



# OFAPD

Office of Faculty Affairs and Professional Development

## Spring 2022 Newsletter



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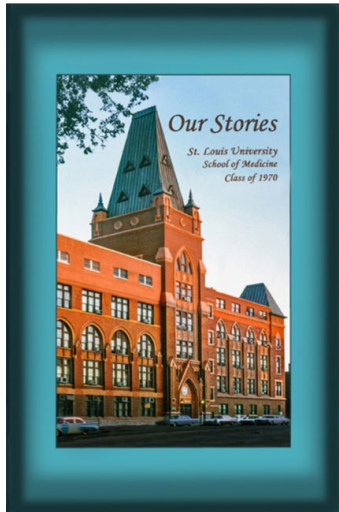
Women in Medicine and Science (WIMS)

Making a Difference - SLU Alumni

Faculty Spotlight



# SLU Alumni



Written by **Bill Gruber**, Class of 1970, [wmgruberm@gmail.com](mailto:wmgruberm@gmail.com)

Amid the pressures of challenging careers, it is easy to lose sight of the transformative influence faculty members have on the students they teach. What happens to those students who pass through medical school classrooms, labs, patient rooms and hospital hallways and then at graduation disappear into their futures? This article is a fifty-year follow-up to that question.

Covid contagion canceled the fiftieth reunion of the Class of 1970. To salvage the reminiscences that such reunions bring, in October 2020, Dr. Paul Pitlick, '70, a retired pediatric cardiologist from Stanford, began reaching out to classmates. His effort, begun as a way of discovering what became of us, produced a collection of twenty-nine professional biographies and a brief photo narrative that became *Our Stories*.

Its biographies fascinate in many ways. They reveal an amazing diversity of classmates' professional trajectories, from pure laboratory research to depth psychotherapy, from the sophisticated technology of interventional neuroradiology to women's rural healthcare in northern California, from decades of orthopaedic missionary work to founding and endowing an in-patient New Mexico hospice. They describe pioneering paths that our women classmates pursued, beginning from the very different gender environment of the Sixties. And rest assured, they honor the enduring values of compassion and patient care you still teach at St. Louis University School of Medicine today

But beyond these features, the biographies consistently describe how profoundly influential a faculty member can be. Current faculty should find profound inspiration in a collection of stories written fifty years after graduation attesting to the transformative impressions our teachers made, impressions that shaped our careers and that endure in our memories to this day.

A theme meaningful to current faculty members, especially in the book's photo narrative of the Class of 1970, is that "The more things change, the more they stay the same."

None of us doubt that the particulars of medical education have changed enormously in the fifty years since we graduated. Nevertheless, current faculty thumbing through the photographs in that narrative might perceive that the core experiences of becoming a doctor remain remarkably unchanged. Students then and now face the pressure of acquiring factual knowledge, the exactitude of laboratory methods, the competitive stress of passing examinations, the apprehension of acquiring clinical skills, the enculturation on rounds into norms of professional deportment, the daily commitment to patient care, the exhausting nights on call, the senior year uncertainties of choosing a career that will define a lifetime's work, and finally, the celebration of completion at each year's graduation. The book's photo narrative is structured to express these core, transformative experiences, experiences that in their essence have remained remarkably the same for five decades.

The message to today's faculty in the biographies of *Our Stories* is “You give much, and know not that you give at all.” [CLICK HERE](#) to read *Our Stories*.

## New SOM Faculty Appointment Procedures Site

The Office of Faculty Affairs and Professional Development is excited to share our new SOM Faculty Appointment Procedures Site. Please note, you must be logged into your SLU account to view.

For the first time, faculty, chairs, and department administrators can find all in one place instructions on how to create, manage, and evaluate the various forms of faculty appointments.

[LINK](#) to site.

## OFAPD Twitter

Why follow [@OFAPD](#) on Twitter?

