

THE AWIMS ADVISOR

News from the Alliance for Women in Medicine and Science

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Editors: Dr. Vidhya Prakash, Ms. Lynn Weaver and Mr. Steve Sandstrom

Spreading Our Wings

Dear Colleagues,

We extend greetings in the new year as we reflect on events from the one just concluded. In that time, we honored our exceptional staff and faculty with a library display during September's AMA Women in Medicine Month. We continue to have a strong footprint in our community, hosting a very meaningful event at



The Outlet in Springfield. We are also having important discussions around mindfulness and on the salient topic of sexual harassment in the health care workplace. Our horizons are expanding regionally and nationally through involvement with other institutions, namely the University of Minnesota, as well as AMWA and GWIMS. We are ever grateful for your ongoing support as you champion us on this incredible journey.

Sincerely,

Vidhya Prakash, MD, FACP, FIDSA
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.



Discussion on the Impostor Phenomenon



The Department of Pediatrics Women in Leadership (WIL) group invited Dr. Vidhya Prakash to discuss the [Impostor Phenomenon](#) on September 6th. The evening was filled with lively and engaging discussion about the basic definition of the Impostor Phenomenon followed by characteristics traits of individuals who experience these feelings. The conversation was heartfelt, authentic and uplifting. Do you think you experience impostor feelings? Take the test to find out: [Clance IP Scale](#)

The WIL group (pictured at right at a [Girls on the Run](#) event) consists of Pediatrics faculty and trainees who meet periodically to discuss important issues relevant to women in medicine, science and leadership. In addition, this fantastic crew, led by Dr. Jody Lack, Dr. Haneme Idrizi and Dr. Tracy Lower, is involved in advocacy for worthy groups in the community.



CWIMS Retreat at University of Minnesota

Center for Women in Medicine & Science



The University of Minnesota held its second annual Center for Women in Medicine and Science (CWIMS) Retreat on September 26th. After an inspiring Q&A session with the Dean, Dr. Jakub Tolar, participants were able to attend breakout sessions on topic ranging from promotion and tenure, innovation and entrepreneurship, resilience and strategic career development. Dr. Vidhya Prakash was honored with an invitation to join the CWIMS External Advisory Board to help with strategic planning. It is truly empowering to look forward to collaborating with other phenomenal women in medicine groups like CWIMS!

MINDFULNESS RETREAT



AWIMS members joined members of the community in September 2019 for a life-changing retreat on mindfulness. Ms. Bridget Rolens, a mind-body health educator from HSHS St. John’s Hospital Mind-Body Health Services, guided participants through numerous interactive exercises including breathing, mindful body scan, and mindful walking. She emphasized the importance of focusing the mind on the present with “openness, receptiveness, and interest.” Bridget’s profound message that “pain is inevitable; suffering is optional,” truly struck a chord with all.

Highly recommended resources include [Palouse Mindfulness](#) and the book *The Happiness Trap: How to Stop Struggling and Start Living* by [Russ Harris](#). Please also visit St. John’s Hospital Mind-Body Health Services [website](#).



The Three Steps of “Dropping Anchor”

1. Acknowledge Your Thoughts & Feelings
2. Get Into Your Body
3. Refocus Your Attention

Women in Medicine Summit in Chicago



AWIMS helped sponsor the first-ever Women in Medicine Summit September 20-21 in Chicago. “An Evolution of Empowerment” was an educational CME activity to promote advocacy for women in medicine and science. The two-day conference included numerous renowned national and international leaders discussing topics such as negotiation, sexual harassment, participating in national organizations and leadership.

Other notable highlights included a HeforShe panel and Dr. Pauline Clance’s presentation on “The Impostor Phenomenon,” the self-induced feeling of professional inadequacy she first identified in 1978 (see page 2). Dr. Vidya Sundareshan and Dr. Vidhya Prakash were an integral part of the steering committee. We look forward to supporting another successful conference in 2020.



Above: An artist created infographics of each session.
Right: Pauline Clance and Vidhya Prakash

Cooking for The Outlet



Left to right: Hamadi Murphy, PGY-3, Nana Cudjoe, PGY-3, Sumi Rebeiro, PGY-3, Nicole Abbot, PGY-5, Marlon Brown, MS4, John Roxborough, PGY-3. Not pictured: Grace Kumor from the Culinary Group, MS3

SIU Medicine AWIMS and SIU Culinary Interest Group collaborated to provide a nutritious meal and helpful advice to a very special group of boys at The Outlet in Springfield! The Outlet is a local nonprofit that focuses on mentoring fatherless young men in the city.

