

SIU Women in Medicine

February 2017

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Welcome Winter!

Greetings Everyone,

Happy New Year to all! 2016 was a great year for our Women in Medicine Group. We established a new residency subcommittee for 2017 (please see page 2).

I am also very excited to announce that in addition to our WIM-AMWA mentorship program, we have also established a WIM-SNMA (Student National Medical Association) mentorship program.

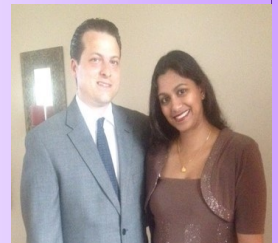
We continue to contribute to our community. Chrystal Joseph successfully organized our second annual CSN Winter Drive this year which greatly benefitted some very special clients (page 5).

Our work-life balance seminar was also a great success, thanks to our amazing panelists and moderator, David Ziebler (page 4). Madison Marvel, MS III, successfully conducted a Pay Gap panel discussion during Diversity Enrichment Week (page 7).

On a personal note, I have reflected quite a bit on my own work-life balance and realize that much of my success in this realm has to do with the support of my beloved husband, Eric. I am thankful that I have a spouse who gets me and my priorities, is always supportive and ever encouraging. Thank you, Eric.

I sincerely hope 2017 is a fantastic and fulfilling year for all!

Vidhya Prakash



WIM Executive Committee

Residency Subcommittee: Chrystal Joseph, Najwa Pervin, Zainab Al Obaidi, and Yasmine Ibrahim

Director, Community Service Subcommittee: Rexanne Caga-anan

Director, Education Subcommittee: Sana Waqar

Director, Social Subcommittee: Sharon Onguti

Chair: Vidhya Prakash

Newest members of the WIM Executive Committee!

Current WIM Residency Subcommittee



Zainab Al Obaidi



Yasmine Ibrahim



Najwa Pervin



Chrystal Joseph

WIM Residency Subcommittee, 2017



Elizabeth Nielsen



Vanessa Williams



**Yasmina Arroyo-
Jiminez**



Nicole Abbott



**Shakthi
Kandaswamy**

We like to refer to our current WIM residency subcommittee as the all-stars. Each individual in this amazing group has made a special and meaningful contribution to the WIM group and to SIU, from serving as positive role models, to successful community service events that had substantial impact, to touching and thought-provoking excerpts in our newsletter. We are truly fortunate to have had these outstanding women as a part of our executive committee.

As these ladies transition to new roles as faculty members in another six months, we are excited to introduce a new batch of fantastic leaders on our executive committee. Please welcome Elizabeth Nielsen, Vanessa Williams, Yasmina Arroyo-Jiminez, Nicole Abbott, and Shakthi Kandaswamy. With a strong foundation laid by their predecessors, we look forward to the very best of what our newest members of the family have to offer!

Residents' Corner



Our own Najwa Pervin just got married in December!! Pictured are Najwa and Zainab Al Obaidi decked out in gorgeous garb during a pre-wedding gala! Congratulations, Najwa!

Omar Vargas is a dedicated and devoted educator and clinician. Our residents and faculty wanted to express their appreciation and gratitude for all of his contributions to SIU.

LEFT: Omar and his lovely wife
RIGHT: Residents and faculty wishing Omar well as he transitions to private practice in Jacksonville, IL.

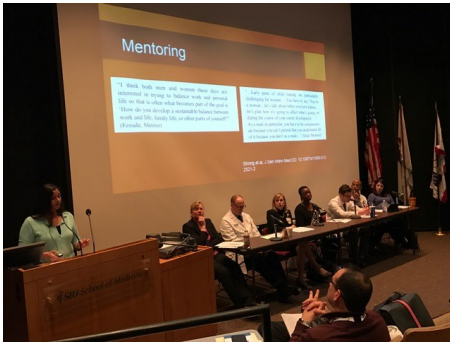


LEFT: Kaci Alexander and Zainab Al Obaidi went all out for Halloween 2016! We love the attention to detail!

RIGHT: Najwa Pervin, Aalia Ameen, Vidhya Prakash, Sharon Onguti and Rexanne Caga-anan decked out in Halloween gear.

These ladies know how to dress up and have fun!

