

# THE AWIMS ADVISOR

News from the Alliance for Women in Medicine and Science

September 2018

## Contents

- 2 Women in Medicine and Surgery Leadership Development Conference
- 3 Harvard Park FACE Retreat
- 4 Kumler Church Sewing with Kids
- 5 Spoon River College Healthcare Opportunities Program
- 6 Articles, Quotes, Important Updates
- 7 Leave Policies at SIU Seminar
- 8 Research and Recognition
- 9 AMA WIM Month
- 10 Trauma Retreat with Dr. Kemia Sarraf
- 11 Spotlight: Dr. John Flack
- 12 Spotlight: Dr. Luyi Zhou
- 13 Spotlight: Dorene Hinton
- 14 Spotlight: Dr. Lana Cong

## Happy Autumn to All

Greetings, colleagues.

AWIMS has had another fulfilling and fun-filled six months. From an incredible inaugural Women in Medicine and Science Leadership Development seminar to ongoing contributions to the community (Harvard Park FACE retreat and teaching kids at Enos Park to sew, to name a few), along with a very successful Journal Club and Leave Policies seminar, AWIMS members continue to make progress in their tireless and courageous journey to champion positive change for women in medicine and science. The journey ahead seems less and less daunting as we add more energetic, committed, and sincere individuals to our team. My heartfelt thanks to each and every one of you for your ongoing support of AWIMS. I wish you all a wonderful fall season.



Sincerely,  
Vidhya Prakash, MD  
Director of SIU Medicine AWIMS

## AWIMS Mission Statement and Vision

**MISSION:** To provide a supportive forum to promote honest discussion and positive change in the realms of gender equity, career advancement, work-life balance, and community service, and to champion professional development and promotion of women in medicine and science.

**VISION:** A strong and meaningful alliance among all members of the medical community, with the common purpose of working harmoniously in an equitable environment to support the mission of SIU Medicine.



# Women in Medicine and Surgery Leadership Development Seminar



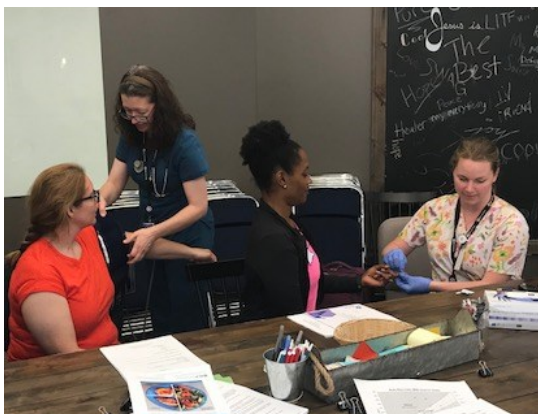
The first annual Women in Medicine and Surgery Leadership Development conference, held at the MCLI on June 8, was an overwhelming success thanks to course directors Hilary Sanfey and Vidhya Prakash as well as planning committee members Susan Hingle, Wendi El-Amin, Laura Worrall, and Stacy Sattovia. Dr. Jerry Kruse kicked off the event with a very positive and energizing introduction. Invited speakers Alyssa Westring, PhD (De Paul University), and Charlene Dewey, MD (Vanderbilt University), enchanted audience members with riveting seminars on gender equity and resilience. Participants even got to dance with leadership from dance gurus Dr. Dewey and Elizabeth Nielsen (PGY 3, Medicine). Special thanks to our local leaders who gave fantastic breakout sessions on topics ranging from leadership to negotiation to academic climate. Many thanks to the Departments of Medicine, Psychiatry, Surgery, Pediatrics, OB/GYN, Neurology, Family and Community Medicine, and Medical Education for their generous support. Please save the date for our next Women in Medicine and Science Professional Development conference (the theme is Wellness), which will take place on Friday, June 14, 2019 at the MCLI.



# Harvard Park FACE Retreat



On June 4, members of AWIMS and the Department of Medicine contributed to a successful Harvard Park FACE (Family and Community Engagement) wellness retreat at the Westside Christian Church. This event served to help family members and teachers in the Harvard Park school undergo much-needed health screening and some rejuvenating activity. Dr. Cameron Koster (PGY 2, Medicine), Dr. David Steward, Christine Jarmer, RN, and Shannon Zustein, MA, conducted a mini wellness clinic with great nutrition tips and blood pressure and blood sugar checks. Cynthia Yergler, RD, gave sessions on diabetic education. Last but not least, Dr. Nana Cudjoe (PGY 1, Medicine-Psychiatry) gave an energizing and amazing session on Ghanaian dance, truly a highlight! Many thanks to all participants including our head organizer, Patrice Jones, who made a difference in the lives of a very deserving group.