Thanks to our exceptional team members (pictured) and to Dr. Nana Cudjoe and Ms. Grace Kumor, MS3, for their outstanding leadership in making this special event a success. Many thanks also to Dr. Leslie Smith for her guidance.

For more information about The Outlet, visit <https://theoutletillinois.org/>

Sexual Harassment in the Health Care Workplace



Dr. Christine Todd and Dr. Betsy Hopkins facilitated an engaging and productive discussion on sexual harassment in the health care workplace. According to the 2018 report “Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine,” more than 60% of female university employees experience some form of sexual harassment. Participants discussed the importance of formal harassment education, requiring more interactive and honest discussions in addition to mandated online training. The need for bystander intervention training was also emphasized. The next session will focus on how to be an effective ally and will take place at noon, January 16 in the Stevenson Conference Room (videoconferenced to Carbondale-Lindegren 303, Quincy Group Room and Decatur FCM). We challenge females to bring a male ally. Lunch will be served; RSVP to [Vidhya Prakash](#).

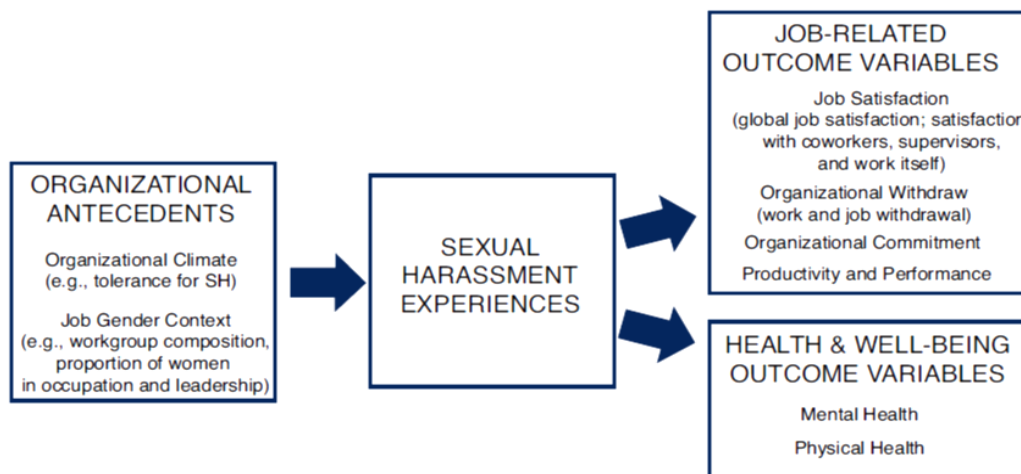


FIGURE 4-1 Visual representation of antecedents and outcomes from sexual harassment. SOURCE: Adapted from Willness, Steel, and Lee 2007.

SEXUAL HARASSMENT

Recognizing All Types

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

sexual assault

rape

unwanted groping or stroking

PUBLIC AWARENESS

GENDER HARASSMENT

relentless pressure for sex

nude images posted at work

unwanted sexual discussions

sexually humiliating acts

relentless pressure for dates

sexual insults
e.g., "for a good time call...",
calling someone a whore

offensive sexual teasing

offensive remarks about bodies

sexist insults
e.g., *women don't belong in science*

sabotage of women's equipment

obscene gestures

gender slurs
e.g., "pu**y"

vulgar name calling
e.g., "slut," "bitch," c**t"

insults to working mothers
e.g., "you can't do this job with small kids at home"

#ScienceToo

www.nationalacademies.org/sexualharassment
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Children's Holiday Store



Ms. Dawn DeFraties, Ms. Patrice Jones , Dr. Vidhya Prakash and Ms. Lesley Barfield volunteered at the Children's Holiday Store through the Mini O'Beirne Crisis Nursery on December 2. As a bonus, they were reunited with Dr. Regina Kovach, president of Mini O'Beirne's board of directors!

The mission of the Children's Holiday Store is to teach children the joy of giving to others. It was incredibly gratifying to help several adorable children from the community pick out gifts for their loved ones. The team even got to help the children wrap the gifts! All in all, it was a wonderful way to spend an evening.

