

# THE AWIMS ADVISOR

News from the Alliance for Women in Medicine and Science

June 2018

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## Our Journey

AWIMS has had an incredible first six months. Since our establishment in January 2018, we have developed committees for each of our initiatives: education, community engagement, mentorship and career advancement, mindfulness and wellness, and research. I am also very fortunate to have the guidance of an Advisory Board which consists of faculty from different backgrounds, who collectively carry a wealth of experience and wisdom. My heartfelt thanks to each of you for your meaningful contributions to our group. All SIU members including men and women have an open invitation to join us on this incredible journey. As always, we are in this together. I especially want to wish the exceptional class of 2018 all the best as they advance in their careers and continue to improve the world around them.



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.

# AWIMS Inaugural Reception



March 1, 2018 marked the inaugural reception for the SIU Medicine’s Alliance for Women in Medicine and Science (AWIMS). The event was well-attended with a diverse array of faculty, trainees, and staff. Dr. Vidhya Prakash, director of AWIMS, addressed the crowd by thanking her mentors, Dr. Susan Hingle, Dr. John Flack, and Dr. Andrew Varney for all their support. She commented on how the original Women in Medicine Group within the Department of Medicine was a “labor of love” with the steadfast commitment of executive committee members including Dr. Rexanne Caganan, Dr. Sharon Onguti, Dr. Zainab Obaidi, and Dr. Sana Waqar as well as resident members including Dr. Yasmina Arroyo-Jimenez, Dr. Nicole Abbott, Dr. Vanessa Williams, and Dr. Elizabeth Nielsen.

Dr. Prakash emphasized the fact that participation from all parties including men was not only welcomed but vital. She thanked her colleagues from the Office of Organizational Development, Office of Regional Programs, and Office of Public Affairs for all their efforts in championing AWIMS initiatives. Dr. Prakash also thanked Dr. Wendi El-Amin for her mentorship and sponsorship and for her pivotal role in transitioning AWIMS schoolwide. Dr. Prakash also thanked our Dean, Dr. Jerry Kruse and Ms. Wendy Cox-Largent for their tremendous support of AWIMS.

# Healthcare Opportunities Program



On March 5, 2018, a group of SIU and Memorial Medical Center faculty and staff delivered a very informative session on healthcare careers to regional high school students. The Health Career Opportunities (HCO) Program, organized by Laura Kessel, assistant director of the SIU Office of Regional Programs, is a day-long program for high school students from around Illinois who are interested in health careers.

AWIMS was very fortunate to participate with a session entitled “Shared Perspectives: Why We Love What We Do in the Medical Field.” Physician faculty Dr. Sana Waqar and Dr. Alan Deckard shared their insights on what life is like after training, especially as it relates to balancing work and life. Yasmina Arroyo-Jimenez, PGY3, gave a personal perspective on reasons why she chose the medical field. Christine Jarmer, RN, discussed her reasons for becoming a nurse and gave some interesting details on the educational aspects of her field. Amanda Adams from Memorial Medical Center gave an enlightening presentation on why she finds her work as a microbiologist fascinating including some great slides on bugs! The students were very engaged and asked very good questions. Our presenters received great feedback and it was an extremely meaningful experience overall.

# AWIMS Retreat



The AWIMS Retreat, held on March 24, 2018 at the Kreative Lounge in the White Oaks Mall, was a great success. This meeting of the minds and spirits included a very diverse array of faculty, residents, and students from all around SIU with the common purpose of contributing to the mission of AWIMS and SIU Medicine. Our icebreaker activity kicked things off, where individuals met someone they did not know well and exchanged what they had in common and who inspired them. We were excited to find that many of us had a lot more in common than we thought. Breakout sessions, led by members of the AWIMS Advisory Board, followed with members dispersing into five committees representing our 5 initiatives to brainstorm short-term goals, long-term goals, and future steps. The future for AWIMS looks bright with such a talented and dedicated group.



# 1000 Women Strong



AWIMS has the distinct privilege of participating in Habitat for Humanity’s “1000 Women Strong” project. Shayne Squires, the visionary behind this ambitious endeavor, told us about Sharrell Johnson, a mother of two who lost her home to a fire in early February. (Johnson is pictured at center, above left with Vidhya Prakash and Susan Hingle.) 1000 Women Strong involves women volunteers from around the community pledging to help build Sharrell and her family a new home. Several AWIMS members contributed toward the construction. Participants include Sue Hingle, Vidhya Prakash, Rexanne Caga-anan, Meredith Volle, Laura Shea, Zainab Obaidi, Samantha Dial, Linda Toth, Nana Cudjoe, and Catherine Brower. Our team had a lot of fun and even surprised ourselves with our ability to work with saws, drills, and scary-looking machinery! For more information about Habitat for Humanity visit [www.HabitatSangamon.com](http://www.HabitatSangamon.com). Also, see an [Interview with Sharrell](#).

