



Office of Faculty Affairs and Professional Development

Summer 2023 Newsletter

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Promotion Congratulations!



Congratulations to the following faculty who were promoted and/or granted tenure effective July 1, 2023!

Congratulate your colleagues when you get a chance!



Biochemistry and Molecular Biology

Reza Dastvan

Dermatology

Aibing Guo

Family and Community Medicine

Jennifer Bello-Kottenstette

Sarah Gebauer

Theresa Drallmeier

Elizabeth Keegan-Garrett

Health and Clinical Outcomes Research

Leslie Hinyard

Divya Subramaniam

Internal Medicine

Ravi Nayak

Christopher Barrios

Fred Buckhold

Yasar Caliskan

Edward Charbek

Farzana Hoque

Microbiology and Immunology

Daniel Hawiger

Neurology

Jafar Kafaie

Obstetrics, Gynecology and Women's Health

Jennifer Bickhaus

Shannon Grabosch

Ophthalmology

Jaya Gnana-Prakasam

Orthopaedic Surgery

Sivashanmugam Raju

Thomas Revak

Otolaryngology

Sean Massa

Adrienne Childers

Joshua Hentzleman

Joshua Sappington

Pathology

Danielle Carpenter

T. Scott Isbell

Sarah Riley

Katherine Robbins

Kanayo Tatsumi

Pediatrics

Rachael Bradshaw

Shalini Paruthi

Rebecca Petersen

Jamie Sutherell

Aline Tanios

Radiology

Shamseldeen Mahmoud

Madi Mikhayel

Mehrdad Sehi

Surgery

Tina Chen

Daniel Daly

Carl Freeman

Joanna Kemp

Lindsay Lombardo

Christina Plikaitis

Emad Zakhary



Women in Medicine and Science (WIMS) Updates

The WIMS group aims to advance the professional and personal success of the women of Saint Louis University School of Medicine. Membership is open to all full-time, part-time and adjunct faculty, staff, fellows, residents, postdoctoral fellows, graduate and medical students.

The major event of the year is always the “Spotlight on Women and Medicine and Science (SWIMS)” event, that will be held on September 13, 2023, noon-5pm. The theme for this year’s symposium will be “Women in Medicine and Science Advocating for Self and Others”. Our guest speaker this year will be Dr. Matifadaza Hlatshwayo Davis, Director of Health, City of St. Louis Department of Health. The symposium will also include workshops, a speaker panel and a poster/networking reception. All SOM faculty, staff and learners are encouraged to attend. A detailed program will be released soon. To register click [here](#) or scan the QR code below.

The Women Mentoring Women program is entering its 3rd year, with 10 mentor-mentee pairs participating. This is a structured mentorship program geared towards supporting women in medicine and science striving to embrace personal, professional, and career growth. The program is supported by monthly seminars, newsletters and social events.

Members of the WIMS Steering Committee have been working with the American Medical Women’s Association (AMWA) Chapter to host the regional conference on October 21, 2023. The theme of the conference will be “Leveraging Your Power: Advocating for Yourself and Your Patients.” The conference will be a hybrid format with in-person presentations, panels, and workshops that will be broadcast to virtual participants via zoom. This is the first time the regional meeting has been held at Saint Louis University.



The flyer for SWIMS 2023 features a dark blue background with white text. On the right side, there is a portrait of Dr. Matifadaza Hlatshwayo Davis, a Black woman with her hair in a bun, wearing a colorful patterned top. The background is decorated with light blue and green circular patterns on the right and bottom edges.

SWIMS 2023

Spotlight on Women in Medicine and Science
Theme: Advocating for Self and Others

Wednesday, September 13, 2023
12:00 pm - 5:00 pm
SLUCare Academic Pavilion rm 3606

To Register please scan the QR  

Agenda:
Noon: Lunch
12:30 pm: Introduction and Featured Speaker
1:40 pm: Managing Your Career Workshops
3:15 pm: Giving Back to the Community Panel Discussion
4:00 pm: Poster Session and Networking Reception

CME credit will be available.