If you are interested in learning more about the Mini O'Beirne Crisis Nursery or about the Children's Holiday store, please visit their [website](#). If you would like to volunteer at the Children's Holiday Store, please contact [Ms. Patrice Jones](#).



AMA's Women in Medicine Month

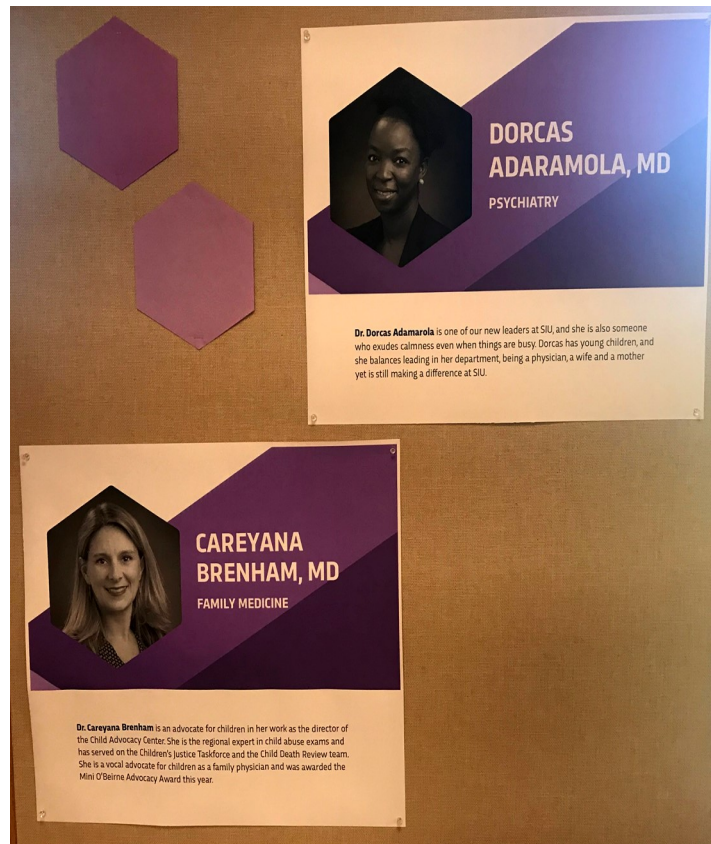
September was AMA's Women in Medicine month. In honor of the 2019 theme, "Trailblazers, Advocates and Leaders," AWIMS members were tasked with nominating individuals who embodied these ideals. All nominees were honored through a display masterfully executed by Mr. Steve Sandstrom in the medical library.

Some quotes from nominators:

Trailblazer: Dr. Wendi El-Amin has been a guiding light at our institution as the Associate Dean for Equity, Diversity and Inclusion and is truly putting SIU on the map with the numerous initiatives she is championing with inspiring and visionary leadership.

Advocate: Dee Kirby is a true advocate for patients and employees, and she leads by example. Dee works hard to fix problems on a weekly basis and is always about doing the right thing.

Leader: Laurie Ryznyk has been a phenomenal leader of the Physician Assistant Program – in its growth and development as a national leader. In addition, she is a state, regional and national leader in the area of Human Trafficking Awareness.



Trailblazer

Dr. Debra Klamen

Dr. Susan Hingle

Dr. Leslie Smith

Dr. Wendi El-Amin

In memory of Dr. Penny Tippy

Advocate

Ms. Dee Kirby

Dr. Leslie Smith

Dr. Susan Hingle

Dr. Janak Koirala

Dr. John Flack

Dr. Careyana Brenham

Leader

Dr. Dorcas Adaramola

Dr. Susan Hingle

Dr. Laura Shea

Dr. Kari Wolf

Dr. Hilary Sanfey

Dr. Debra Klamen

Laurie Ryznyk, PA-C

Dr. Jan Rakinic

Dr. Dana Crosby

Dr. John Mellinger

Dr. Janet Patterson

AWIMS Mentorship Mixer



AWIMS hosted its second Mentorship Mixer on November 18th. The turnout was excellent and mentors and mentees engaged in very stimulating discussions. Mentees were challenged to reach out to at least one mentor they connected with, as literature supports the mentee driving successful mentor-mentee relationships. Special thanks to our incredibly committed mentors who participated in the mixer:

Dr. Leslie Smith

Dr. Anna Cianciolo

Dr. Andrew Wilber

Dr. Elizabeth Nielsen

Dr. Vanessa Williams

Dr. John Mellinger

Ms. Heather Whetsell

Dr. Christine Todd

Dr. Haneme Idrizi

Dr. Heeyoung Han

Dr. Sookyung Suh

Patricia Klos, APRN

Ms. Julie Robbs

Dr. Diane Hillard-Sembell

Dr. Wendi El-Amin

Dr. Jan Rakinic

Key articles on Mentorship:

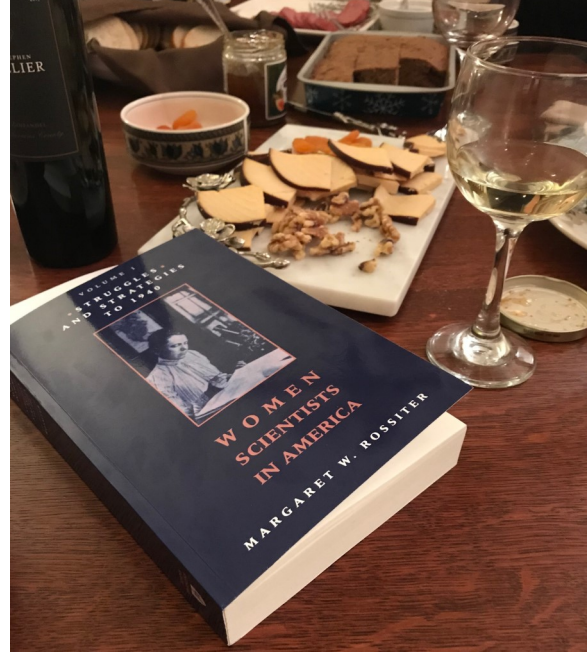
[Emory University Mentorship Toolkit](#)

[Making the Most of Mentors: A Guide for Mentees](#)

[Mentoring in Academic Medicine](#)

If you are interesting in serving as a mentor and/or are interested in mentorship, please contact [Dr. Sana Waqar](#) or [Dr. Andrew Wilber](#).

AWIMS Book Club



Dr. Anna Cianciolo hosted the first-ever AWIMS Book Club on November 24th. The evening included a scrumptious spread prepared by Dr. Cianciolo and scintillating discussion about volume 1 of Margaret Rossiter's [*Women Scientists in America*](#). It was an inspiring night as the group reflected on the brave women scientists who forged ahead despite consternation from a society whose expectations of women included child rearing and maintaining a household. We look forward to future book clubs as we continue to make our way through this masterfully written book.



Articles

[All Female Flight Crew Took 120 Girls to NASA](#)

[Where Women Fall Behind at Work: The First Step Into Management](#)

[Equality Can't Wait](#)

[What Will It Take to Improve Diversity at Conferences](#)

[Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine](#)

[Reducing Patient and Healthcare Provider Stress: Using Writing as a Healing Tool in Everyday Clinical Practice](#)

Many thanks to Dr. Nana Cudjoe, Dr. David Steward, Dr. Susan Hingle, Dr. Hilary Sanfey and Ms. Laura Worrall for the articles.

Department of Pediatrics All-Female Floor Team “WONDER WOMEN!”



Clockwise from left: Dr. Jody Lack, Dr. Monica Abdelnour, Rachel Christopherson, MS3, Dr. Aya El Jerbi, Dr. Sarah Hutchings, Dr. Usha Ravi, Dr. Sarah Majcina, Katie Reed, FNP.

Quotable Quotes

“Do the best you can until you know better. Then, when you know better, do better.” [Maya Angelou](#)

“If we march the long road to freedom in hatred, what we find at the end is not freedom but another prison.” [Aung San Suu Kyi](#)

Illinois Women in Leadership Symposium



AWIMS sponsored three individuals to attend the Illinois Women in Leadership (IWIL) Symposium in September 2019. Dr. Chaya Gopalan, Dr. Amber Fifer and Ms. Carolyn Holmes represented SIU exceptionally well. The symposium was a tremendous success and clearly, our team members took away some key lessons and pearls.