# Summer School Sewing



As a part of their summer enrichment program, Kumler Church Ministries offered sessions on sewing to school children and their parents. AWIMS members had the distinct honor of helping out! Dr. Yasmina Arroyo-Jimenez (PGY 3, Medicine-Psychiatry) and Dr. Vidhya Prakash helped some remarkable children make small cushions out of felt. More than the sewing lesson, it was the interaction with this unique, outspoken, and incredible crew that made the event so meaningful.

Upcoming community engagement events include the Day of YAAI (Young Activists of Action Illinois) Advocacy Summit on September 22 at UIS Bookens Auditorium as well as SAMEFest intercultural storytelling at the Lincoln Library on January 26.

# Spoon River College Healthcare Opportunities Program



Spoon River College and SIU Medicine held a Healthcare Opportunities program for high school students on June 26 on their Canton campus. Participating students were from Canton, Cuba, Dunlap, Edelstein, Macomb, Schaumburg, Smithfield, and Savannah, Missouri. Melissa Miller, coordinator of the allied health program at Spoon River College, said Dr. Vidya Sundareshan (left) was a favorite speaker among the students. "All the students enjoyed her presentation, and she gave them good practical advice about things they should be doing now to be both mentally and physically healthy, and to be prepared for college life and a career in health care." AWIMS is indebted to Laura Kessel, assistant director of the office of Regional Programs at SIU, for the opportunity and to Dr. Sundareshan for such a wonderful presentation for a great group of kids!

# Important Updates



**Fair First Aid:** Patrice Jones led efforts to organize participants in the SIU Medicine First Aid Station at the Illinois State Fair August 10-19. Pictured left to right are Kelli Fickas, Isabella Silveri, Kerri Taylor, Patrice Jones and Karen Fraase.

## Articles

[The Black Women's Pay Gap](#)

[Maternal Discrimination in Medicine](#)

[Making the Voices of Female Trainees Heard](#)

[Medscape 2018 Female Physician Compensation Report](#)

[Sexual Harassment of Nurses, NP's and PA's](#)

[7 Tips for Men Who Want to Support Equality](#)

[Yes, Imposter Syndrome is Real. Here's How to Deal with it](#)

Thanks to Dr. Wendi El-Amin, Dr. Susan Hingle, and Dr. Sookyung Suh for the articles.

The **AWIMS Wellness Room** is now open! Room 2401A is adjacent to the cafeteria seating inside 801 North Rutledge. The room's walls were recently painted thanks to Mr. Gary Pezall. We have couches and a bookcase and a need for some creative minds to add to the décor and ambiance of the room. Please contact Dr. Lana Cong, co-chair of the AWIMS Mindfulness and Wellness committee, at [lcong23@siumed.edu](mailto:lcong23@siumed.edu) if you would like to help bring the wellness room to life.

**Mentorship and Career Advancement** initiatives are moving along. Dr. Sana Waqar and Dr. Nicole Abbott, co-chairs of the AWIMS Mentorship and Career Advancement committee, compiled a list of interested mentors and mentees and sent surveys to both parties to assess interests and goals. We are planning a mentorship/mentee mixer in October 2018.