Featured Speaker:
Dr. Matifadaza Hlatshwayo Davis, MD, MPH
Director of Health
The City of St. Louis Department of Health

New Faculty Orientation Events

On July 31, 2023, the Office of Faculty Affairs and Professional Development will host a New Faculty Breakfast. This breakfast will be held in the SLUCare Academic Pavilion at 1008 S. Spring Ave in Room 3606. We ask that new faculty please RSVP for the breakfast no later than Friday, July 13. You can RSVP here: [New Faculty Breakfast RSVP](#).

The breakfast begins promptly at 7:00 a.m. and will conclude at 8:00 a.m. During this time, the Dean of the School of Medicine and various members of her staff will be available for an introduction and are poised to share information on how their offices can assist you with clinical, research, wellness, and teaching resources, and much more. In the meantime, if you have any questions about the breakfast, please do not hesitate to contact Amy Repp at amy.repp@health.slu.edu

Orientation for all new Saint Louis University faculty will take place on Wednesday, August 16, 2023. Activities will begin in the morning with a breakfast followed by a program delivered by University administration and faculty leaders. Immediately following orientation, SLU's president will host a reception welcoming new faculty. 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 or visit their webpage (<https://www.slu.edu/provost/faculty-affairs/information-new-faculty/index.php>) for registration links.

Faculty Development - Pediatrics Summer Series

The Pediatrics Summer Faculty Development Series (schedule below) begins on July 12, 2023 and will continue every Wednesday throughout August. [Click here to join the meeting.](#)



SUMMER FACULTY DEVELOPMENT PROGRAMS Summer 2023

Department of Pediatrics
Saint Louis University School of Medicine



ALL PROGRAMS SCHEDULED FROM 8-9AM ON WEDNESDAYS, DURING THE USUAL GRAND ROUNDS TIME.
ALL PRESENTATIONS WILL BE VIA MICROSOFT TEAMS.

CME CREDIT WILL BE AVAILABLE FOR ATTENDANCE PENDING COMPLETION OF THE WEEKLY CME QUIZ

Date	Program	Presenter
July		
12	Competency Based Time Variable Residency Training – Outcomes of a Pilot Program	Ben Kinnear, MD, MED – University of Cincinnati
19	Acting Like a Doctor	Ken Haller, MD General Academic Pediatrics
26	Learning theory is not just a theory – it really means something	Jamie Sutherell, MD (VP Education)
August		
2	Art as a teaching tool – teaching observation skills	Jamie Sutherell, MD (VP Education)
9	What is and how do we create “The Learning Climate?”	Fred Buckhold, MD Program Director Internal Medicine
16	Managing Difficult Conversations	Lina Toledo Franco, MD Program Director Hospice and Palliative Care
23	Time Management	Aline Tanios, MD (Residency program Associate Director) and Jennifer Hoefert, MD (Pediatric Hospitalist)
30	Talking about Racism with Patients and Trainees	The Pediatric anti-racism in GME working group

Faculty Committee Service Thank-you



In other words, “Many Thanks” to the following individuals have completed committee terms at the end of the 2022-2023 year. (Several of them are continuing to volunteer for another term.)

Admissions Committee

Saurabh Chiwane, M.D.
Michael Graham, M.D.
Timothy Havens, M.D.

Faculty Senate (Cont'd)

Medhat Osman, M.D., Ph.D.
Marie Philipneri, M.D., Ph.D.
Phillip Ruppert, Ph.D.

Appointment, Promotion and Tenure Committee

Ritu Bordia, M.D.

Graduate Medical Education Committee

Amy Bilyeu, M.D.
Nicole Burkemper, M.D.
Rafif Ghadban, M.D.
Shannon Grabosch, M.D.
Gillian Heinecke, M.D.
Adam Kilian, M.D.
Sean Massa, M.D.

Executive Committee of the Faculty Assembly

Ramona Behshad, M.D.
T. Scott Isbell, Ph.D.
Mark Knuepfer, Ph.D.
Erik Madsen, M.D.

Executive Committee of the School of Medicine

Christine Hachem, M.D.
Mark Knuepfer, Ph.D.
Geoffrey Panjeton, M.D.