Work-Life Balance Seminar



Our Work-Life Balance Seminar was a tremendous success. Vidhya Prakash kicked off the seminar with some background on burnout and work-life balance. The data is fairly concerning with a recent study showing that 45% of physicians have at least one symptom of burnout and over 30% of physicians are dissatisfied with work-life balance. David Ziebler then conducted a very informative discussion with our panelists, Susan Hingle, Alan Deckard, Joanna Rea, Dorcas Adaramola, Jacob Scheer, T Newsome and BreeAnna Murphy. Common themes to success were efficient use of time which includes the old adage, “early to bed, early to rise,” consistently planning out each day, combining work and life activities when feasible, exercise and meditation, and setting realistic expectations for yourself that are in line with your individual values and what makes you happy, not your perception of society’s expectations. Many thanks to Sana Waqar and Megan Matzat for their assistance with our seminar. Please check out resources under “Articles” on page 6. Below are some anonymous comments from our audience on the topic:

What have been some challenges with balancing work and life for you?

Exercise, Sleep

When I am at home I sometimes have difficulty turning off my mind in regards to work.

Heavy work schedule

Time and money

Learning to say No

What works well for you in terms of balancing work and life?

Time off 3 days a month

Focusing on self-care, spirituality

Exercise, meditation, designating time for me and my family

Scheduling flexibility

Meditation, workout, vacation, reflection



Community Support Network Winter Drive



CSN Members with WIM Group from left to right: Barbara Nelson, April Jouett, Michelle Davidson, Vidhya Prakash, Chrystal Joseph, Ruta Kulys, Brad Wolf, Kristoffer Barrington

It has been a little over a month since the Community Support Network (CSN) winter drive, and I still smile at the pictures of the donations. To be honest, I was honored when I was initially approached by CSN Director Ruta Kulys about doing a second winter drive. But as time passed, I got nervous that the donations would be less than last year, substantially less. I think I was also nervous with last year's drive, but with the strong turn out last year, I worried that the bar had been set to high! However, being in the room with all the donations with this second drive left me speechless. Not only were the donations substantial, they were more than we got last year! The CSN director and staff were very excited and elated at the support, and they were very eager to make this an annual event.

It is my hope that this can actually be made into an annual Women In Medicine event, because I think it serves a very important purpose. The CSN program is a community based program that supports individuals with chronic psychiatric diagnoses with the goal of minimizing hospitalization and improving their quality of life. This specific program serves individuals predominantly with psychotic disorders, which over time, can be associated with cognitive diagnoses. Most, if not all of these individuals are on disability. In addition to assisting with medications and housing, CSN can also assist with meals, furniture acquisition, clothing and items necessary for activities of daily living. And so, with recently decreased funding due to state budget issues, donations become even more significant. So, I again extend an enormous thank you to everyone who donated, and encourage continued strong donations with any future CSN winter drives, possibly the 3rd annual CSN drive this year maybe?

Chrystal Joseph



It took three large tables to fit all of the donated goods!
The CSN Winter Party was a great success!

SIU Women in Medicine

February 2017

Articles

Burnout Screen:
[https://
www.bma.org.uk/
burnoutquestionnaire](https://www.bma.org.uk/burnoutquestionnaire)

Stress Screen:
[http://
www.mentalhealthamerica.net/stress-screener](http://www.mentalhealthamerica.net/stress-screener)

Resilience:
www.medschool.ucdenver.edu/resilience

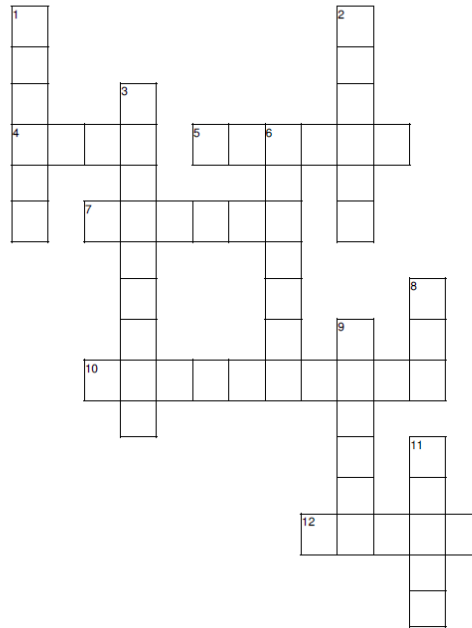
AMWA Resources on Work-Life Balance
<https://www.amwa-doc.org/about-amwa/resources/career-guide/>

AMWA Creating a Work-Life Balance Plan
<https://www.amwa-doc.org/about-amwa/resources/career-guide/creating-a-work-life-balance-plan/>

Work-Life Balance Exercise:
[http://
www.jdblissblog.com/2006/11/
a fun way to im.html](http://www.jdblissblog.com/2006/11/a_fun_way_to_im.html)

