

The logo for the Office of Faculty Affairs and Professional Development (OFAPD) features the letters 'OFAPD' in a large, blue, serif font. To the left of the letters is a stylized graphic of three stacked rectangular blocks, resembling a staircase or a mountain peak. The entire logo is set against a background of a blue sky and white, snow-capped mountains.

OFAPD

Office of Faculty Affairs and Professional Development

Summer 2024 Newsletter

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Promotion Congratulations!

Congratulations to the following faculty who were promoted and/or granted tenure effective July 1, 2024!

Congratulate your colleagues when you get a chance!

Anesthesiology

Andrew Oster
Andrea Zepeda

Family and Community Medicine

Katie Heiden-Rootes
Jamil Neme

Health and Clinical Outcomes Research

Paula Buchanan

Internal Medicine

Hiral Choksi
Sagun Goyal
Rong Hou
Zafar Jamkhana
Ghassan Kamel
Adam Kilian
Philip Mar
Deana Mikhalkova
Soophia Naydenov

Neurology

Christopher Laohathai
Momina Soudagar
Turkey

Obstetrics, Gynecology and Women's Health

Mitul Shah

Ophthalmology

Rafif Ghadban

Orthopaedic Surgery

David Greenberg
Kedar Padhye

Pathology

Sherri Besmer
Miguel Guzman

Pediatrics

Barbara Braddock
DePorres Cormier II
Lauren Draper

Pediatrics (cont'd)

Anya Freedman
Gloria Lehman
Aaron Miller
Shulamit Portnoy
Margaret Rozier Chen
Kurtis Sobush

Pharmacology and Physiology

Anutosh Chakraborty
Gina Yosten

Surgery

Meadow Campbell
Kene Chukuanu
Jeroen Coppens
Tobias Mattei
Mustafa Nazzal
Timothy Phillips
Aidan Ruth



Promotions Consultations - Planning Ahead

The application deadline has just passed for the promotion cycle for promotions effective July 1, 2025. However, it is never too early to start planning ahead for your own promotion.

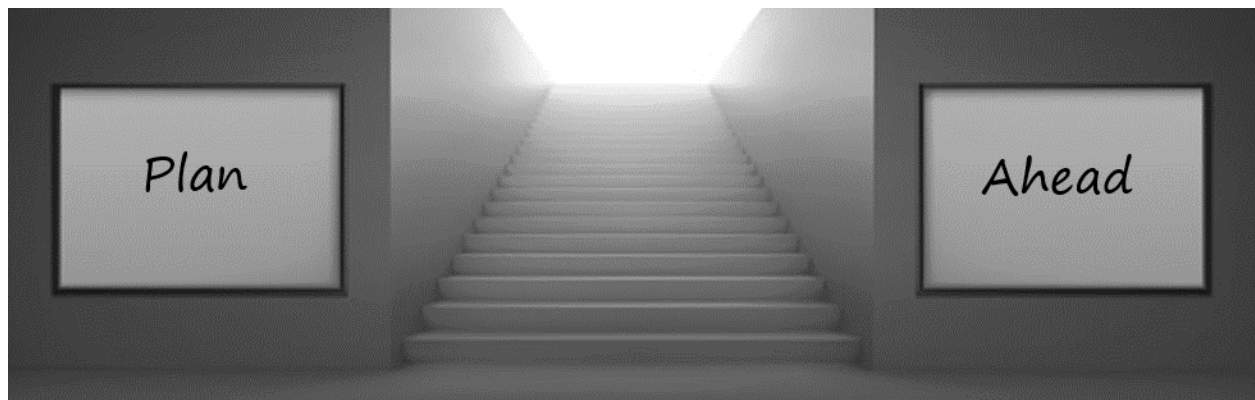
Given the overwhelming response to the Promotion Workshops which were held in April, May, and June, the OFAPD will be offering opportunities in the coming months for meetings with Dr. Jane McHowat for Promotions consultations.

But first, we ask you to prepare for any consultation by taking some time to thoroughly read all the information on promotions that the OFAPD currently has available which can answer many of your questions.

Please prepare by following these three steps before scheduling a consultation appointment.