## Quotable Quotes

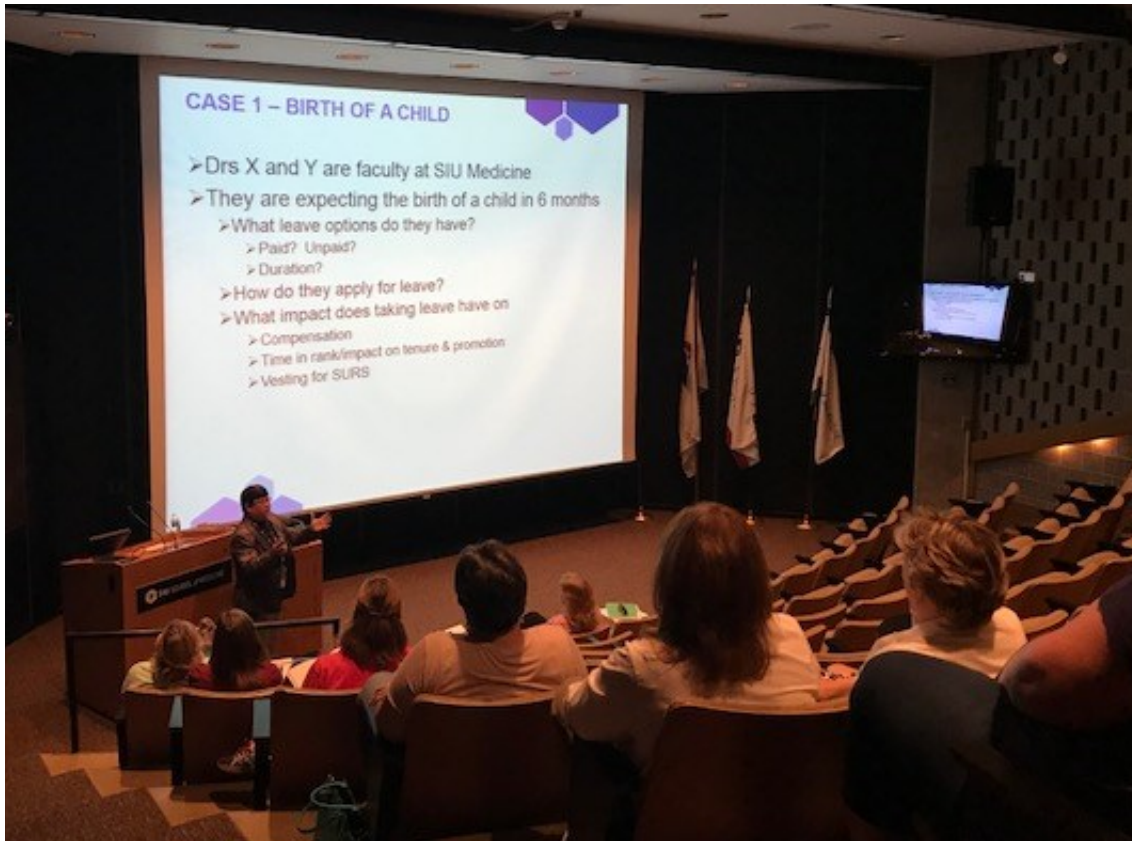
"Women will only have true equality when men share with them the responsibility of bringing up the next generation."

[Ruth Bader Ginsburg](#)

"We do not need magic to change the world, we carry all the power we need inside ourselves already: we have the power to imagine better."

[J.K. Rowling](#)

# Leave Policies at SIU Seminar



Angie Doolin, co-director of Human Resources at SIU, with the assistance of Lisa Adams and Stacy Bond from the Office of Human Resources, gave an exceptional seminar on leave policies at SIU on August 10. Angie accomplished the daunting task of covering policies on vacation, sick leave, extended sick leave, family and medical leave, disability, and professional development in one hour. She tied everything together using a case-based approach during the latter part of the session. Attendees were very engaged and asked many excellent questions. We are indebted to Dr. Robert Robinson, Kimberly Palermo, Dr. Susan Hingle, and Dr. Vidhya Prakash for their help in planning this event.

Our next educational session will focus on the He for She Movement. If you would like to be a panelist, please contact [kpalamo21@siumed.edu](mailto:kpalamo21@siumed.edu) or [rrobinson@siumed.edu](mailto:rrobinson@siumed.edu).

# AWIMS Journal Club

Heeyoung Han, PhD, and Sabha Ganai, MD, co-chairs of the AWIMS Research Committee, started an AWIMS Journal Club in July. AWIMS members have had the opportunity to present articles on topics relevant to women in medicine and science. The first two journal club sessions were filled with stimulating discussion on gender equity, including the pay chasm and lack of women in leadership in academic medicine. We plan to continue to meet on a monthly basis to continue the thought-provoking discussion. If you would like to join the conversation, please contact Dr. Han at [hhan@siumed.edu](mailto:hhan@siumed.edu) or Dr. Ganai at [sganai@siumed.edu](mailto:sganai@siumed.edu).

Here are links to articles the group has reviewed as well as some considered for future journal clubs.

