













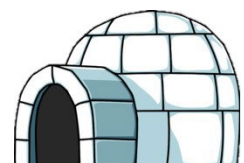
Office of Faculty Affairs and Professional Development

Winter 2022 Newsletter



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Meet Aaron Bernhardt



It is with much excitement that we announce that Aaron Bernhardt, M.A. has joined the Office of Faculty Affairs and Professional Development (OFAPD). Aaron has served in multiple higher education roles, including positions in Admissions, Advising, Recruitment, Teaching/Faculty Assistance, Teaching/Tutoring, and Student Affairs. We know he will be an asset to the office.

Aaron will be assisting the OFAPD with Dr. Jane McHowat's administrative needs, while also acting as an important resource for our office's primary functions.

OFAPD Deans Library

Library's Purpose:

The Office of Faculty Affairs & Professional Development (OFAPD) Academic Library provides faculty the opportunity to access books housed in our office. The library offers their materials and services to help faculty professionally develop in areas of interest. There are a total of ten unique professional development categories for faculty to withdraw from. We hope this installation will provide faculty additional outlets to pursue professional development in an area of their own personal interest/investment.

Book Categories:

- Communication
- General Interest
- Mentoring
- Diversity
- Leadership
- Research
- Ethics/Professionalism
- Medical Education
- Women's Success

Location:

You will find the link to the OFAPD (Office of Faculty Affairs and Professional Development) Library under the Resources Tab of the SLU-SOM Faculty Affairs Webpage. [Direct Link](#).

Contact:

If you have any inquiries, please contact the OFAPD Program Assistant Aaron Bernhardt by email (aaron.bernhardt@health.slu.edu) or phone (314-977-8440).



WIMS Updates

The Fall 2021 issue of Grand Rounds Magazine focused on Women in Medicine and Science and can be found [here](#).

The first “Women and Wine” event took place on November 11, 2021. Dr Toniya Singh led an engaging session entitled “How Imposter Syndrome Can Impede Your Success”. The event was well attended by faculty, staff, residents and students. The recording can be found [here](#).

The WIMS Programming Sub-Committee has developed a seminar series for the Spring semester. Programming will include some lunch (Zoom) and evening (in-person) events.

Future 2022 WIMS Speaker Series are as follows (more to come in March/April):

Date & Time	Topic & Speaker	RSVP & Details
January 26, 5:30-7:30 PM	“How to Leverage Your Strengths to Work Smarter (Not Harder)” Laura Grimmer, M.D. General Surgery, SSM Health Medical Group	LINK
January 27, 12:15- 12:45 PM	“Emotional Intelligence-Unlock Your Potential” Farzana Hoque, M.D. Assistant Professor, Internal Medicine	LINK
February 8, 5:30- 6:30 PM	“Jesuit Mission and the Power of Story: How the lenses of history bring focus to the future” Katherine Mathews, M.D. Professor, Obstetrics, Gynecology and Women’s Health	LINK

Basketball Game Get-Together with WIMS And Women’s Commission

The School of Medicine WIMS group has partnered with the Women’s Commission to attend the Women’s Basketball game on February 26, 2022 against Massachusetts. This is a family-friendly event and you can request up to 4 tickets each at no charge. To reserve tickets, please [CLICK HERE](#).



The Women’s Commission manages the Sister Shirley Kolmer Memorial Grants that are awarded annually each spring. These 1-year, \$500 to \$1000 grants provide funding to foster personal and professional development, and advance women through community impact projects. This academic year’s application deadline is Friday, 2/25/22. More information [here](#).

School of Medicine Faculty Committees



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. Faculty elections and committee appointments occur each spring.

If you are interested in serving on a committee, please be on the lookout for the annual “Call for Nominations” email that is sent in late January/early February, where you will

be provided the opportunity to nominate yourself or a colleague for a committee position.

A list of School of Medicine faculty committees can be found [HERE](#). Browse around and see what interests you!

What are your colleagues who have served on committees saying about the experience?

I served on the School of Medicine Research Planning Committee for seven years in prior appointments, and after a hiatus of a few years, have recently accepted reappointment to the RPC. It is extremely gratifying to be able to work with other leading medical researchers to help guide development of the strategic plans for research at the School, and by doing so to help advance the research endeavors of my colleagues.