1. Read “5 Tips on ...Early Career Faculty Preparing for Promotion” in the [Winter 2024](#) OFAPD Newsletter.
 - This is a nice article which lists the steps in your promotion planning process.
2. Visit the [OFAPD's Promotions webpage](#).
 - On this site you can find instructions for applicants, guidelines and checklists, timelines, and FAQs.
 - There are also recordings from two informational sessions held by the OFAPD which cover helpful tips and advice for navigating the process.
3. Assemble a list of questions for a Promotion consultation appointment or feel free to simply send an email with any questions to somfacultyaffairs@health.slu.edu.

Once you have fully availed yourself of the OFAPD resources, please feel free to contact us at somfacultyaffairs@health.slu.edu to schedule a meeting.



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. We have revised the subcommittees for WIMS this year and revised the Steering Committee composition. We have four subcommittees, AMWA Mentoring Subcommittee (leads Aline Tanios & Jane McHowat), Career Development Planning Subcommittee (leads Hiral Choksi, Marta King & Aidan Ruth), Social Event Subcommittee (leads Alison Alpert & Cindy Bitter), and Symposium on Women in Medicine and Science (SWIMS) Subcommittee (leads Aline Tanios & Jane McHowat).

We have begun planning for the “Spotlight on Women and Medicine and Science (SWIMS)” symposium to be held this year on September 18, 2024, noon-5pm. The theme for this year’s symposium will be “Multigenerational Perspectives in the Workplace”. Our guest speaker this year will be Dr. Lisa Rosenbaum, a cardiologist at Boston’s Beth Israel Deaconess Medical Center and National Correspondent for the New England Journal of Medicine where she hosts the podcast “Not Otherwise Specified”. 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.

Members of the WIMS Steering Committee have been working with the American Medical Women’s Association (AMWA) Chapter to host the regional conference on Saturday October 5, 2024. This is the second year that the regional meeting has been held at Saint Louis University. The theme of the conference will be “Ladies First: Setting the Standard.” The keynote speaker this year will be Dr. Toniya Singh. The conference will be a hybrid format with in-person presentations, panels, and workshops that will be broadcast to virtual participants via zoom. All faculty are welcome to attend the meeting.



SWIMS 2024

**SPOTLIGHT ON WOMEN IN MEDICINE
AND SCIENCE**

PRESENTS

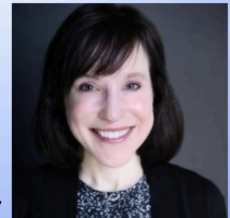
**MULTIGENERATIONAL PERSPECTIVES
IN THE WORKPLACE**



**SAVE THE DATE: SEPTEMBER 18TH, 2024
11:30 AM-5:30 PM IN PITLYK AUDITORIUM**

**KEYNOTE SPEAKER:
DR. LISA ROSENBAUM**

Lisa Rosenbaum, M.D., is a Cardiologist at Boston's Beth Israel Deaconess Medical Center and National Correspondent for the New England Journal of Medicine where she hosts the podcast "Not Otherwise Specified"



The AMWA student group has been very active this year. They added several outreach events to their schedule and continue to hold career development workshops. The students put together a nice summary of their efforts.



SLU SOM AMWA

Year in Review

As the 2023-2024 school year comes to a close, it's time to reflect on a year filled with remarkable achievements, memorable moments, and significant milestones. This year's AMWA Board came together with the goal of expanding AMWA's service reach into the local community, a goal that was accomplished with several impactful initiatives and collaborative efforts. By organizing several community service events, the 2023-2024 Board has significantly enhanced AMWA's presence and influence. Here's a look back at some of the key highlights of the past year:

March Clothing Drive

Our recent clothing drive was a tremendous success, thanks to the generosity and support of our community members. We collected 55 bags of garments, which were donated to FamilyForward.

Letters of Love Service Event

Our card-making event brought together volunteers to create 40 handmade cards for children in hospitals. These cards were given to patients through Letters of Love, an organization that provides emotional support for patients in children's hospitals across the world.

Our Lady's Inn Service Event

Our event allowed participants to create natural lip scrubs during their stay at Our Lady's Inn, a local organization that provides housing and support for pregnant women. We are excited to continue OLI service events. Our next craft is on Wednesday, June 26 from 6-7 P.M.

Period Product Drive

Our period product drive successfully gathered essential menstrual hygiene items, ensuring that those in need have access to necessary supplies. These donations will be distributed to STL Diaper Bank.



SLU SOM AMWA

Year in Pictures



We collected 55 bags of garments for Family Forward in March!



We made 40 cards for local children's hospitals.



Thanks to all our volunteers for making these events possible!

We teamed up with the Global Health Distinction to host a lunch panel about global health experiences.