Rethinking the Work-Life Equation:
[http://
www.nytimes.com/2016/02/28/magazine/
rethinking-the-work-life-equation.html?_r=1](http://www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html?_r=1)

WIM Crossword Puzzle



Across

4. Virus associated with microcephaly that made headlines
5. Organized CSN Winter Drive for WIM
7. Moderated SIU Diversity week panel discussion on pay gap
10. King Tut in a play in elementary school (WIM Spotlight)
12. Won Nobel Prize for Literature in 2016

Down

1. 2016 Summer Olympics were held in this country
2. New color for SIU School of Medicine logo
3. Originally from the Philippines (WIM Spotlight)
6. Raised partly in the Dominican Republic (WIM Spotlight)
8. Prime minister of the UK as of 2016
9. IM Residency Program Director
11. IM Department Chair

Quotable Quotes

"Every moment wasted looking back, keeps us from moving forward... In this world and the world of tomorrow, we must go forward together or not at all." Hillary Clinton

"The best protection any woman can have ... is courage."
Elizabeth Cady Stanton

Equal Pay in Today's Medical Culture, Madison Marvel

In October of 2016, I put together a panel of female faculty and staff to discuss the gender pay gap. A topic, that at the time, was highly referenced in the media due to the upcoming election. That attention, along with the actions and words of our national leaders, made the topic more important than ever before to bring awareness to during the annual Diversity Enrichment Week (DEW).

The Idea. I have not always been the most “feminist” in my values. I am very traditional in the ideas that women are more nurturing and make better stay at home parents. I even wrote a paper on this during my undergraduate career. However, as I have aged, I have learned of the systemic inequity ranging from gender bias as infants and toddlers to unequal pay as adults and professionals. Just as Dr. McNeese, the Associate Dean for Diversity and Inclusion, was asking for ideas for DEW, a study came out making headlines in AMWA showing growing disparities in pay between males and females. I knew this had to be a topic!

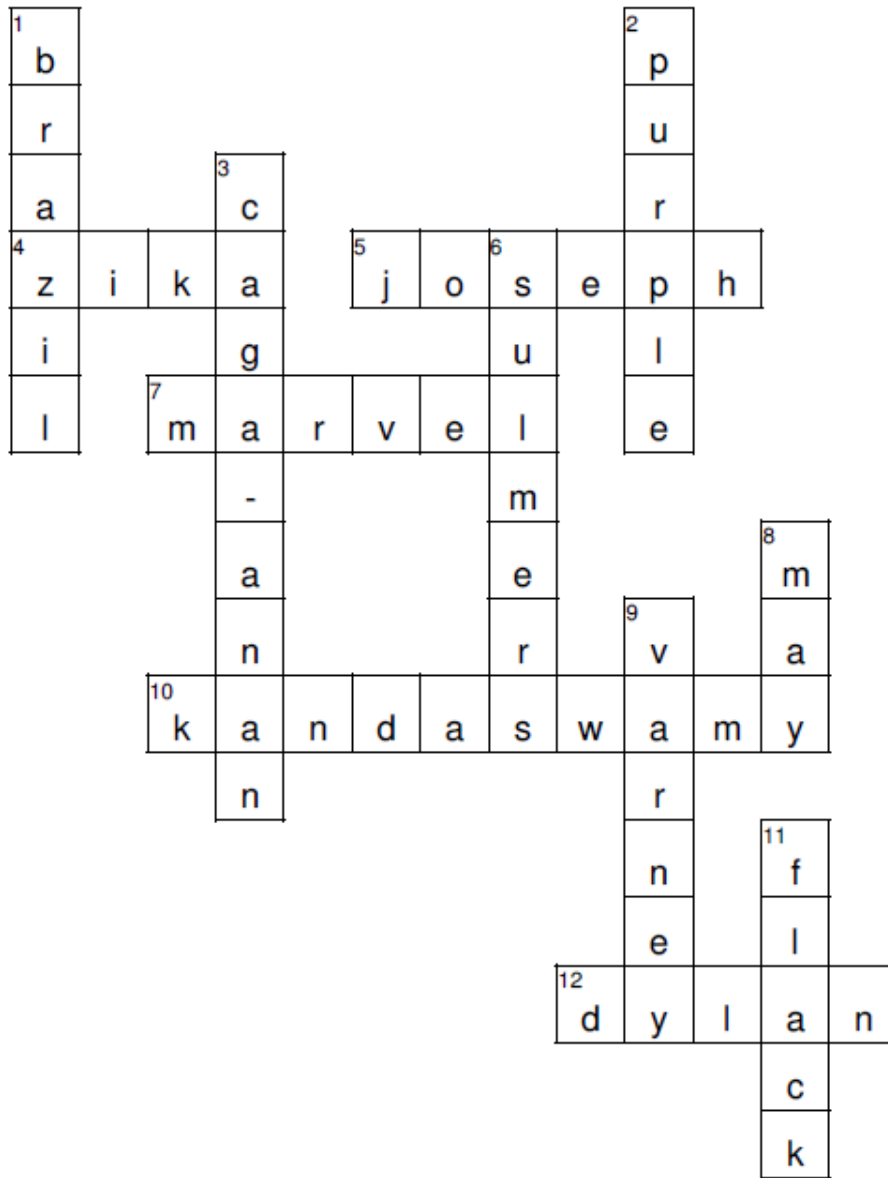
The Preparation. The preparation started 6 months prior to DEW. Along the way, I was able to meet some wonderful, encouraging, and influential women. Dr. Vidhya Prakash, in particular, acted as a mentor on this project, offering advice on the topic and panel members. I was able to invite two other physicians to the panel, Dr. Kari Wolf and Dr. Susan Hingle. Patty Young, a healthcare administrator, and Cary Cheffy, a nurse manager, agreed to serve on the panel as well. I received some unexpected and unprovoked guidance from Dr. Christine Todd who emailed me a paper that she wrote on her experience with gender bias. I was so pleased with the support that I received from people I did not know. Women from across the school came together to share their experiences on the subject, making it evident just how prevalent these injustices are. As I read more and more studies, it was clear that not only is there still a gender pay gap, but also the gap for physicians and medical professionals is widening. With more women than ever going into medical fields, how could this be? We are half a century past the signing of the Equal Pay Act of 1963, and we still do not have equal pay.

