

THE AWIMS ADVISOR

News from the Alliance for Women in Medicine and Science

May 2020

CONTENTS

- 2 Power!
- 3 Visit to University of Connecticut
- 4 1000 Women Strong
- 5 Winter Warming Center
- 6 Articles and Quotes
- 7 Gender Equity Panel
- 8 Parents Who Lead
- 9 Workplace Harassment
- 10 Wellness Forum on COVID-19
- 11 Women's History Month
- 13 Research and Recognition
- 14 Spotlight Series
- 18 Advisory Board and Executive Committee

Editors:

Dr. Vidhya Prakash
Ms. Lynn Weaver
Mr. Steve Sandstrom

Dear Colleagues,

I never imagined that I would be writing to you in the midst of a pandemic. The fact that I would be typing from my laptop at home to practice social distancing was something I never fathomed. Balancing work with two children who are now participating in virtual classes from home was also not anticipated. Amidst the chaos and confusion, I have learned to appreciate moments of beauty and grace during this uncertain time. Members of the AWIMS family supporting each other with words and gestures of comfort and hope renewed my faith in humanity. Our deep-seated commitment to our patients and Herculean efforts to continue to provide them with the best care have been humbling. We are good for each other and our community in crisis. I remain proud and privileged to be a part of this tremendous alliance.



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.



Power!



AWIMS had the distinct privilege of hosting a session on power by Mrs. Jennifer Schoats Flack, founder and principal of [The Capital City Deal Lawyer](#). Mrs. Flack gave a riveting presentation on how power is exchanged, earned, surrendered and even stolen. Her personal anecdotes and inspiring illustrations (created by none other than her daughter, a magnificent artist) made for a truly captivating hour.

Key takeaways from our audience members:

“People can steal your power without you even knowing it.”

“I learned my thoughts, true or untrue, can steal my power. I also came to an appreciation that even highly successful individuals are, at times, filled with self-doubting thought.”

“It is important to go to your power source often to balance your life.”

“Figure out what hurt you in the past. Acknowledge it, forgive it, and then let it go. It will be empowering.”

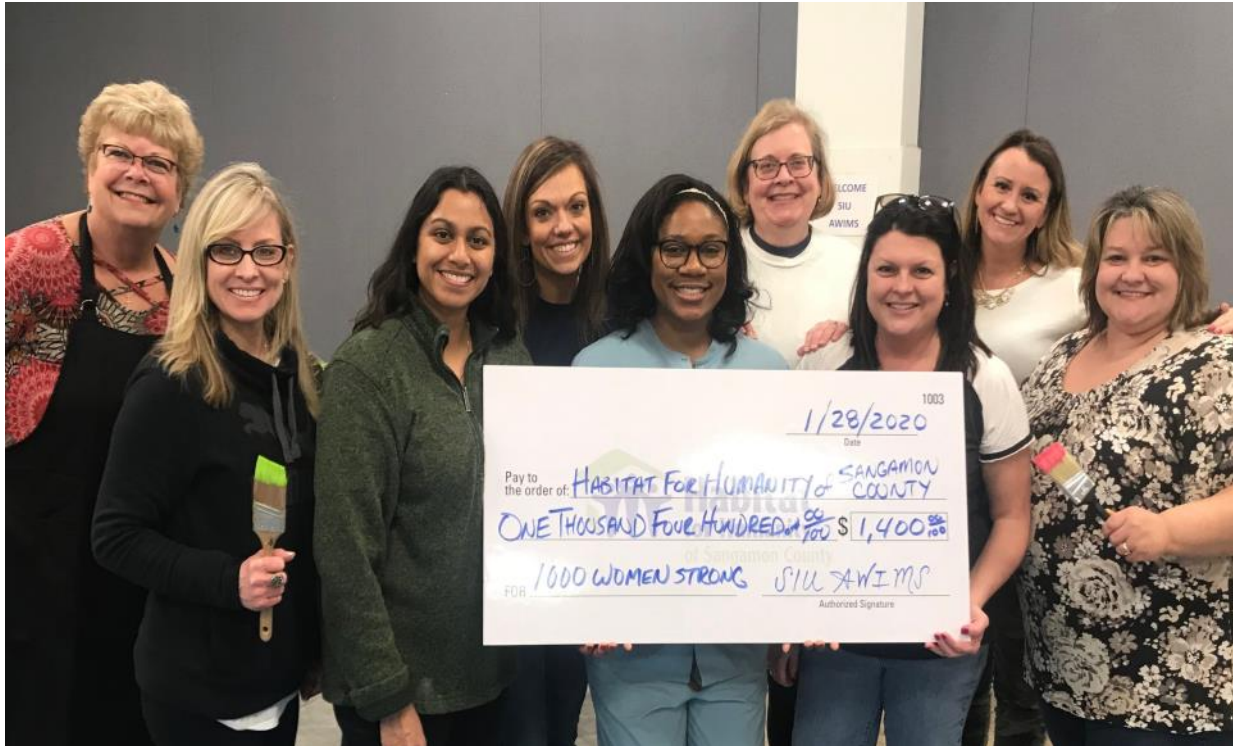
UCONN launches WIM Group



Dr. Vidhya Prakash (first row, second from left) was honored with an invitation to speak on the topic of adaptive leadership at the University of Connecticut's (UCONN) Women in Medicine (WIM) retreat. UCONN's newly established WIM Group, established by Dr. Arundati Rao (first row, second from right) seeks to engage physicians in meaningful dialogue around gender equity. AWIMS prides itself on doing its part in promote and champion budding WIM programs.