# Women's Power Lunch Against Cancer



## Articles

[Leading by Example to Close the Gender Pay Gap](#)

[Medscape Physician Compensation Report 2018](#)

[Love Letters: An Anthology of Constructive Relationship Advice Shared Between Junior Mentees and their Mentors](#)

[It is Time for Men and Women to be Brave: A Consequence of the #MeToo Movement](#)

[Being a Woman Will Always Matter in Medicine](#)

Thanks to Ann Augspurger, Wendi El-Amin, David Steward, and Karen Broquet for sharing these articles. See page 9 for a link to an important article co-authored by Sue Hingle.

The Ninth Annual Women's Power Lunch Against Cancer, hosted by [Simmons Cancer Institute](#), took place on Friday, April 27th. Susan Hingle did a fantastic job of organizing a group of AWIMS members to help support this wonderful cause. A gripping and riveting address by comedian and melanoma survivor, [Donna Hartley](#) left the audience humbled and inspired.

## Quotable Quotes

"You can never leave footprints that last if you are always walking on tiptoe." [Leymah Gbowee](#)

"Don't mistake politeness for lack of strength."  
[Sonia Sotomayor](#)

# Work-Life Balance and Integration Seminar



AWIMS conducted an interactive and insightful seminar on work-life balance and integration on Tuesday, April 24th. Vidhya Prakash kicked off the session with some data on how burnout is often closely linked with lack of work-life integration. Khandase Tate-Nero and Sookyung Suh then led our participants through some interactive exercises including the “Wheel of Life” and “Clean Your Plate” exercises. These helped focus the discussion on how we can delegate much of our tasks and even eliminate the unwanted ones (examples included housekeeping, yardwork, enrolling in online ordering and delivery of groceries). Many thanks to our planning committee: Susan Hingle, Sookyung Suh, Vidhya Prakash, David Ziebler, and Khandase Tate-Nero.

Our next session educational session will focus on Leave policies including parental leave at SIU—case studies and current policies with Angie Doolin from Human Resources. If you have a case that you would like to see highlighted, please email [rrobinson@siumed.edu](mailto:rrobinson@siumed.edu).

# Introducing Our AWIMS Advisory Board and Executive Committee Chairs

The purpose of the AWIMS Advisory Board is to provide mentorship for committee chairs and to help guide strategic and organizational planning for AWIMS. Meet our incredible crew!

Top, left to right: Wendi El-Amin, John Flack, Susan Hingle, David Steward, Kari Wolf

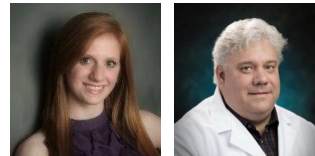
Bottom, left to right: Debra Klamen, Hilary Sanfey, Vidhya Prakash, Jody Lack, Douglas Carlson



And meet our talented and dedicated committee chairs:

## Education

Kimberly Palermo and Robert Robinson



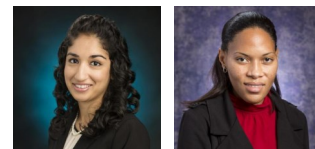
## Research

Sabha Ganai and Heeyoung Han



## Mentorship and Career Advancement

Sana Waqar and Nicole Abbot



## Mindfulness and Wellness

Christine Todd and Lana Cong



## Community Engagement

Rexanne Caga-anan and Patrice Jones





# Research and Recognition



At SIU's 2018 Commencement (l. to r.): **Sharon Onguti, MD** was selected to hood our graduating students; **Rexanne Caga-anan, MD** was selected to read the Oath of Hippocrates; **Vidhya Prakash, MD** received the Leonard Tow Humanism in Medicine Award (**Travis Wieland, MD, '18**, also won the award); **Janet Albers, MD** received the Golden Apple Award for Excellence in Teaching; and **Nancy Henry, DVM** was voted best teacher in Carbondale.

**Vidhya Prakash, Wendi El-Amin, Hilary Sanfey, Alyssa Westring** (from DePaul University), **Stacy Sattovia, Laura Worrall, Heeyoung Han, and Susan Hingle** had their poster, "SIU Medicine Faculty's Perception of Culture Conducive to Women's Academic Success" accepted for presentation at SIU's Ninth Annual Symposium for Teaching and Learning. The co-authors are also leading an SIU IRB-approved study on this topic through a schoolwide survey on academic culture.

**Susan Hingle, MD** and colleagues published a very important paper highlighting the American College of Physicians position on achieving gender equity in physician compensation and career advancement. [Read the full article!](#)

**Debra Klamen, MD, MHPE** was selected as the inaugural recipient of the Richard H. Moy, MD Endowed Chair in Medical Education.