The Panel. I want to thank the women who participated on the panel for their honesty and openness. They provided invaluable lessons for medical students, residents, and young physicians as to how to do individually achieve equal pay including knowing the worth of our experiences and practicing negotiations with mentors. They also suggested changes that can be made systemically to improve the problem. They suggested the need for transparency of pay within departments across the USA. They also noted the need to have females in positions of authority to make salary decisions based off of formulas including years of experience, research possibilities, and teaching.

My View. Doing the research required to host the panel made me aware of how grave the disparity is between men and women in the medical field. The most disappointing part is that it is only getting worse. It saddens me to think that people believe that my hard work is worth less than that of a male. It scares me to think that, when I looked up to the audience present at the panel, 95% were female. Finally, it encourages me to know that so many women are ready to mentor and advise the younger generation through this journey that should have ended half a century ago. I will not allow this to be true another half a century later.



WIM Crossword Puzzle

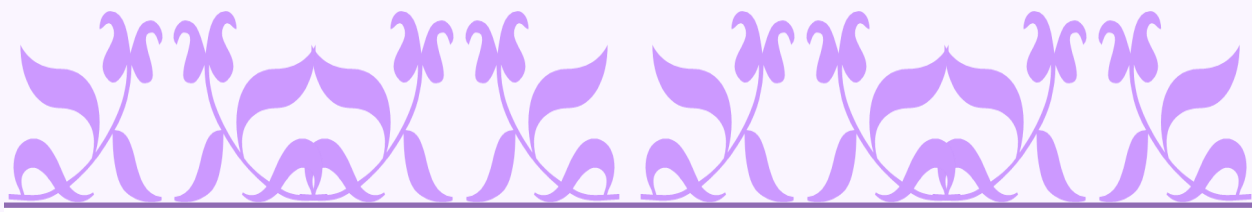


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Women In Medicine Student Spotlight: Christine Sulmers



LEFT to RIGHT: With her mother, with her sister Camille, with her mother and sister Camille, with her Aunt Dolores, with her cousins Laura and Isaura, with her Uncle Thomas

Born: Born in Brooklyn, NY & raised partly in the San Cristobal, Dominican Republic & New York City

Birthday: August 31, 1988

Family: I have a very LARGE family (I AM THE YOUNGEST OF 8), majority of my family on my mother's side lives on the island, while those on my dad's side is pretty scattered across the U.S. I've included those who I am closest with. Mom: Maria Febrier (Dominican), Dad: Dalton Sulmers (Haitian), passed away 11 years ago, Sister: Camille Maldonado, Aunt & Uncle: Dolores & Tomas Febrier, Cousins: Laura Febrier & Isaura Luna.