- **John Tavis, Ph.D.**, Research Planning Committee

I haven't been on the faculty committee long, but I can say that I appreciate the opportunity to really be involved across the many departments in the medical school and to get to know people outside my department. Committee work has gotten me out of my department silo and I really appreciate that. I also have enjoyed the opportunity to be involved in very important conversations and decisions about how to deal with problems the university confronts and issues faculty members face.

- **Carissa van den Berk-Clark, Ph.D.**, Faculty Secretary

I have served on several medical school committees over my time at SLU. Each has given me valuable insight into how the medical school operates, and that robust faculty involvement is essential for the continued success of our school. I currently serve on the Faculty Affairs Committee that is responsible for populating, by appointment or election, key committees throughout the School of Medicine, as well as nominating faculty for well-deserved service awards. I have thoroughly enjoyed being a part of this committee for the past two-and-a-half years. The work has been very rewarding and has made me appreciate that in order to maintain shared governance of the medical school, our committees must reflect the full diversity of our faculty.

- **Heather Macarthur, Ph.D.**, Faculty Affairs Committee



January 24 General Faculty Meeting

The January 24, 2022 School of Medicine General Faculty meeting is scheduled to begin at 5:15 pm. Please note this meeting will be a virtual event.

Saint Louis University President Fred Pestello will be speaking. A zoom link and agenda will be sent to all faculty in the coming week.

2022 Promotion Cycle

Recommendation	Who is Recommending	Date of Recommendation/Review
Recommendation 1	Department Promotion Committee	Prior to October 6, 2022 (deadline varies by department)
Recommendation 2	Department Chair	Prior to October 6, 2022 (deadline varies by department)
Recommendation 3	SOM Appointment, Promotion and Tenure Committee	November 4, 2021
Recommendation 4	Dean of the SOM	by November 11, 2022
Recommendation 5	UCART	December 2022 - March 2023
Decision	Provost of the University	late April 2023 - early May 2023
Appeal (if applicable)	President of the University	

To visit the Provost’s Office website regarding promotion, click [HERE](#).



SAINT LOUIS UNIVERSITY
—
SCHOOL OF MEDICINE



5 Tips for Saying No at Work

Everyone has a lot on their plate these days, and the only way to stay on top of things is to be able to say no. Unfortunately, that tiny two letter word tends to be met with a lot of resistance, causing unnecessary friction and added tension. It doesn't have to be this way.

Every time you say yes, you are impacting something you're already committed to. New faculty may feel afraid to turn down new opportunities. Faculty also don't want to be labeled as a person who always says no. Conversely, some faculty tend to be people pleasers and don't want to disappoint by saying no.

Getting to no is often a negotiation. It's a multi-step process of agreement, rather than flat out acceptance. Here's what you need to do to have your "no" accepted.

1. **Don't just say no, explain the reason why.**

Simply saying no isn't effective. Explaining your reasoning will give you a much better chance of having your "no" be well-received and agreed upon. You always want to provide a sound reason, not an excuse, as to why you're saying no. This helps the other person see things from your point of view and respond more rationally rather than reactively.

2. **Be rational.**

Unfortunately, we can't just say no to all of the things we don't want to do. When you say no to something or someone, make sure you have a truly valid reason. Saying no too often leads to being labeled as uncooperative or not a team player.

3. **Propose an alternative.**

The easiest way to have your "no" stick is to provide an alternative plan. If you can't do something on a specific day or time, see if there's another timeframe that works for both you and the other person. If you don't have the bandwidth to complete a full project, offer to do a small part of it. The key is to be flexible.

4. **Compromise.**

There's almost always room to compromise, so use that to your advantage. If it's more a matter of time commitment rather than scope of work, suggest an alternative timeline. This allows you to still do the task you've been asked to do but not take over your workday and prevent you from finishing whatever you were already working on. Remember that compromise is a two-way street, so all parties involved have to be willing to give and take a little.

5. **Be honest, to a point.**

You never want to lie to get out of doing something, but you also don't need to go overboard on the details. There's a difference between stating why you can't do the work and turning that why into a full-blown story. If you have a scheduling conflict, just say that with a brief explanation of why you can't reschedule your pre-existing commitment. It's more compelling when it's brief and it's more believable. Strangely enough, the more details you add to an explanation, the more it can sound like you're making things up even when it's

100% true.