**Stay in the know.** [@OFAPD](#) connects you as a faculty member with what's happening in the School of Medicine and academic medicine. Learn the latest, real-time trends, subjects, and colleague recognition. .

**Start a conversation.** We'd love to hear from you. Tweet or Direct Message [@OFAPD](#) to provide informal feedback or relevant commentary.

**RSVP.** Find direct links to upcoming professional development and/or wellness opportunities.



## Faculty Elections



Want to have your voice heard?

Would you like to build leadership skills?

Interested in beefing up your promotion dossier?

Then consider serving on a School of Medicine committee! Please review and respond to the School of Medicine Call for Nominations for Elected/Appointed Committees that was sent on March 16 via email to all full time School of Medicine faculty. You can also contact Andy Griesenauer ([andy.griesenauer@health.slu.edu](mailto:andy.griesenauer@health.slu.edu)).

Self and peer nominations will close on April 10. All positions are effective July 1, 2022.

## The 2022 Promotion Cycle

The Office of Faculty Affairs and Professional Development supports an environment where faculty members are encouraged to accomplish and excel in their professional goals.

Our office is currently rehabbing our Promotion website. In mid-April, all faculty will be sent a link to this site where they will find information regarding promotion and tenure eligibility, guidelines, checklists, processes, examples, and more.

### Detailed Timeline for 2022-2023 Promotion Cycle

- **April 11, 2022**
  - OFAPD emails promotion eligibility list to SOM department chairs. SOM department chairs notify faculty
- **April 11 - October 3, 2022**
  - Department and faculty member work together to complete their promotion dossiers
  - Completed dossier (including all letters of recommendation) is reviewed by Internal Department Review Committee (internal deadlines will vary across departments; see your department administrator for specifics)
- **October 3, 2022**
  - Deadline for departments to submit promotion dossiers to Office of Faculty Affairs and Professional Development for SOM Appointment, Promotion and Tenure Committee review
- **October 19, 2022**
  - Promotion dossiers are distributed to the SOM Appointment, Promotion and Tenure Committee for review
- **November 4, 2022**
  - SOM Appointment, Promotion and Tenure Committee meets to discuss promotion dossiers and make recommendations
- **November 11, 2022**
  - The Dean of the SOM makes recommendations for promotions.
- **November 16, 2022**
  - Faculty who have submitted dossiers will be notified by the Dean on the status of the



application. In accordance with the Faculty Manual, recommendations to this point will not be shared by any person other than the Dean. A faculty member can decide to continue or withdraw their application from further consideration (deadline for notification to withdraw application is November 23, 2022).

- **December 1, 2022**
  - Deadline for OFAPD to submit promotion dossiers to the Provost's Office of Faculty Affairs
- **December 2022 - March 2023**
  - Provost's Office of Faculty Affairs compiles and distributes dossiers to the University Committee on Academic Rank and Tenure (UCART)
  - Review of all University promotion dossiers by UCART.
  - UCART recommendations are forwarded to the Provost
- **April 2023**
  - Presentation by UCART of promotion dossiers to Provost
  - Provost reviews promotion dossiers
- **April-May 2023**
  - Provost mails notification letter to each faculty member regarding the final promotion decision, with copy to SOM Dean and department chair.

## CME Corner

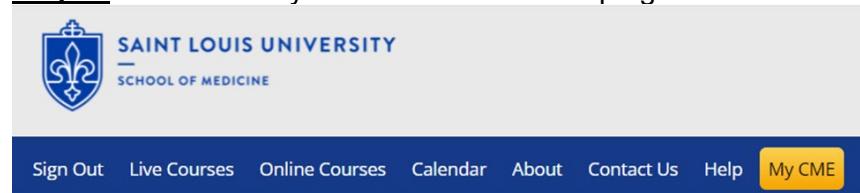
*Brought to you by the Saint Louis University School of Medicine's Continuing Medical Education (CME) program*

Did you know you can access your transcript of your CE hours at any time on-line? You sure can! Follow the instructions below to access your account where you can view your transcript and manage your account. The CME office is here to help in any way - contact us via email or phone: [cme@health.slu.edu](mailto:cme@health.slu.edu) or (314) 977-7401.