[Twelve Tips to Promote Gender Equity in International Academic Medicine](#)

[Understanding Academic Medical Centers: Simone's Maxims](#)

[Examining Medical Student Specialty Choice Through a Gender Lens: An Orientational Qualitative Study](#)

## RECOGNITION

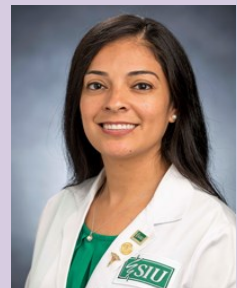
**Sabha Ganai, MD**, recipient of the 2017 Leonard Tow Humanism in Medicine Award, gave the 2018 address for the incoming School of Medicine class of 2022's White Coat Ceremony.



**Carol Bauer, MD** was elected as the American Otological Society's President.



**Aileen Portugal, MS4**, was selected for the 2018-2019 Hispanic Scholarship Fund.





# AMA's Women in Medicine Month



September is the American Medical Association's [Women in Medicine Month](#). The 2018 theme is "Celebrating Our Legacy, Embracing Our Future." On June 12, 2018, [Patrice A. Harris, MD](#), became the first African-American woman voted president-elect of the AMA. A psychiatrist and adjunct assistant professor in the Emory Department of Psychiatry and Behavioral Sciences, Dr. Harris is chair of the AMA Opioid Task Force and has also chaired the AMA Council on Legislation and co-chaired the Women Physicians Congress. "It will be my honor to represent the nation's physicians at the forefront of discussions when policymaker and lawmakers search for practical solutions to the challenges in our nation's health system. I am committed to preserving the central role of the physician-patient relationship in our healing art," she said. Dr. Harris joins a legacy of deeply committed and exemplary leaders in the AMA. She is truly a tremendous visionary who compels us to embrace our future.

# Trauma Retreat with Dr. Kemia Sarraf



Dr. Kemia Sarraf, CEO of LodeStar Consulting and Executive coaching and SAM-HSA Certified Trauma Informed Trainer, graciously invited AWIMS members into her breathtakingly beautiful home on July 12th for a scrumptious meal (prepared on site by Jordan Coffey, executive chef of Springfield’s American Harvest Eatery) followed by a deeply meaningful and informative discussion on trauma and toxic stress, [ACEs](#) and Trauma Informed Approach, as well as secondary trauma and physician burnout. Retreat attendees further discussed secondary trauma as it relates to the MeToo movement. Dr. Sarraf’s strong command of the subject coupled with her personable and humanistic approach make her an invaluable teacher and champion of AWIMS. Special thanks to the Office of Equity, Diversity and Inclusion for sponsoring this event.

# Women in Medicine Faculty Spotlight

## John Flack, MD



**Role at SIU Medicine:** Chair, Department of Medicine; Internal Medicine/Hypertension Specialist

**Born and Raised:** Born Hill AFB, Davis County, Utah, lived there first 6 months of life then in foster homes for 1 year in Salt Lake City, then adopted by John and Bernezetta Flack to live in Chickasha, Oklahoma.

**Birthday:** January 23

**Family:** wife Jennifer Schoats Flack, married 40 years; 5 girls - Courtney, Christen, Cathryn, Catelyn, Carey, ages 25 – 38; the oldest three girls are married and have two children each (3 boys and 3 girls)

**Favorite Books:** *David and Goliath* by Malcolm Gladwell, *Best Place to Work: The Art and Science of Creating an Extraordinary Workspace* by Ron Friedman, PhD

**Hobbies:** Breeding fancy guppies, audiophile sound systems, playing golf, and Oklahoma Sooner football

**Proudest Moment:** The birth of each of our girls and my wife graduating from law school after working for 11 years before entering

**Personal Hero:** Martin Luther King, Jr.

**Most Embarrassing Moment:** Letting a golf cart slide into a pond after a bad shot while playing in Toronto, Canada

**What is your advice for achieving work-life balance?** Forcing myself into down time

**What is the best piece of advice a mentor gave you?** Do not confuse being right with doing right.

**What is your unique contribution to Women in Medicine and Science?** My commitment to fairness, equity and opportunity in anything that I am responsible for or can influence.