Written by Ashira Prossack, Forbes

Meet the Deans Staff

Lisa Israel is the Director of the Office of Professional Oversight



Although I am an East Coast girl at heart, over the last 18 years I have grown to call St. Louis my home. Originally from the suburbs of Baltimore County, I was raised within 3 hours of the Atlantic Ocean. I grew up taking summer vacations to Ocean City, Maryland where I have the fondest memories of the sand, the boardwalk and some of the best food I have ever eaten in my life. Growing up I was more of an extrovert than I am now. For those that work closest with me, I am sure you are reading this and saying to yourself “how is that even possible!” I played soccer and softball throughout my younger days, none of which was I stellar, but I always managed to have fun while doing it and was sure to be the one on the team that had the others laughing during practices!

My identity of a non-traditional first-generation college student has been integral in my adult life. I took four years off in between high school and college to figure out how I would achieve the goals that I set for myself. I attended the University of Maryland, Baltimore County for my undergraduate education. As an Honors University in Maryland, it provided me with a level of education that helped shape my future career aspirations and instilled the importance of knowledge and inquiry. While attending UMBC, I had



the opportunity to become very involved and was integral in the development of the University’s Womens’ Commission and the advancement of the Freedom Alliance, the university’s first LGBTQA organization. It was at UMBC where I became interested in Higher Education and Student Development. I attended Loyola University Chicago for graduate school and earned a M.Ed. in Higher Education Administration. Chicago was far too cold for me so after Graduate School I ventured south to St. Louis and never turned back!

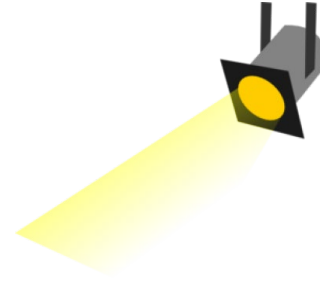
I met my wife, Shelley, in St. Louis in 2006. When we first met, she immediately said that if this relationship was going anywhere I needed to know that people from St. Louis do not leave St. Louis...so here I am almost 16 years later, happily married with a 6 year old son, Ari. We live in Wildwood, MO and outside of working at SLU, raising Ari is what takes up most of our time. We love to travel, are major foodies, and are obsessed with Broadway Theater and

NYC. Prior to COVID I would see an average of 7 shows a year in NYC. If you see me, start by asking me my favorite show!



I have been with SLU since 2009, but joined the School of Medicine in 2018. Prior to the School of Medicine, I served as an Assistant Dean of Students on the undergraduate campus. In my role as the Director for the Office of Professional Oversight (OPO), I have the opportunity to work with many key stakeholders across the organization. Some people know the office as the place where reports of mistreatment are filed, but most know me as the School of Medicine Ombuds. I am readily available to listen to concerns, provide advice, coordinate referrals, and assist with professionalism as it relates to the medical learning environment.

What I love most about my work is that the OPO provides a level of accountability to members of our learning environment so we can meet the professional standards that we value as a School of Medicine. The work varies daily, but the purpose remains constant! The OPO is focused on helping you and your department succeed. Don't hesitate to reach out if you want some coaching, resources, or a future presentation!



Faculty Spotlight

Dr. Farzana Hoque is an Assistant Professor in the Department of Internal Medicine



How long have you worked at SLU?

I have been working at SLU as an Assistant Professor of Medicine since 2018. I began serving as the Co-Director of Acting Internship starting in 2020.

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

Becoming a doctor is the best decision I have ever made.

My parents are both lawyers. My beloved mother always believed that medicine is one of the most fascinating, intriguing, and rewarding careers one could ever have. Her values inspired and pushed me to do my best every day to become the first physician in my family.

As a hospitalist, I wear many hats. Not only do I provide a wide variety of complex, acute patient care, I also mentor and teach the next generation of physicians & advanced practice providers. My greatest satisfaction comes from educating and bonding with patients and their families.

I see the title of “Dr.” not only as my prefix, but it is also the symbol of my lifelong passion.

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

After I received the Caring Physician Award, the kind comments from all nominators truly touched my heart.

One of the most gratifying experiences was when one case manager of Saint Louis University Hospital invited me to visit her office one afternoon. She asked me to look at her office desk.

I was astonished to see my photo there. She told me that I am one of the most favorite physicians to have touched her life. That’s why she keeps my photo on her office desk.