We teamed up with M2 Tyler Lackland for a discussion on Intimate Partner Violence.



New Faculty Orientation Events



On Monday July 29, 2024, the School of Medicine 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.

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 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. Email invites to the OFAPD's New Faculty Breakfast have recently been sent to new faculty.

Also, New Faculty Orientation for all new Saint Louis University faculty will take place on Wednesday, August 14, 2024 in the Busch Student Center. 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 for registration links visit their webpage (<https://www.slu.edu/provost/faculty-affairs/information-new-faculty/index.php>).

Faculty Development - Pediatrics Summer Series

The Pediatrics Department invites all interested faculty to join them at their Summer Faculty Development Series (schedule below.) The series begins on July 10, 2024 and will continue every Wednesday throughout August 21st.



Pediatrics Faculty Development Series Summer 2024

July 10	Overview of the SLU Faculty Promotion Process	Dr. Jane <u>McHowat</u> (Office of Faculty Affairs)
July 17	Understanding and <u>Learning</u> from Generation Z	Emily Boyd (OPO)
July 24	The Realities of Human Trafficking	Sonia Hagfors (Mosaic Family Services)
July 31	Optimizing Feedback for Learners	Drs. Nora Porter and Keniesha Thompson
August 7	Examining Unconscious Bias	Dr. Maurice Redden (ODEI)
August 14	Gender Identity and Sexual Orientation	Dr. Sarah Garwood (WashU)
August 21	Impact of Social Determinants of Health on Pediatric Healthcare	Dr. Josh Arthur

Nominations and Elections Committee (NEC)

Contributed by Joe Wheeler, M.D.

The Nominations and Elections Committee (NEC), formerly known as the Faculty Affairs Committee, has had a productive year. For those of you that may not know, the NEC is one of the standing committees within the School of Medicine (SOM). Many have come to know the NEC as the “committee on committees” given its primary function is to appoint at-large faculty to the standing committees within the SOM.



The School of Medicine has several standing committees with members being appointed via the yearly elections or through nominations by peers, self, or the NEC Committee. While the elections for the current year have ended, there is always the need that arises throughout the year to fill a vacated term. If you have an interest in joining any of the committees in the future, please feel free to fill out the survey [here](#) or to contact the



Faculty Affairs office at somfacultyaffairs@health.slu.edu. A list of the committees with descriptions can be found [here](#).



Beyond the nomination and election process, the NEC is also charged with identifying faculty for award nominations, whether institutional, local, or national. Three nominations were prepared this past year, and we hope to continue to grow that number in future years. If you are aware of any award opportunities and faculty who may qualify for them, please forward that information to me or the Faculty Affairs office at the email address listed above.



Finally, members of the NEC play a vital role in the review process of the Faculty Bylaws of the SOM. Revision of the bylaws is completed at least once every three years to ensure they agree with current practices. While accomplishing this review was an immense success, I would like to also highlight that several members of the NEC participated in the review and revision of the SOM constitution as well.

With one year as chair under my belt, I am proud of the work that we have accomplished and look forward to leading the NEC through another year.



Faculty Committee Service

Finally, a thank-you to those individuals who have completed committee terms at the end of the 2023-2024 year. (Several of them are continuing to volunteer for another term.) Your time, efforts, and talents have been invaluable for helping the School of Medicine run more smoothly and making our academic efforts stronger.

Admissions Committee

Tina Chen, M.D.
Adam Fritz, M.D.
Renuka Peterson, M.D.
Marie Philipneri, M.D.
Chetana Reddy, M.D.

Appointment, Promotion and Tenure Committee

Naila Ahmad, M.D.
Nandini Calamur, M.D.
Kelly Everard, Ph.D.
Jerome Kao, M.D.
Ratna Ray, Ph.D.

Committee on Continuing Medical Education

Barry Duel, M.D.

Curriculum Committee

Amy Bilyeu, M.D.
Dan Daly, Ph.D.

Executive Committee of the Faculty Assembly

Lia Lowrie, M.D.
Joseph Wheeler, M.D.

Executive Committee of the School of Medicine

Ramona Behshad, M.D.
Gina Yosten, Ph.D.
Kanika Turner, M.D.

Faculty Affairs Committee

Christopher Neal, M.D.
Chintalapati Varma, M.D.

Faculty Secretary (discontinued position)

Carissa van den Berk-Clark, Ph.D.

