

Saint Louis University School of Medicine Women in Medicine and Science

Thursday, February 10, 2022 7:00 am

Zoom meeting

Members Present: Esmeralda Aharon, Cindy Bitter, Emily Boyd, Lorraine Claire De Velez, Megan Ferber, Julie Gammack, Susan Heaney, Katie Heiden-Rootes, Denise Hooks-Anderson, Lisa Israel, Jane McHowat, Heidi Sallee, Aline Tanios, Nikki Xynos

January minutes were approved.

Link here: [January 2022 Minutes](#)

1. **Esmeralda (program director for staff and community engagement in ODEI) introduced her position.** She has organized webinars for SLU and the community regarding Covid. She has started a military outreach program at SOM following the Afghanistan withdrawal. The military outreach program proposes to focus on women's history and health in March and wanted to partner with WIMS on this or any other efforts. Jane asked if anyone on the WIMS Steering Committee could join the March 11 event. We need panel speakers for the event.
2. **Katie Heiden-Rootes discussed her efforts as the Faculty Fellow for Equity Issues.** Katie has done an internal study on faculty service workload. She interviewed 6 chairs at SOM and will present findings to the Provost Leadership Group next week. Idea is to help with workload policy implementation. Katie is happy to share her report if anyone would like to see it.

Jane mentioned that the Gender Equity Task Force is working on creating an Ombuds position for the University. Recommendation was made to Faculty Senate, who is putting together a budget. Katie said Ombuds office would primarily support faculty, but students could access in addition to their other support services. Lisa mentioned concerns of Col if office supports both faculty and students.

3. **The Steering Committee discussed ideas for the September 2022 SWIMS programming.** Heidi would like to get suggestions for 3 speakers. Chris had suggested a session on negotiation and reading The Likeability Trap. Chris mentioned that these sessions could be interactive rather than having presentations. Chris suggested "advancing your career" as the theme for this year. Chris suggested getting speakers to talk about new programs/initiatives they started at SLU. Aline had sent some theme suggestions to Heidi. Jane will get with Heidi to move forward.
4. **Megan presented some data we received from the survey sent out to faculty recently.** Reported burnout rates did not highlight a gender difference, but junior faculty report higher burnout. Reinstatement of retirement benefits and flexibility in work

structure were reported to be the most beneficial efforts during 2021. Comments urged separating wellness from Covid issues and to continue addressing wellness at SLU. Nikki said Ob/Gyn was thinking about doing a similar survey in their department. Megan said she will work with Nikki to help with the survey design.

5. **Jane gave an update on WMW program.** Jennifer Giancola will hold focus groups for participants at the end of February.
6. **AMWA students.** Lorraine reported that AMWA is wrapping up their heart healthy event. They are hosting a trivia night in April. They would like to get female leaders to speak to M1 class and would like to get a list of research opportunities for the summer (outside of the formal research program) or shadowing/meetup availability. Lorraine will put a survey together and send to Jane to send out to faculty.

Meeting was adjourned at 7:55AM