**Hilary Sanfey, MB** was inducted into the Royal College of Surgeons of Edinburgh in March.

**Sarah Fedeli, MD** and **Susan Wetzel, MD** (pictured at right) were the first all-female team to win the national competition of Surgical Jeopardy at the American College of Surgeons meeting last fall.



**Susan Hingle, MD** was selected for the prestigious Executive Leadership in Academic Medicine program. [ELAM](#) is a one-year fellowship in leadership training. The ultimate goal of this program is to improve representation of exceptional women in leadership in academic medicine, public health, pharmacy and dentistry. Acceptance is through a highly competitive process that awards ~50 candidates annually.

**Kimberly Palermo, MSW** and a colleague won first place in the Graduate Creative Panel presentation category at the Sixth Annual Women's, Gender, and Sexuality Conference at SIU in Carbondale in March. Their presentation was also named first overall for the conference. Kimberly is a visiting scholar from the Paul Simon Public Policy Institute in Carbondale.

# Girls on the Run and Pride Fest



Nicole Abbot, Luyi Zhou, and Yufang Yin (top left) volunteered during the annual Girls on the Run 5K by exercising their artistic skills at facepainting. Girls on the Run of Central Illinois is a 10-week program for third to eighth grade girls designed to integrate physical activity with life skills and strategies. The 5K is a culminating, celebratory event for the girls to solidify their self-confidence and sense of accomplishment. Our AWIMS crew did a fabulous job of painting everything from #GOTR logos to rainbows on the faces of these inspiring young ladies.

Lana Cong and Aileen Portugal led SIU's Gay and Lesbian Medical Association (GLMA) in their participation in Springfield PrideFest. Established in 2011, PrideFest is a street fair that takes place the third Saturday of May and celebrates the Central Illinois LGBTQ community. Through their participation in the parade and lively booth featuring fun health education activities, our colleagues made us proud!

# Mentorship and Career Advancement



AWIMS is looking to expand its Mentorship and Career Advancement programs. We currently have mentor/mentee pairings between faculty in the Department of Medicine and Medical Humanities and students in AMWA and SNMA. We would like to include programs for junior and mid-career faculty, all students and trainees, clinical staff including RNs, LPNs, MAs, and APRNs and non-clinical staff.

If you are a part of a mentorship program at SIU please email us ([swaqar29@siumed.edu](mailto:swaqar29@siumed.edu) and [nabbot96@siumed.edu](mailto:nabbot96@siumed.edu)) so we can discuss it further. We would like to learn from our colleagues and avoid duplication of efforts. Please also email us if you are seeking mentorship and/or are interested in serving as a mentor. Last but certainly not least, if you have a particular interest in mentorship/career advancement and would like to join our committee, we would be happy to hear from you.



# National Women's Health Week



May 13-19 marked National Women's Health Week. Beginning on Mother's Day of each year, this important week is a national reminder to all women to place their physical and mental health high on their priority lists. Ruta Kulys, LCSW (pictured above, right) led exercises in mindful walking in the courtyard as a means of "bringing mindfulness into activities of day-to-day life."

AWIMS and the Medical Humanities Interest Group also co-hosted a movie night featuring the inspiring film "Suffragette." Afterward, Ticara Onyewuenyi and Dr. Christine Todd led an enlightening discussion on key issues underscored in the movie.



# Women in Medicine Faculty Spotlight

## Robert Robinson, MD



Role at SIU Medicine: Internal medicine hospitalist

Born and Raised: My father was in the military, so we moved quite often (18 moves in 20 years). I spent my grade school through early high school years in Europe. I finished high school in Troy, IL and went to college at SIU-E.

Birthday: July 19.

Family: My wife is a physician (SIU-SOM '99), and we have two daughters (BS, SIU-E), two granddaughters (soon to be three), and a grandson.

Favorite Books: *A Tale of Two Cities* by Charles Dickens.

Hobbies: Gardening and jewelry making.

Proudest Moments: When our whole family works together to solve big and little problems.

Personal Hero: My wife and daughters are my heroes because of their compassion and dedication to their families despite the many challenges.

Most Embarrassing Moment: I would rather not say. It was quite embarrassing.

What is your advice for achieving work-life balance? Invest time and effort into your family with the same dedication your medical career.

What is the best piece of advice a mentor gave you? Never compromise your values, respect the values of others.