It was an incredible honor, and I will always cherish this remarkable recognition.

What is the most helpful advice you’ve received?

My father is my lifeline and advises me daily when I recall his favorite saying: “Today is another day to do better.”

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

I would choose Louis Armstrong’s song – “What A Wonderful World” to keep my positive attitude.

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

Mr. John Wooden, an American basketball coach and player. He won ten National Collegiate Athletic Association national championships in a 12-year period, including a consecutive record of 7 games in a row. He was an amazing teacher & leader who inspired & empowered the athletes he led. I would love to learn his teaching legacy.

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

I love to cook different cuisines as I like to bring variations to my menu. If I must choose one food, it would be Biryani. Biryani is a delicious dish made with aromatic rice, the meat of your choice, and various spices. This is a balanced dish that is appealing due to its rich flavor.

What book are you currently reading?

“The Business Side of Medicine, What Medical Schools Don’t Teach You” written by Tom Harbin, MD, MBA.

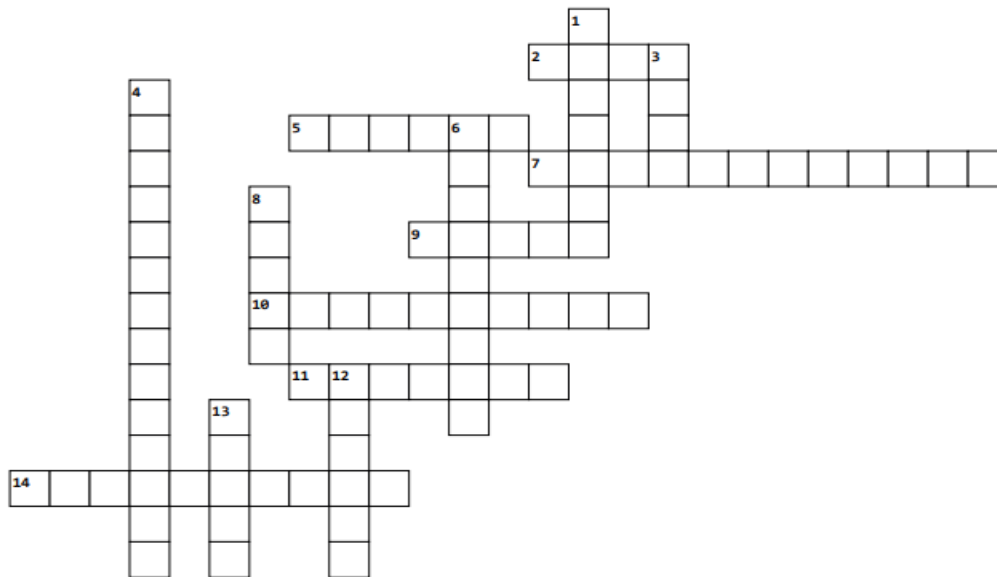
I enjoy learning about the management aspect of medicine, which is imperative to ensure productive workflow to achieve the high quality of patient care & physicians’ fulfillment.

School of Medicine Puzzle!

For crossword answers, please visit the Office of Faculty Affairs Twitter handle [@OFAPD](#) . On January 14 the OFAPD will randomly select a follower to win a prize!

[CLICK HERE](#) to complete the crossword puzzle electronically.

SLU School of Medicine Crossword



Across

2. Cardinal Glennon's first name
5. This database contains more than 33 million citations and abstracts of biomedical literature
7. The exchange of medical information from one location to another using electronic communication
9. The SLU committee that considers and recommends to the Provost nominations for promotion and the awarding of tenure, in short
10. Provides opportunities for study, research, or other pursuit of value to the scholarly agenda of the faculty member and the University
11. Firmin _____
14. SLU SOM alum, she starred in the hit series Dr. G: Medical Examiner on the Discovery Health Channel which first aired in July 2004 and ran until 2012

Down

1. SOM Dean from 1952-1961, you may know his famous son
3. The number of members on the SOM Executive Committee of the Faculty Assembly
4. The administrative home to the Saint Louis University School of Medicine
6. Health Sciences _____ Union
8. Professor and chair of the Department of Biochemistry, was awarded the Nobel Prize for his discovery of the structure and chemical nature of Vitamin K
12. The Office of Diversity, _____ and Inclusion
13. Half church, Half cafe