participants with an agenda at least 2 days ahead of the meeting. The agenda should include time and location/format of meeting, topics to be covered, who will be present, a timetable of discussion, and any pertinent background information.

Have a clear objective. What are your goals for the meeting? How will you engage members? Clarify what remains to be accomplished/next steps at the end of each meeting.

Be mindful of the time. Schedule meetings for 50 minutes to allow participants time between meetings.

Ensure that all participants are heard. All meetings have outgoing people who are willing to contribute immediately and others who need a chance to absorb and examine the information. Make sure that you hear from all participants. Take minutes and distribute soon after the meeting, giving everyone a chance to provide additional feedback once the meeting is done.

# Faculty Spotlight

Dr. Lina Toledo Franco is an Assistant Professor in the Division of Geriatrics in the Department of Internal Medicine.



## **How long have you worked at SLU?**

I came for my hospice and palliative care fellowship in July 2019.

## **Why did you want to become a doctor and what is your favorite part of the job?**

It does sound like a cliché, but I got into medicine to help people. I didn't ambition big changes for big communities like a politician. I wanted to impact one person at a time and help them have a better life. I enjoy making my patients smile, helping with their pain, or even just having a conversation that will help them understand and cope with their current condition. I have to say I enjoy teaching a lot too.

## **So far in your career, what do you consider to be your greatest achievement?**

I have a box with the cards from patients, coworkers and students I have trained. I even have a piece of a newspaper that published the letter of a patient's husband, saying thank you. My greatest achievement is knowing I inspired those words.

## **What is the most helpful advice you've received?**

Take your time and enjoy the ride. Not everyone accomplishes their goals at the same time. There is no rush.

## **If you were stranded on a deserted island, what one band or musician would help keep your sanity?**

Waltz! Waltzes make me happy and inspire me to dance like a little girl. That would help me keep my sanity.

## **If you could have dinner with one person, living or dead, who would it be?**

The creator of the hospital I used to work at in Colombia. He was a cardiovascular surgeon and had dreamed about a hospital that could help children with heart problems and no access to healthcare. He was able to build it and now it is one of the most prestigious hospitals in the country.

## **If you could only eat one thing for the rest of your life, what would it be?**

Burgers (don't even need to think twice). I promised God if I matched for residency in this country, I would not eat burgers for the 3 years of residency. It was so difficult, but I made it. As a graduation present, my best friend gave me gift cards for all the burger places in New Haven.

## **What book are you currently reading?**

I am reading *A Street Cat Named Bob* by James Bowen. I just became a cat person a year ago. I am also listening to an audiobook, *The Husband's Secret*, by Liane Moriarty. A few weeks ago I finished the Harry Potter series (a little too late).