Favorite Book: Black Man in a White Coat: A Doctor's Reflection on Race & Medicine (Damon Tweedy)

Hobbies: Hip Hop Step, Shopping, Catching up on reality TV, Face-timing w/ Family, Traveling

Personal Hero: Mom & Sister, they continually make sacrifices just so that I can live my dream

Most Embarrassing Moment: 1. I was running for Office in College and gave my speech to a very large crowd not realizing that my fly was down the ENTIRE TIME. I thought people were laughing at my punch lines when they were really laughing at the fact that I was partially exposed!! 2. This was more embarrassing to someone else but the entire situation was directed to me. At first glance most people who look at me would not think that I am Hispanic. While on a Bus in NYC a woman decided to speak to her friend about me in Spanish not knowing that I understood every word she was saying, I let her go on for almost 15 minutes and 2 stops before I was to get off I said "Permiso Senora, pero que yo te hice para que tu me estas ofendiendo" (excuse me Ms, what have I done to you, for you to be offending me). She turned every shade a red and then went straight into tears apologizing for her comments.

Proudest Moment: Defeating the odds around me and matriculating into Medical School.

Why She Loves Being a Woman in Medicine: I love that I get to work with other strong, smart and talented Women and being blessed to be in a field where I get to take care of patients all day long.



Women In Medicine Resident Spotlight: Shakthi Kandaswamy



Shakthi and her Mom and Dad
at the Everglades

Born and raised : I was born in India and raised in India, UK and the US.

Birthday: August 1st, 1990

Family : We are a small nuclear family-just my mom, dad and me! Although I wish I had siblings. :)

Favorite books : Eragon, Harry Potter, Anne of Green Gables, Alanna: The First Adventure, The Kite Runner and many many more!

Hobbies: Listening to music, Reading books, Writing, Poetry, Dancing, watching movies, Netflix/Youtube

Proudest moment : Winning a merit award in school from the president of the United States!

Personal hero: My mother and my grandfather.

Most embarrassing moment: I was King Tut in a play in elementary school and I fell off stage during the finale. :)

Why she loves being a woman in medicine: The compassionate relationship we share with our dear patients!

Women In Medicine Faculty Spotlight: Rexanne Caga-anan



L-R: “fangirling” at Highclere Castle; with her husband in Santorini; with her parents, brothers & husband in Cebu

Born and raised: in Cebu City, Philippines. I moved to the US for IM residency in 2010.

Birthday: September 28, 1983 at 00:00. I was born on my mother’s birthday, so I was named after her (Rex). Otherwise, my name would have been Zoraida.

Family: My parents are retired CPAs who now operate the family business. They are self-made people who taught me about hard work, sacrifice, integrity and faith in God. My two younger brothers are brilliant: one is a Chemical Engineer, and the other is a CPA. They taught me that love exists in different forms, even in the form of pranks (that unfortunately continue until now). Six years ago, I married a most wonderful man, my soulmate, and he taught me that together, we can overcome anything.

Favorite books: Les Miserables by Victor Hugo, The Lord of the Rings Trilogy by J.R.R. Tolkien, The Godfather by Mario Puzo, The Bourne Trilogy by Robert Ludlum, Kane and Abel & The Prodigal Daughter by Jeffrey Archer, (just to name a few). I also read a LOT of fanfiction.

Hobbies: Indulging in my eclectic taste in movies, TV shows, and music. “Fangirling”. I love photography and finding beauty in anything. I love to sing and dance, but that does not mean it is an enjoyable experience for any audience. My husband and I love to travel. Near or far, we love exploring and making memories. And eating.

Proudest moment: The proudest moments in my life are filled with the achievements of my loved ones. Their happiness is my own.

Personal hero: My life has been shaped by the influence of numerous individuals whose impact I experience on a daily basis. I take a part of them with me in whatever I do, wherever I go.

Most embarrassing moment: My life is a series of bloopers. I give out wrong directions a lot.

Why she loves being a woman in medicine: To practice medicine in itself is already a great privilege. Being a woman practicing medicine makes the experience more rewarding. I love breaking down stereotypes and showcasing my strength— not by force or domination, but by steadfast determination and willpower. At the same time, I freely reveal my nurturing and compassionate side, never thinking of it as a weakness. I am grateful for the path that the pioneering women in medicine have paved for us. It hasn’t been easy, and it continues to be filled with challenges. We should recognize and believe in our worth and importance, make our voices heard, push the boundaries, challenge ourselves, lift each other up, embrace progress, and stay true to our values and principles.