# Women in Medicine Scientist Spotlight

## Luyi Zhou, PhD



**Role at SIU Medicine:** Staff Scientist at Department of Pharmacology

**Born and Raised:** Suzhou, China

**Birthday:** June 28

**Family:** Husband and a 5-year old son

**Favorite Books:** *The Foundation Trilogy* by Isaac Asimov

**Hobbies:** I enjoy tasting foods from different countries and trying to mimic them at home.

**Proudest Moment:** The moment when my son was born.

**Personal Hero:** My godmother

**Most Embarrassing Moment:** I don't know. I have the tendency to forget unfavorable memories; in other words, I never think too heavily of them.

**What is your advice for achieving work-life balance?** Work hard, play/rest hard. When working, focus on the task and increase your efficiency; when at home, don't work or think about work (well, except in emergencies).

**What is the best piece of advice a mentor gave you?** Have a life outside of the lab.

**What is your unique contribution to Women in Medicine and Science?** I am a "Science" representative in AWIMS. Right now the Science component is still weak compared to the Medicine component. I am trying to increase the influence of AWIMS in the basic science departments.

# Women in Medicine Student Spotlight

## Dorene Hinton



**Role at SIU Medicine:** Medical Student Class of 2020

**Born and Raised:** Country Club Hills

**Birthday:** June 25, 1992

**Family:** father Ray Hinton Jr., mother Doris Hinton, and brothers Ray Hinton III, MD, and Gerren Hinton

**Favorite Books:** *Fight Like a Girl* by Lisa Bevere and *Tennis Partner* by Abraham Verghese

**Hobbies:** Playing my instrument – alto/baritone saxophone, traveling, exercising

**Proudest Moment:** I was class valedictorian and received a standing ovation for my high school graduation speech.

**Personal Hero:** my father

**Most Embarrassing Moment:** Walking into the wrong bathroom. Oh no!!!

**What is your advice for achieving work-life balance?** Make sure you do at least one activity a day to make yourself happy.

**What is the best piece of advice a mentor gave you?** Always find a mentor who is willing to be active in your life and help guide you down the right path.

**What is your unique contribution to Women in Medicine and Science?** Being part of the mindfulness work-life balance committee for AWIMS. As a team, we come up with ideas to incorporate mindfulness into the Springfield health care community. In general, I also received a Bachelor of Science in chemistry so I try to motivate other young girls that they too can pursue a degree in science.

# Women in Medicine Resident Spotlight

## Lana Cong, DO



**Role at SIU Medicine:** SIU Family Medicine, PGY2.

**Born and Raised:** I was born in Viet Nam. We moved to California when I was 9. I am a Cali girl, raised in Orange County.

**Birthday:** January 11

**Family:** My parents, older brother and sister-in-law, older sister and my beautiful niece. My family is my everything.

**Favorite Books:** *Anne of Green Gables* by Lucy Montgomery and the Harry Potter series by J.K. Rowling

**Hobbies:** cooking, collecting rocks, playing guitar (I'm mediocre at best) shopping, and smiling

**Proudest Moment:** One of my most memorable moments was the White Coat Ceremony. It was a very proud moment for me and my family when I put on the white coat and took the Hippocratic Oath. I will become the first physician in my family.

**Personal Hero:** My mom is the greatest, period. She is everything for me. She taught me so much about unconditional love. She is a constant and never-ending source of strength and courage, always putting her family first. She is the epitome of hard-work, spirituality, hospitality, and love. She encourages me to believe in myself and to chase my dreams. I get emotional any time I talk about her, thinking of all the sacrifices she has made for us. She is my hero.

**Most Embarrassing Moment:** At the Med School Gala I caught my heel in the hem of my dress and fell down the entrance staircase. Yes, I survived.

**What is your advice for achieving work-life balance?** Always find time to call your loved ones (even a small text) at the end of the day. I used to have a treat-yourself day once a week. Now, every day is treat-yourself day; I always make sure that I have an hour each day to do whatever I want to do.

**What is the best piece of advice a mentor gave you?** Remember where you came from.

**What is your unique contribution to Women in Medicine and Science?** Growing up with different cultures I relied heavily on others to help guide me and teach me the ways here in America. This sense of belonging to a community is what drew me to education and has given me opportunities I would never have imagined as a girl. I am joining Women in Medicine and Science in hopes of creating a movement to promote positivity. Together we can make a difference and help provide a safe space for inspiration, healing, and self-love.