Research Planning Committee

Daniel Hoft, M.D., Ph.D.
John Tavis, Ph.D.

Faculty Affairs Committee

Nandini Calamur, M.D.
Hailey Pinz, M.S.
Joseph Wheeler, M.D.

Research Space Review Committee

Andrew Butler, Ph.D.
Daniel Hawiger, M.D., Ph.D.

Faculty Senate

Katherine Christensen, M.S.
Lily Dolatshahi, M.D.

Student Progress Committee

Nandini Calamur, M.D.
John R. Martin III, Ph.D.
Ryan M. Teague, 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 2023 Faculty Election results are below. Congratulate your colleagues when you see them!



Faculty Affairs

congrats

Cynthia Morris, M.D.

Kento Sonoda, M.D.

Joseph Wheeler, M.D.



Executive Committee of the Faculty Assembly

congrats

Ramona Behshad, M.D.

Michael Lasky, M.D.

Erik Madsen, M.D.

Shakir Mohamed, M.D.



Executive Committee of the School of Medicine

congrats

Christine Hachem, M.D.

Zachary Hamilton, M.D.

Ghassan Kamel, M.D.



Faculty Senate

congrats

Jay Bauman, Ph.D.

Yie-Hwa Chang, Ph.D.

Shakir Mohamed, M.D.

Ranjit Ray, Ph.D.

Annual Review Feedback Form

Every full-time faculty member is evaluated annually by the Department Chairperson or comparable administrator. The goal of the annual review is to provide the person being evaluated with the opportunity to better understand his/her strengths as well as areas of relative weakness, identify resources needed for faculty development, and allow for discussion of effort distribution for the coming year.

Your faculty review should have taken place in May or June this year.

Help the Office of Faculty Affairs and Professional Development 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 to assess the impact of the annual review process. Your responses will remain anonymous.

[2023 Annual Review Feedback Survey](#)

5 Tips For...

Refreshing your faculty recruitment strategies

Recruiting talented faculty is crucial for the success of any department or school of medicine. While quick fixes like increasing salaries and improving benefits are welcome, they fail to acknowledge much deeper reasons for the Great Resignation as it is being called: reasons that go to the root of what it is to be human. Now is a great time to pivot and look at your interview process.

Interview Format and Forms: Speed requirements and familiarity with processes can result in even the best systems and templates being left on auto-pilot for too long. Consider engaging recent hires for a focus group on strategies in recruiting.

Future Focus: Avoid rushing into job postings by conducting a stakeholder-engaged assessment of where the department wants to be, not where it is. Shape interview questions that reflect your future focus.

Mattering Matters: Imagine opportunities where candidates will feel that they add value. Be intentional about making candidates feel valued. How will you communicate what matters to your department? How will you discover what matters to candidates?

Know the Aim of the Interview: Use wide open criteria and language for successful searches that will attract the most talent. Narrow and lengthy listings of requirements result in fewer talent options. Be alert to biases impacted by the experiences with the person you are replacing.

Revisit your Interview Questions: It is always useful to share a list of standard questions with interviewers, this allows for standardization of the interview process across candidates being considered.



Meet the Dean's Staff

Dr. Katrina Wade is the Interim Associate Dean, Office of Diversity, Equity, and Inclusion for the School of Medicine



I was born and raised in St. Louis, Missouri and graduated from what is now Cardinal Ritter College Preparatory High School. I completed my undergraduate degree at Boston University. Matriculated to Howard University College of Medicine but graduated from Saint Louis University School of Medicine (SLUSOM) after transferring into the 3rd year class. I completed a combined residency in Emergency Medicine and General Pediatrics at Wayne State University Detroit Receiving Hospital and Children's Hospital of Michigan. I returned home and joined SLUSOM as faculty. It was/is literally "a dream come true" to be able to practice and teach Emergency Medicine, Pediatric Emergency Medicine, while advocating for my community without regard to their ethnicity, socioeconomic status, or ability.