**Step 1:** <https://slu.cloud-cme.com>

**Step 2:** Click "Sign In" on the top left, and sign in using your email address and password. Unsure of your password? Click on Forgot Your Password to have it reset.

**Step 3:** Click the "My CME" button on the top right-hand side of the screen.

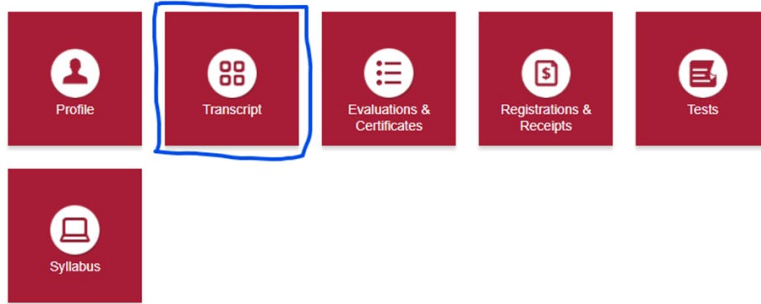


**Step 4:** Click "Transcript."



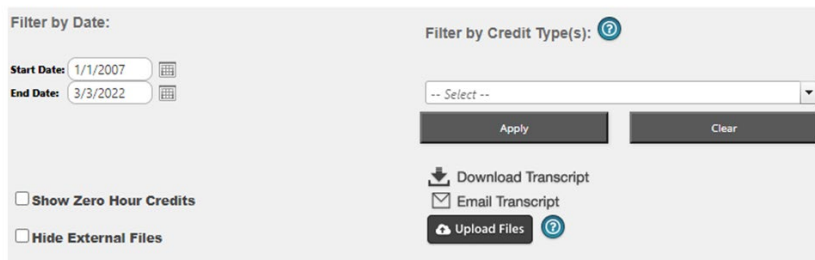
## My CME

Instructions: Click a button to proceed.



**Step 5:** Select a date range for the transcript of records you wish to access by entering in a Start and End Date. You can email or download your transcript.

### Transcript

The screenshot shows a filter interface for transcripts. On the left, under 'Filter by Date:', there are 'Start Date' and 'End Date' fields with calendar icons. The Start Date is set to 1/1/2007 and the End Date is 3/3/2022. Below these are two checkboxes: 'Show Zero Hour Credits' and 'Hide External Files'. On the right, under 'Filter by Credit Type(s):', there is a dropdown menu currently showing '-- Select --'. Below the dropdown are 'Apply' and 'Clear' buttons. At the bottom right, there are three options: 'Download Transcript' with a download icon, 'Email Transcript' with an envelope icon, and 'Upload Files' with an upload icon and a help icon.

# Annual Review Tips for Faculty Being Evaluated

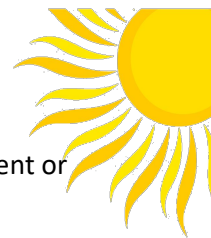
Annual faculty reviews for the academic year July 1, 2021 through June 30, 2022 will be scheduled by your department this spring for summer meetings. The Office of Faculty Affairs and Professional Development have put together a helpful guide for faculty and reviewers. [CLICK HERE](#) to read the full guide. Highlights pulled from this guide are below.

## Goals of the Annual Review Process

1. The annual review provides valuable information to the department chair/division director about the faculty member's accomplishments, and to the faculty member about their department chair/division director's assessment of their progress in academic advancement and departmental goals
2. The annual review is the primary documentation of progress towards promotion and/or tenure
3. Evaluate performance in each area of assigned academic responsibility
4. An opportunity to identify, request and justify faculty development support, mentorship and resource needs
5. Identify faculty that are underperforming and determine opportunities for improvement and support needed to be successful
6. Identify and compose a remediation plan for any assigned areas of responsibility in which the faculty member does not meet expectations
7. Identify faculty with leadership potential
8. Link annual review process to faculty compensation determinations.

