

Saint Louis University School of Medicine Women in Medicine and Science

Thursday, April 15, 2021 7:00 am

Zoom meeting

Members Present: Cindy Bitter, Emily Boyd, Nandini Calamur, Tina Chen, Megan Ferber, Julie Gammack, Susan Heaney, Katie Heiden-Rootes, Lisa Israel, Jane McHowat, Aline Tanios, Heidi Sallee, Kathleen Xu

Guest: Elizabeth Brennan

1. **March minutes** were approved.

Link here: [March 2021 minutes](#)

2. **Elizabeth Brennan introduced the Grand Rounds magazine**, which is a combined digital and print magazine from SLU. They generally pick a topic - for example, they previously had one on vaccine development. The plan is to dedicate the Fall 2021 issue to women in medicine and science, and they are reaching out to solicit a mix of individuals to interview and topics to cover.

Typically, an issue is 20-22 pages, minus the cover. The main article will usually be 5-6 pages; there will typically also be 4-6 topics for shorter 1-page articles; as well as 5-6 shorter individual highlights. They work with a photography and design company for the spreads.

For the Fall 2021 issue, they would need to start producing content in June.

Please submit your Grand Rounds ideas here: [Grand Rounds magazine ideas](#)

3. **Megan Ferber and Cindy Bitter presented the qualitative findings from the 2020 WIMS survey exploring the impact of COVID-19 on work-life integration.** They have coded the qualitative data and asked the group to examine the coding for a themes check. The group had no major concerns.

Megan and Cindy are on the brown bag schedule for next month and will be presenting their findings.

4. **Aline Tanios discussed developing a Women Mentoring Women program.** A smaller focus group discussed the goals and barriers of such a program, and agreed that the goal was targeted, longitudinal mentorship within a small group (as the group felt that large-scale one-time mentoring events, such as panels or workshops, already existed at SLU); however, the primary barrier to this format was the time required.

They propose a 1-year format with 5 women from each rank: medical students, residents, fellows (trainee levels could also all be combined into one large trainee group), junior faculty (instructor or assistant professor level), and senior faculty (associate professor or professor level). There would be either a total of 15 or 25 women in the program per year to start. Participants would have a list of topics/meetings throughout the year-long program; and each participant of a middle rank would be required to mentor a participant of a lower rank as a requirement of participation.

Megan Ferber has drafted a Qualtrics survey to assess interest among female faculty at SLU.

Julie Gammack discussed that there is a mentorship facilitation program available through the School of Professional Studies, though there may be a cost associated with this. The Internal Medicine Department has previously worked with them. Contact people are Jennifer Giancola, Ph.D. (Associate Professor of Leadership and Organizational Development) and Matt J. Grawitch, Ph.D. (Director of Strategic Research).

5. **The AMWA Student Representative, Kathleen Xu, provided updates on AMWA initiatives.** They set a date for the M1 orientation AMWA social: Tuesday, July 27. Last year this was held on the SLU Quad due to COVID social distancing concerns.

Currently, Saint Louis City or Saint Louis County has to provide permission for large-scale events. Additionally, food cannot be self-service; food/water must be pre-bottled/pre-packaged. In previous years, the M1 orientation AMWA social was sometimes held at a physician's home, but this is unlikely to be possible. Heidi Sallee states she has a half-acre backyard which might be suitable, assuming the weather is good. Alternate suggestions include a park or the SLU Quad again.

The AMWA representatives are also discussing a possible end of year social event, but they will keep us posted.

6. **Heidi Sallee has been continuing to work on brown bag and SWIMS programming.**

This will be discussed in greater detail during the next WIMS meeting.

7. **Lisa Israel introduced Emily Boyd, who recently joined the Office of Professional Oversight.** She is currently the president of Saint Louis University Women's Commission, and previously was a Retention Specialist for the School of Nursing.