

Saint Louis University School of Medicine Women in Medicine and Science

Thursday, March 11, 2021 7:00 am

Zoom meeting

Members Present: Jen Aleshire, Cindy Bitter, Tina Chen, Julie Gammack, Courtney Halverson, Katie Heiden-Rootes, Lisa Israel, Jane McHowat, Christine Jacobs, Heidi Sallee, Aline Tanios, Nikki Xynos

1. **February minutes** were approved.

Link here: [Feb 2021 minutes](#)

2. **Jane McHowat discussed the WIMS Bylaws**, which are available on the WIMS shared Google Drive. There is also a folder in the WIMS Google Drive that contains subcommittee sign-ups, and she encourages members to sign up.

Link here: [WIMS Bylaws](#)

3. **Katie Heiden-Rootes provided updates on her initiatives on faculty equity**. The salary report for the faculty is out, and faculty and administration are reacting to it.

They recently applied for a biomedical NIH grant centered around direct salary support for URM and female faculty. The application was put forth by three departments: biology, chemistry, and psychology; these departments were chosen due to their history of obtaining NIH grants, which improves the odds of successful grant funding.

Her next project is developing more equitable hiring. This may begin with a focus on the search and review process, and work on factors identifying URM faculty candidates to choose or not choose SLU.

The group also discussed participation in Saint Louis University committees. Currently there is no buydown for most committee members, other than IRB and Admissions. For example, this has been a concern for the Faculty Senate, as they hold 2-hour meetings each month, with every other meeting held on North Campus pre-COVID.

However, participation is weighed in on the promotion opportunities. Additionally, there may be value with picking a committee that is meaningful to you, as this leads to deeper involvement with the SLU community, and allows for identification of faculty collaborators and mentors.

4. **Lisa Israel provided updates from the Office of Professional Oversight**. She recently hired a new coordinator, Emily Boyd, who is the current president of the Women's Commission at Saint Louis University; she will be starting in April and assisting

Lisa in her ombuds role. She will be involved in student outreach and response, and also be involved in specific cases where Lisa has potential conflict of interest.

Lisa will again begin doing office hours in Cardinal Glennon and Saint Louis University Hospital, which had previously been suspended due to the COVID-19 pandemic.

Lisa has noted increased reports to her office, including more reports from women. She is unsure what factors are influencing the trend, but is compiling comments and identifying trends/themes to bring to program leadership.

5. **Heidi Sallee provided an update on upcoming programming from WIMS.** Abby Frech's Brown Bag session on nutrition and stress was successful. The next scheduled Brown Bag Sessions are:
 - April 8 (Jane McHowat): Navigating the promotion process
 - April 21 (Lisa Israel and Jane McHowat): Reporting findings from the Office of Professional Oversight at SLU
 - May 13 (Megan Ferber and Cindy Bitter): Presentation of findings of the WIMS survey evaluating COVID-19's impact on faculty
 - June 8 (Aline Tanios): Women mentoring women program

Link here: [Upcoming Brown Bag Sessions](#)

The group provided some suggestions for speakers for future Brown Bag Sessions and also the SWIMS symposium in September 2021, including Pam Xverius, who is a maternal and child health researcher; Laura Grimmer, who is a surgeon at St. Clare's and a wellness expert; and Jen Aleshire, who is a pediatrician at Cardinal Glennon.

Heidi welcomes any other suggestions from the, either e-mailed to her or commented into the Google doc above.

6. **The AMWA Student Representative, Courtney Halverson, provided updates on AMWA initiatives.** They are currently doing a drive with SNMA to provide women's menstrual products to the Saint Louis community.

The students will keep the committee updated on other new initiatives.

7. **Grand Rounds Magazine is reaching out to WIMS to put together a special edition highlighting female faculty at SLU.** Jane is continuing to ask for suggestions on topics and features.

Link here to add suggestions: [Grand Rounds suggestions](#) (this is the same Google doc as the brown bag sessions link above)

Christine Jacobs pointed out that last fall's issue was on diversity, and incorporated profiles and interviews with several female faculty. We will have to pick female faculty

who have not previously been highlighted. Here is the fall issue: [Fall 2020 Grand Rounds](#)