Faculty Senate

Ramona Behshad, M.D.
Hany Elbeshbeshy, M.D.
Jabon Ellis, D.O.

Faculty Senate (continued)

Jaya Gnana-Prakasam, Ph.D.
T. Scott Isbell, Ph.D.
Aidan Ruth, Ph.D.

Graduate Medical Education Committee

D. Gregory Ward, M.D.
Jafar Kafaie, M.D.
Elizabeth Keegan-Garrett, M.D.
Kene Chukwuanu, M.D.
Liz Cohen, M.D.
Misha Mangalat, M.D.
Alejandro Mendez-Castillo, M.D.
Joe Brunworth, M.D.
Michael Bernstein, M.D. Ph.D.
Nicole Burkemper, M.D.
Niraj Chavin, M.D.
Ghazala Hayat, M.D.
Natalie Malvik, M.D.
Jamil Neme, M.D.
Justin Purdy, M.D.
Kanayo Tatsumi, M.D.

Professionalism Honor Board

Austin Dalrymple, D.O.
Shannon Grabosch, M.D.

Research Planning Committee

David Ford, Ph.D.
Ratna Ray, Ph.D.

Research Space Review Committee

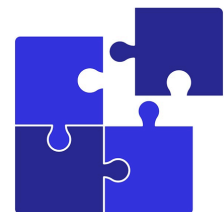
Jaya Gnana-Prakasam, Ph.D.
Ajay Jain, M.D.

Sabbatical and Development Leave Committee (discontinued committee)

Medhat Osman, M.D.
Dorota Skowyra, Ph.D.
Marie Philipneri, M.D.

Thank You

... for being an integral piece of the
SOM Committee Picture!



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 2024 Faculty Election results are below. Congratulate your colleagues when you see them!

Nominations and Elections Committee

Avi Gandhi, M.D.
Christopher Neal, M.D.

Executive Committee of the School of Medicine

Fajun Wang, M.D.

Executive Committee of the Faculty Assembly

Lia Lowrie, M.D.
Joseph Wheeler, M.D.



Faculty Senate

Taylor Bastin, M.D.
Meadow Campbell, Ph.D.
Jaya Gnana-Prakasam, Ph.D.
Laura Karasek, M.D.
Daniel Lin, M.D., Ph.D.
Michelle Marino, M.D.
Carissa van den Berk-Clark, Ph.D.
Fanjun Wang, M.D.

University Committee on Academic Rank and Tenure

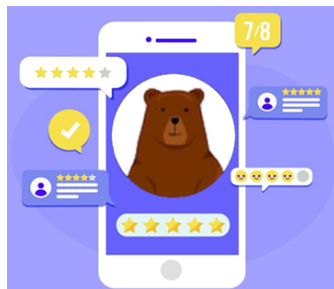
Lia Lowrie, M.D.



Annual Review Recap and Feedback

According to the Faculty Manual, every full-time faculty member is evaluated annually by the Department Chairperson or comparable administrator. The goal of the annual review is to provide faculty an opportunity to better understand their 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 by the end of May.

This year the Office of Faculty Affairs and Professional Development implemented an electronic review form to replace the paper version of years past. Aside from a few minor issues, completion of the new electronic form went smoothly for both reviewees and reviewers.



In order to improve both the electronic form and the reviewee/reviewer conversation to more accurately capture your efforts, the OFAPD will solicit faculty feedback in July about your experience. Your input is valuable in helping us to identify and resolve issues for next year's annual review process.

Thank you in advance for taking the time to share your thoughts. Feel free to contact the OFAPD at any time if you would like to share other suggestions to improve efforts at the School of Medicine.

CEDAR Connection

Contributed by Dr. Kristina Dzara, Assistant Dean for Scholarly Teaching and Learning, and Director of the Center for Educator Development, Advancement, and Research (CEDAR)



CEDAR is the hub for educator development and educational scholarship for educators working across the Undergraduate Medical Education, Graduate Medical Education, Graduate Education and Continuing Professional Development continuum.