I have had many roles since my tenure at SLUSOM started in 1998. Some of these roles were goals that motivated me on my journey to medicine. Other roles were not intentional on my part but the result of being placed where God wanted or needed me to be. I joined the Office of Diversity, Equity, and Inclusion (ODEI) as an Assistant Dean in July of 2022 after applying for Professor Emeritus with a plan for retirement. As I was getting to know my new team members, our Vice Dean and Chief Diversity Officer, Dr. Daniel Blash, took medical leave and subsequently passed away. After much consideration and discussion, the Dean appointed me to my current role as Interim Associate Dean and Chief Diversity Officer.

I have always been passionate about social justice, diversity, equity, and inclusion. Growing up in North St. Louis with unequal access to healthcare and other basic needs necessitated that I return to care and advocate for those with similar inequities. Young "me" never thought that would include teaching, mentoring, supporting others in academia and, now, leading an administrative team as we strive for a just, diverse, inclusive, and equitable healthcare system.

Speaking of team, I have the privilege to work, learn, and grow with a very dynamic and motivated group. We are working hard to get to know everyone, learn how we can support your efforts, offer a variety of DEI training, as well as multiple ODEI initiatives. If you are in the LRC, stop by and say hello. Keep a lookout for our posts, flyers, and events as we need your participation and your help. We look forward to SLUSOM becoming a more diverse community where EVERYONE is welcomed, respected, and supported. I hope to use my new role to move us closer to our mission of eliminating health inequities, while educating and supporting more culturally competent leaders.



Team ODEI (from left to right)

- Duane Moore, MD Assistant Dean, Student focus
- Timothy Murrell, EdD Program Director, Pipeline, Student Engagement, Retention
- Katrina Wade, MD Interim Associate Dean
- Esmeralda Aharon, MA Program Director, Faculty, Staff, Community
- Valerie Lovelock Executive Assistant
- Keniesha Thompson, MD Assistant Dean, Office of Student Affairs & ODEI
- Breanna Wright Administrative Assistant
- W. Maurice Redden, MD, Assistant Dean, GME focus
- Not pictured: Michael Railey, MD Associate Professor Emeritus Family & Community Medicine, past Associate Dean for Multicultural Affairs

Faculty Spotlight

Dr. Sarah Riley is a Professor of Pathology and Director of the Forensic Toxicology Laboratory.



How long have you worked at SLU?

I joined the SLU faculty in January 2017. But I also completed my PhD in the Department of Biochemistry and Molecular Biology at SLU in 2009.

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

I am a clinical chemist and a toxicologist. I'm the Director of the SSM SLUCare Toxicology Laboratory, which provides postmortem and DUI/DUID toxicology services as well as comprehensive urine drug screens for the hospitals. I pursued clinical chemistry after a medical mission trip to Haiti while I was a graduate student.

I was deeply struck by a significant lack of diagnostic labs and came back determined to pursue training in clinical laboratory development. Hence clinical chemistry! Then, while a fellow, I found that I enjoyed toxicology the most out of all the areas within the field. There are two things that are my favorite parts of the job. First, I love the supporting role that the lab plays for the clinical care team. Secondly, I love helping to solve puzzling cases. Also – back to my original goal for pursuing this career path – I have the privilege of being active in the development of laboratory infrastructure in resource poor environments. So, I guess that makes three things I love about my job!

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

My greatest achievement so far is the development of the Toxicology Laboratory. I'm very proud of that the lab has become over the past 5 years. We have achieved the prestigious accreditation by the American Board of Forensic Toxicology. We've implemented state of the art instrumentation that allows us to stay at the forefront of new trends in recreational drug use. We've become a valuable resource for not only the medical examiners and medical care providers, but also MO Poison Control, the St. Louis DEA office, the St. Louis County Department of Public Health, MO Department of Health and Human Services, and harm reduction working groups in the St. Louis area.

What is the most helpful advice you've received?

Take the time it takes, and it takes less time.

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

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

My late paternal grandmother. I wasn't able to get to know her before she was very old and ill. A WWI war orphan, she grew up in an orphanage in Australia. She was a mechanic in the Women's Auxiliary Australian Air Force during WWII, and then raised her family on a sheep station in the outback.

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

Tacos!

What book are you currently reading?

Pieces of Her and Girl, Forgotten by Karin Slaughter