“Dr. Bertice Berry [pictured at right with Dr. Chaya Gopalan] was absolutely amazing! I teared up several times during her presentation. She gave my favorite quote of the day: **‘I want women to be as loved at work as they are at home and as respected at home as they are at work.’** That really spoke to me. Also related to this, Dr. Berry spoke about how we, as women, tend to minimize our achievements in order to avoid hurting the feelings of others in our home. This is not a good example for our children. When Dr. Berry realized this, she went home and hung up all her honorary doctorates and told her family, ‘You want to live here, you keep up with me!’

I also particularly enjoyed the talks by FBI Agent Michelle Sutphin and my fellow IRB member, Julie Davis.” *Amber Fifer*

“Dr. Bertice Berry was simply amazing. Her personal stories and energizing messages were entertaining throughout her presentation and had everyone glued to their seats. In this technology-dominant era, it is very difficult to engage an audience 100 percent of the time but during Dr. Berry’s presentation, no one was accessing phones! When the guests were told that she was going to host one of the breakout sessions and only 40 could attend, everyone rushed to get a seat. I was fortunate to get one for the Q&A setting, filled with lots of great tips and tools. I had a chance to chat with her afterwards and learned she was traveling to St. Louis that afternoon. I volunteered to drive her to extend our opportunity for a one-on-one talk. I now treasure the rich dialogue that took place in the car.

I also had a chance to talk to several other attendees at the conference who were all very kind and caring. The exhibitions and the free goodies were a fun experience.” *Carolyn Holmes*

Research and Recognition

Journal Club articles recently reviewed

Okike et al. "[Orthopaedic Faculty and Resident Sex Diversity Are Associated with the Orthopaedic Residency Application Rate of Female Medical Students.](#)"

Salles et al. "[Estimating Implicit and Explicit Gender Bias Among Health Care Professionals and Surgeons.](#)"

Publications:

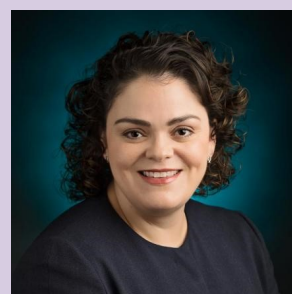
Anne Scheer and Vidhya Prakash. Chapter 9, Advancing Women's Rights from Within: The Story of The Alliance for Women in Medicine and Science. In [Gender and Practice: Knowledge, Policy, Organizations,](#) Advances in Gender Research, Volume 28, 163–180, 2020 by Emerald Publishing Limited

RECOGNITION

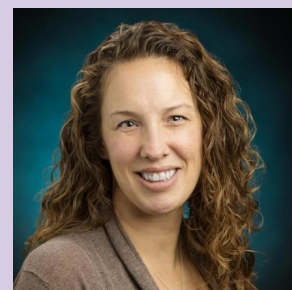
Dr. Susan Hingle's portrait is gracing the walls of the Department of Medicine! In addition to her remarkable tenure as department chair, Dr. Hingle is also known for her leadership at a national level through the ACP and for her invaluable mentorship and sponsorship of multiple individuals.



Congratulations to Dr. Haneme Idrizi for being accepted to attend the AAMC Mid-Career Women Faculty Leadership Development Seminar.



Dr. Erin Hascup is the new Director of the SIU Center for Alzheimer's Disease and Related Disorders (CADRD).



Women in Medicine Spotlight

John Mellinger



Role at SIU Medicine: Director, Leadership and Excellence, Center for Human and Organizational Potential, Vice Chair, Department of Surgery, Chair of General Surgery

Born and Raised: Born Jersey City, NJ, raised mainly in Cleveland, OH area

Birthday: May 28, 1958

Family: Wife of 35 years (Elaine), 4 married children, 10 grandchildren

Favorite Books: The Bible, The Divine Conspiracy by Dallas Willard, any biography

Hobbies: Reading, spending time with my spouse, fly-fishing

Proudest Moment: Fatherhood

Personal Hero: My father-in-law; he loved people more than anyone I have met

Most Embarrassing Moment: Spilling a whole latte on the poor man in Row A, seat 1 as I boarded an airplane...the longer version of the story is pretty funny (now but not then!)

What is your advice for achieving work-life balance? View it as a rhythm, or an orchestra with different sections playing loudest at different times. That is a more realistic image for my experience than balance. Learn to practice sabbaths or times away from your routine regularly.

What is the best piece of advice a mentor gave you? Spend some time early in your career thinking about what you might want to do later in your career, and what you could be doing now to prepare for that option. Explore those areas in small ways to find your areas of passion and flow.