## Faculty Responsibilities

1. Review goals for the past year. Faculty should consider if goals have been achieved
2. Faculty members should consider their short- and long-term goals
3. Faculty members should identify resources needed to support their career goals
4. Faculty members should consider their perceived strengths and areas for improvement or development.
5. Faculty members should be prepared for a mixed review
6. Faculty members should consider goals for the coming year prior to annual review meeting



## Reviewer Responsibilities

1. Reviewers should consider their expectations for the faculty member before the meeting
2. Reviews should be conducted in an environment of openness and collegiality
3. Reviews should have an emphasis on constructive engagement for the faculty member and department/SOM
4. Reviews should provide guidance for the faculty member's professional development
5. Meets Expectations should be the default for most faculty. Most organizations have approximately 10% top performers, 10% under performers and 80% performing at the expectations of the reviewer.
6. The focus of the annual review should vary depending on rank, pathway and tenure status
7. Reviews should include a discussion of well-defined goals and expectations for the next year.

# 5 Tips For...Handling Difficult Conversations

Difficult conversations are unavoidable in any type of relationship, be it personal or professional. Participating in difficult conversations in a professional setting can often increase anxiety, as one may not know how to proceed due to a lack of personal connection with the other individual. Aaron Bernhardt in the OFAPD has compiled a few tips to increase your confidence when initiating difficult conversations. These five tips will help you establish yourself, your environment, and the outcomes of your conversations.

### **Tip #1 - Goals & Flexibility**

It is helpful to generate an agenda before engaging in difficult conversations. An agenda should establish your specific concerns and potential problem-solving solutions. Be careful however that your agenda doesn't make the conversation feel one-sided. Find a balance between establishing your ideal outcome, but also be ready to compromise once you have a deeper understanding of the situation, the other person's perspective, or a third-party point-of-view.

### **Tip #2 - Embrace Empathy & Vulnerability**

Even in situations where you may feel dissatisfied or disappointed, it is important to remember that this conversation should not remain "robotic." It should be humanized and allow the other individual to explain their feelings and experiences. With this, the conversation seems less like an interrogation and more like a mutually respected conversation.

### **Tip #3 - Listen.**

Entering a difficult conversation, we may have perceived notions of the conversation going a certain way. This is emphasized by rehearsing the conversation by ourselves, with a third-party mediator, or in the shower that morning.

Actively listening with a desire to genuinely understand the other party's perspective can boost the conversation's effectiveness. Try to not consciously think about your response while the other person is talking. When you are listening to the thoughts in your head, consider all the words you aren't hearing.

#### **Tip #4 - Brainstorm**

Brainstorming is the combination of all conversation efforts to supply a solution to the presented problem. You may believe you have the correct solution to the problem, while the other party may believe they have the correct solution to the problem. It is important to establish dialogue with each other and brainstorm some solutions that provide comparable solutions.

Ideally, you will come to an agreement with a mutually beneficial solution. However, the possibility of walking away from the conversation (agreeing to disagree) is also a reasonable option. It is important to create a roadmap or goal-oriented plan that is geared towards a mutually beneficial solution.

#### **Tip #5 - Self-Mediate**

Understand when you emotionally need to step away from the conversation. Whether that is a break, needing to come back at a different time, or having a third-party come into the conversation to mediate and keep the conversation positive and mellow-minded. If you feel that you cannot continue the conversation with emotions in check, it is okay to continue the conversation in a medium or setting that would benefit both parties at a later date.

## **Meet the Dean's Staff**

*Hiral Choksi is the Associate Dean of Admissions for the School of Medicine*



Born and raised in St. Louis, I went to Parkway South High School (for those native St. Louisans ). My father was a chemist and my mother worked as a teacher in computer programming. After I attended UMKC for medical school, I completed my Internal Medicine residency, along with a chief resident year, at SLU before moving to Chicago to be a Hospitalist. Missing St. Louis, family, and SLU, I returned to SLU as the Section Chief of Hospital Medicine in 2015 to start and expand the section.