Learn more about our CEDAR strategic goals, resources, programs, and events on our [website](#), including:

- Our May and June 2024 CEDAR Community Blog Posts! Read “[Reducing Bias in Trainee Assessment](#)” by Kento Sonoda, MD or “[Near-Peer Teaching in Medical Education](#)” by Ren Ernst, MD. Want to learn more about our blog and engage with other educators? [Register here](#) to participate in our next CEDAR Community Blog Post Discussion Circle on August 13th from 12pm – 1pm in the LRC.
- Our CEDAR consultations! We offer consultations on educational strategies, curriculum design, educational scholarship, and peer observation of teaching. Email CEDAR@health.slu.edu to request.
- Our new CEDAR conclusion with “[Tips for New Clinical Educators.](#)” We offer guidance on
 - o recognizing your role in the clinical learning environment
 - o setting expectations for engagement
 - o developing a clear learning objective
 - o giving and receiving feedback
 - o employing a clinical teaching model, and more!
- And, CEDAR will again send a cohort of educators to the virtual University of Southern California Innovations in Medical Education Conference in February. Learn more about the opportunity and [apply here](#).

Stay tuned for CEDAR updates throughout 2024! Email us with any questions at CEDAR@health.slu.edu.



Tips For...New Clinical Educators

Contributed by Dr. Kristina Dzara, Assistant Dean for Scholarly Teaching and Learning, and Director of the Center for Educator Development, Advancement, and Research (CEDAR)

Being in your first clinical teaching role is a big responsibility. Teaching is not always easy, but it is very rewarding. Apply these evidence-based tips in your work with learners and take time to reflect upon your teaching.

Recognize Your Role in the Clinical Learning Environment: The [clinical learning environment](#) is the intersection between the clinical work setting and the many forms of training that occur in that setting. Threats include rotational nature, time-limitations, work allocation, work duration, task-switching, and adequate preparation for the rigors of practice.

Orient New Students: Introduce your students to their clinical site, make them aware of any policies and procedures, and provide them with an opportunity to ask questions. Let them know when and how they should contact you.

Set Clear Expectations for Engagement: Let students know the expectations you have for your time together, including clinical workday start and stop times. Set one learning objective with each student, or with a group of students, and then debrief at the end of the day. If you formally assess any students, let them know how and when that will take place.

Develop a Clear Learning Objective: [Learning objectives](#) clarify purpose and intended outcome, support students in understanding what is important, and facilitate objective and effective assessment. When you work with students, set one learning objective with each student, or with a group of learners, and then debrief what your students learned at the end of the day.

Be Transparent with Learners: Let your students know [why the topic matters](#) to their current training or future practice. This helps inspire their internal motivation and supports professional identity.

Pre-brief for Complex Patients: Consider engaging in a pre-brief for complex patients with students in clinical settings, especially if those students are novice in their clinical training.

Employ a Clinical Teaching Model: The One Minute Preceptor is a simple model you can use with any clinical trainee. Ask the student an open-ended clinical question. Then, move the student through the following 5 steps: 1) Get a commitment regarding the clinical diagnosis; 2) Probe for underlying reasoning and knowledge; 3) Teach general rules or take home points; 4) Offer feedback; and 5) Collect and address errors.

CEDAR Conclusion continued...

Ask Questions: Arouse interest and curiosity, assess knowledge, encourage critical thought, scaffold learning, and initiate, sustain, or direct a conversation. Redirect as needed to check for understanding, correct misinformation, paraphrase what learners say, and model good clinical reasoning.

Give and Receive Feedback: Build a psychologically safe learning environment which normalizes [formative feedback](#). Offer [balanced feedback](#) rather than the “feedback sandwich.” Solicit feedback from learners, integrate it, and apply it in future clinical practice with trainees.

Model Uncertainty and Curiosity: Recognize and express your own [uncertainty](#) and be willing to “figure it out” with the student. Solicit and implement feedback from students. Embrace your educator identity and seek out opportunities for continued growth as an educator.

Encourage Psychological Safety: Support the belief that students will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes by cultivating a [predictably respectful learning environment](#).

Practice Reflection: Look back in order to process teaching experiences. Set aside time to [reflect](#), and [ask “why” or “how”](#) questions about thought processes. Challenge your assumptions and discuss them with colleagues.

Want to discuss these concepts in more detail? Talk to your program director or chief resident and ask them to invite CEDAR to deliver an educator development session to residents or fellows in your program. Want to stay connected with CEDAR? Email us at CEDAR@health.slu.edu and request to join our mailing list.



Meet the Dean's Staff

Dr. Wm. Maurice Redden is the Assistant Dean, Office of Diversity, Equity, and Inclusion for the School of Medicine



What do you do at the medical school?