# Women in Medicine Staff Spotlight

## Steve Sandstrom



Role at SIU Medicine: Communications Coordinator, Office of Marketing and Communications

Born and Raised: down the road in Pawnee

Birthday: July 21

Family: wife Tonya and daughters Emma & Audrey (pictured top, right)

Favorite Books: *Zen and the Art of Motorcycle Maintenance* by Robert Pirsig, *Fahrenheit 451* by Ray Bradbury, *The Sandman* by Neil Gaiman, *Our Band Could Be Your Life* by Michael Azerrad

Hobbies: music, movies, comedy

Proudest Moment: watching my children excel and be kind

Personal Hero: my dad

Most Embarrassing Moment: Too numerous to mention. How about a couple of “Most Unusual” instead? Dressed as the Black Knight from ‘Monty Python & the Holy Grail’ (pictured above, right), having a sword fight with Dr. Bob Struble at his retirement party. And talking with Weird Al Yankovic about Prince in a Tulsa bar.

What is your advice for achieving work-life balance? Think about the greater good for the choices you make at work, and strive to marry someone really smart, efficient and attractive to tell you what you need to do once you’re at home. Oh, and eat a balanced breakfast.

What is the best piece of advice a mentor gave you? Do the right thing even when nobody’s looking.

# Women in Medicine Student Spotlight

## Khandase Tate-Nero



Role at SIU Medicine: MS2

Born and Raised: St. Louis, MO

Birthday: September 20

Family: Husband: Harold Wesley Nero pictured above right (Anniversary: June 18), Mom: Kimberly Reed, Sisters: Elizabeth Reed [16] and Savannah Reed [15]

Favorite Books: *What If's? of History* edited by Robert Crowley, *Complications* by Atul Gwande, *God Don't Like Ugly* by Mary Monroe, *The Jungle* by Upton Sinclair

Hobbies: Reading, Drumming, Watching Netflix, Spending time with family and friends

Proudest Moment: Gaining acceptance to medical school

Personal Hero: My mother because of her strength and resilience in raising three children by herself after my stepfather passed away in 2004.

Most Embarrassing Moment: When I was in high school I got mad at my mom and tried to storm off. As I was walking away I slipped and fell on a wet spot on the kitchen floor in front of everyone.

What is your advice for achieving work-life balance? Prioritize what is most important to you and make the time to do it no matter what comes up.

What is the best piece of advice a mentor gave you? "When in doubt, pray"

What is your unique contribution to Women in Medicine and Science? As an African American female, I believe that I bring diversity to the group and I bring a different perspective to current topics and issues that are relevant to us today. As a medical student, when new ideas arise I believe that I can make suggestions that are inclusive to medical students. Finally, one of my biggest strengths is my sense of humor. This is important because in any group of people you need someone who can bring levity to any situation. In other groups that I am a part of, when tense discussions occur, I bring levity and humor to the situation which allows us to be effective as a group.

# Women in Medicine Resident Spotlight

## Nana Cudjoe, MD



Role at SIU Medicine: I hold the wonderful role of being a psychiatry intern!

Born and Raised: I am a Ghanaian, by way of Florida. Raised in Tallahassee, but South Florida is where I call home now.

Birthday: October 8

Family: The Cudjoe clan: Mom and Dad (above left with Mom and above right with Dad), Dr. and Mrs. Cudjoe. A slew of siblings (five in total), dogs, cats and a very large extended family. (Pictured second from right: Nana's cousin, aunt, mom and two of her siblings)

Favorite Books: *Things Fall Apart* by Chinua Achebe

Hobbies: Dancing (all forms, jazz, tap, contemporary), playing the piano (classically trained), laughing and probably telling a good joke!

Proudest Moment: I was about to walk across the stage for medical school graduation (my family had already started screaming) and my dad yells, "Go DR. CUDJOE!" And I yell back, "Thanks DR. CUDJOE!" It just felt amazing, to know that my parents had paved the way for me to fulfill my dream to become a doctor, and I was following in my father's footsteps.

Personal Hero: My mom. Gosh, where do I begin? First of all, she worked tirelessly for her kids, without objection, always had a smile on her face and continues to give love every day! She motivates me each day to be the best human being I can be in this world. She has a heart like no other. She has a quote that moves me: "Each day, each person you encounter deserves your humanity, your goodness and your warmth."

Most Embarrassing Moment: Passing out in the OR in my third year of medical school! My attending told me the surgery would be a long one and to go and get food. I, of course, didn't and I passed out!

What is your advice for achieving work-life balance? Hmm, this is tough! Still working on it, but learning to find time for the things you love (outside of work) and the things that bring you joy.

What is the best piece of advice a mentor gave you? The art of saying no! It is completely OK to say no and it is important to be able to say no. — Dr. Adrienne Herron, CDC Epidemiologist

What is your unique contribution to Women in Medicine and Science? I hope I am able to contribute my passion for medicine through my own perspective as a young, black female physician in training. I hope to be able to also bring innovative ideas on how to engage the community more through our organization and in so, remind people of the importance of women in medicine and science.