When I am not at work, I enjoy spending time with my family; my husband, Vijay (also a St. Louis native who went to Parkway North) and our 2 active kids, Misha (age 9) and Dylan (age 7). Despite my lack of athleticism, my kids are involved in many sports, so I am a dedicated soccer mom, driving the kids to and from various activities. To stay active, I ride the bike that goes nowhere, my Peloton. We recently got a puppy, Nala (7 months), who is now the most spoiled family member in the household. Aside from spending time with family, I love reading and cooking, although trying new restaurants and traveling are my favorite things to do. We are avid Cardinal fans but are also excited for St. Louis CITY to join us.

**My roles at SLU:** Clinically, I still practice as a hospitalist on the General Internal Medicine inpatient service at SLU Hospital and occasionally at the VA. I enjoy participating in the



clinical environment and educating our house staff and students. I also spend time on Quality Improvement projects, either within the hospital or in my administrative role as the Associate Dean of Admissions.



**Admissions:** The admissions process is a holistic process, similar to our Jesuit view of Cura Personalis. My role as the Associate Dean is to gather feedback and perspectives from our SLU faculty, staff and the board to identify who we want to be a SLUSOM graduate and then create processes to help us identify applicants who have those characteristics. I also chair the Committee on Admissions, who ultimately decides who should matriculate to SLUSOM. With only 175 spots for the entering medical school class, this last year we had over 7,000 applications, showing just how much effort is put in by the Committee.



Everyone always wants to know what they need in order to get into medical school and I say we want everything! Think of every positive characteristic (academically strong, resilient, mature etc) and we want it. Everyone has these traits but in different amounts and that is what makes being in medicine so special. We need all these positive strengths in different compositions, as those differences are what allows us to populate the diverse fields of medicine.

**How do we recruit students to SLUSOM:** Our faculty, staff and alumni (SOM, residents, fellows) are our largest recruiters! Your word of mouth and endorsements of our institution is our largest recruiting tool. We also work closely with ODEI in pipeline programs and recruiting at HBCUs. Our development office has also been working hard to provide us with scholarships for us to be competitive with other schools.

**How do you get involved:** We are always looking for motivated faculty to help on the Committee on Admissions. We love to have motivated and invested faculty as part of our committee. Please self-nominate or nominate others either through faculty affairs or email

me directly. If you have any questions about admissions, please do not ever hesitate to reach out.



## WIMS Updates

<p><b>2021 - 2022 WIMS Speaker Series</b></p> <p><b>Thursday, April 21st 5:30 p.m. CST LRC Rooms 110/111</b></p> <p>Use QR code for Registration -&gt;</p>  <p><i>Light Food &amp; Drink to be provided</i></p>	<p><b>"Medical Sexism"</b></p>  <p><b>Jill Delston, Ph.D.</b> <i>Associate Professor of Philosophy @ University of Missouri-St. Louis</i></p>
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## Faculty Spotlight

*Dr. Aki Puryear is a Professor in the Department of Orthopaedic Surgery.*



**How long have you worked at SLU?**  
17 years

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

I wanted to improve people's lives.

I love meeting new people and getting to know them on a personal level, learning about their varying interests.

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

I would say making full professor was pretty big, but on a personal level just being about to affect so many children's lives on a positive level is amazing.

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

Do not give up when things get hard. It is a marathon, not a sprint. Every day is a school day.

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

I am a big TOOL fan, so yeah.

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

My great grandfather. He was one of the first doctoral graduates from Yale. I would love to get his perspective on life and what matters most.

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

I would have to say peanut butter and jelly 😊

**What book are you currently reading?**

Brene Brown's *Atlas of the Heart*.