In the School of Medicine, I work in the Office of Diversity, Equity, and Inclusion (ODEI), where my role is to support students, residents, and fellows with a focus on those who are Underrepresented in Medicine (URiM). I get to work with the other Offices in the Medical School as well as the Graduate Medical Education (GME) office of SSM Health/Saint Louis University School of Medicine Residency Programs to assist in recruitment and retention of URiM students, residents, and fellows.

In my clinical duties I work in the department of Psychiatry & Behavioral Neuroscience where I specialize in Geriatric Psychiatry. I focus on diagnosis and treatment of elderly patients with late life mental illness. In addition, I am involved in the evaluation and diagnosis of cognitive problems and the treatment of the behavioral symptoms of major neurocognitive disorders.

Where are you from? And how did you get here?

I was born and raised in a rural part of North Carolina, about 1 hour inland from Wilmington. I went to Winston-Salem State University, where I received a BS in Biology. Interestingly, I ran one year of track (400m) during my senior year. I then went to The Brody School of Medicine at East Carolina University. Afterwards I took a year off before starting residency. During that time, I worked at Camp Rambo for Children in Rhinebeck, NY which is about 1 hour north of New York city. I also worked as a substitute teacher. Then I went on to Wake Forest University School of Medicine, where I completed my residency in Adult Psychiatry.



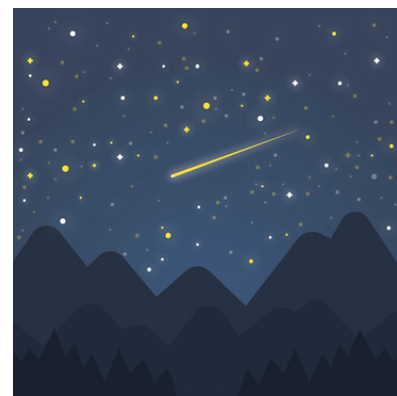
My journey brought me to St. Louis where I pursued a fellowship in Geriatric Psychiatry. I am currently an Associate Professor of Geriatric Psychiatry. I truly enjoy the clinical, teaching, and scholarly aspects of this role. As of June 2022, I joined the ODEI office as an assistant dean to work towards making everyone feel valued and that they belong in our great institution.

What do you consider meaningful about your professional career?

In my current role with ODEI, I am passionate about promoting and educating on healthcare equity. Healthcare equity ensures that everyone has access to high-quality care regardless of socioeconomic status, race, ethnicity, gender, or other social determinants. This commitment not only leads to better health outcomes and reduces disparities but also fosters a healthier, more productive society. I have the good fortune of impacting medical students, residents, fellows, staff, faculty, and the community with this important message.

My personal life.

In my down time I enjoy spending some time with my wife and two daughters aged 10 and 11, who already think they know everything. When the weather is nice, I like to hone my skills on the pellet smoker. I have even smoked alligator ribs a couple of times. I love watching both college and professional football. If left alone I would watch games all weekend and several days during the week. Also playing video games allows me to briefly escape reality.



Faculty Spotlight

Dr. Amy Bilyeu is an Associate Professor in the Department of Obstetrics, Gynecology, and Women's Health



How long have you worked at SLU?

I have worked at SLU since 8/2015 (so 9yrs!). I started as an instructor in the Department of Obstetrics and Gynecology and have been promoted up to Associate Professor and I am currently the Associate Program Director for the OBGYN Residency Program.

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

I wanted to become a doctor after having surgery myself in the 5th grade and admiring my pediatric surgeon. I always had an interest and excelled in the math and sciences so it was a bit natural at the beginning. I then explored different sciences and enjoyed anatomy and the human body and the rest is history! What keeps me going is the teaching-teaching patients, residents, medical students, my peers, and myself. I am a true lifelong learner and want to share that knowledge.

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

The teaching awards I win. I have won 6 in the 9yrs I have been here and won others during my time as a student and resident. The acknowledgement of something that I love to do and is my favorite part of my job is so rewarding and a source of pride.

What is the most helpful advice you've received?

Don't take yourself too seriously and yet take yourself seriously, it can be both. And, clinically, always remember that a consult is a good doctor who needs help or a patient who needs a good doctor.



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

Taylor Swift, obviously, I'm a thirty-something year old millennial, is there a better answer?



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



My brother who passed 18yrs ago, would love for him to learn all about our family and especially my kids!



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

Mexican food-I know it's a type and not one thing but it's too hard to pick just one!

What book are you currently reading?

Mad Honey by Jennifer Finney Boylan and Jodi Picoult, a nice light summer read!