What is your unique contribution to Women in Medicine and Science? Probably nothing unique, but I very much enjoy encouraging others, and see the work of AWIMS as critical to our mission. Anything I can do to encourage its continued impact is a privilege.

Women in Medicine Spotlight

Stacy Grundy



Stacy is pictured at center above and at left in the righthand photo.

Role at SIU Medicine: Assistant instructor in the Department of Population Science and Policy

Born and Raised: Born and raised in Hodges Park, Illinois. It's a small town in Alexander County, near Cairo.

Birthday: June 13

Favorite Books: *All About Love: New Visions* by Bell Hooks and *Family* by J. California Cooper

Hobbies: Traveling and curating exhibits in my museum, Route History

Proudest Moment: Being accepted as a 2020 scholar for the University of South Florida Institute for Translational Research Education in Adolescent Drug Abuse

Personal Hero: My mother, Shirley. Her constant examples have always taught me right from wrong. She has laid markers for my pathway that will last a lifetime. I am her garden.

Most Embarrassing Moment: In middle school, my basketball team played in the regional championship. As we ran out of the locker room, I slipped and fell. The rest of my teammates just jumped over me and kept running. I was so embarrassed that I went and sat in the bleachers. We ended up winning the championship though.

What is your advice for achieving work-life balance? I do not take work home. I wear multiple hats (doctoral student, full-time SIU employee, entrepreneur, etc.), and I have to create boundaries to ensure that I am meeting all of my obligations without losing myself.

What is the best piece of advice a mentor gave you? Always remember to cultivate your relationships. Education provides you a seat at the table, but relationships can be the force that propels you to that dream job/opportunity.

What is your unique contribution to Women in Medicine and Science? Before joining the SIU SOM team, I served as a director for state and local public health programs. My expertise is in developing, implementing, and evaluating evidence-informed public health practice and my experiences enhance my work with AWIMS.

Women in Medicine Spotlight

Betsy Hopkins, PhD



Role at SIU Medicine: Assistant Professor, Medical Humanities, SIU Clinical Ethicist

Born and Raised: Cynthiana, Kentucky

Birthday: September 23, 1977

Family: My sons, Gabriel and Trace

Favorite Books: *To Kill a Mockingbird*, *The Harry Potter Series*, *The Second Sex*, *The Immortal Life of Henrietta Lacks*, *Animal Farm*

Hobbies: Singing, dancing, coaching my sons' soccer team, watching TV, working out, listening to books

Proudest Moment: The day my sons were born. Also when I graduated with my doctorate.

Personal Hero: My mom

Most Embarrassing Moment: When I was 5, I vomited at a mall and a woman slipped in it. My sister stood in a corner far away from my mother and me, and tried not to let anyone know she was related to us.

What is your advice for achieving work-life balance? Everyone needs time to just be themselves. For me, I listen to music or watch a good TV show to decompress. I hope everybody has that something that keeps them happy, whatever it may be.

What is the best piece of advice a mentor gave you? Be your authentic self. Take the passion you have and live it.

What is your unique contribution to Women in Medicine and Science? Given my areas of study (Gender Identity Ethics) and my own gender identity (gender queer), I believe I bring a new insight for the SIU community when it comes to LGBTQIA identities. I think it's vital to hear and learn about this community, my community, and I enjoy bringing that perspective into the work place.

AWIMS Advisory Board



Left to right:

Wendi El-Amin
John Flack
Susan Hingle
Kari Wolf

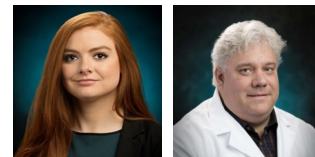
Debra Klamen
David Steward
Hilary Sanfey
John Mellinger

Vidhya Prakash
Douglas Carlson
Jody Lack
Donald Torry

AWIMS Executive Committee

Education

Natalie Dougherty and Robert Robinson



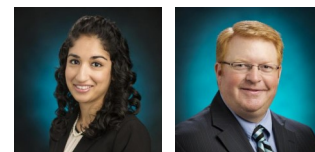
Research

Heeyoung Han and Stacy Grundy



Mentorship and Career Advancement

Sana Waqar and Andrew Wilber



Mindfulness and Wellness

Christine Todd and Betsy Hopkins



Community Engagement

Patrice Jones and Nana Cudjoe