1000 Women Strong

AWIMS raised \$1400 for [Habitat for Humanity's](#) 1000 Women Strong program! Team members put their artistic skills to good use during Paint Night, painting the very studs that will be used in the frame of the home built for a very deserving family.



1000 Women Strong participants include:

- | | |
|-------------------------|-------------------------|
| Ms. Jennifer Santarelli | Ms. Brittini Mitchell |
| Dr. Tracey Smith | Ms. Andrea Mumaw |
| Dr. Aysha Rafaquat | Ms. Tia Wessel |
| Dr. Susan Hingle | Ms. Lisa Mueller |
| Dr. Vidhya Prakash | Ms. Catherine Brower |
| Ms. Mary Stewart | Patricia Klos, APRN |
| Ms. Amy Gustafson | Erica Maduakolam, MS IV |

Our 1000 Women Strong team looks forward to building the home!

Winter Warming Center



In order to meet social distancing requirements, Springfield’s Winter Warming Center for our homeless population moved to The Salvation Army’s Clear Lake facility. Recognizing the importance of serving our community, several AWIMS members contributed to providing hot meals for a great group of people on consecutive evenings.

Menu items the first night included chicken noodle soup and crackers, salad, rolls, and brownies. The next night pizza, salad, and dolcins were served. Special thanks to Ms. Patrice Jones for coordinating the effort and to our volunteers.

Ms. Jeanette Waters

Ms. Patrice Jones

Ms. Katherine Moore

Dr. Anna Cianciolo

Dr. Vidya Sundareshan

Dr. Jan Hill-Jordan

Ms. Denise Kauffman

Ms. Jane Morrissey

Ms. Madison Kauffman

Ms. Dee Kirby

Ms. Shelia Coleman

Dr. Susan Hingle

Dr. Vidhya Prakash

Dr. Sacharitha Bowers

Articles

[Talking about COVID-19: A Call for Racial, Economic, and Health Equity](#)

[The Impact of COVID-19 on Gender Equality](#)

[What Does Coronavirus Mean for Violence Against Women?](#)

[Ending Gender Harassment in Medicine](#)

[Are You Ready to Serve on a Board?](#)

[How to Reduce “Attention Residue” in Your Life](#)

[Causes of Physician Burnout Differ by Generation; So Do Coping Strategies](#)

[Women in the Workplace 2019 Report](#)

[How to Leave Work at Work](#)

Special thanks to Dr. Susan Hingle, Ms. Laura Worrall, Dr. Vidhya Prakash, and Ms. Lori Williams for suggesting these articles.



Fun times at AWIMS Book Club, hosted by Dr. Anna Cianciolo! From left to right: Dr. Anna Cianciolo, Dr. Vidhya Prakash, Dr. Susan Hingle, Dr. Heeyoung Han, Dr. Sookyung Suh and Cynthia Bednarchik, APRN

Quotable Quotes

“That’s why we women have to lift each other up — not to replace men at the top of the hierarchy, but to become partners with men in ending hierarchy.” - Melinda Gates, *The Moment of Lift*

“What’s natural is the microbe. All the rest — health, integrity, purity, if you like — is a product of the human will of vigilance that must never falter.” - Albert Camus, *The Plague*

Gender Equity Panel



On February 20, AWIMS hosted a panel discussion on gender equity. Panelists included our Dean, Dr. Jerry Kruse, Dr. Wendi El-Amin, Dr. Susan Hingle, Dr. Douglas Carlson, and visiting professors Dr. Barrett Fromme (University of Chicago School of Medicine) and Dr. Geeta Singhal (Baylor College of Medicine).

Dr. Vidhya Prakash shared startling data on the lack of career advancement and pay parity for women in medicine and science. What followed was a truly remarkable discussion among our panelists, filled with personal stories about what inspired them to become gender equity champions. They also proposed solutions for creating meaningful and lasting change, and offered advice for all who want to be included in the ongoing quest for gender equity.

Parents Who Lead



Dr. Alyssa Westring from DePaul University presented an interactive session on "[Parents Who Lead](#)," based on her book co-authored with Dr. Stewart Friedman. Sponsored by The Parents Group @ SIUSOM, participants had the opportunity to discuss their values in professional and personal realms and further, determine how they would spend their time to fulfill their goals. Special thanks to Dr. Dorcas Adaramola and Christine Jarmer, RN, for coordinating this session.



Workplace Harassment: How to Be an Effective Ally



Dr. Christine Todd and Dr. Betsy Hopkins conducted another phenomenal session on workplace harassment. The second session in the series focused on how to be an effective ally. Dr. Todd and Dr. Hopkins led an interactive discussion focusing on cases of gender harassment, using examples from the literature. A rich, enlightening discussion ensued. We look forward to more thought-provoking discussions on harassment with a focus on building alliances and solutions.

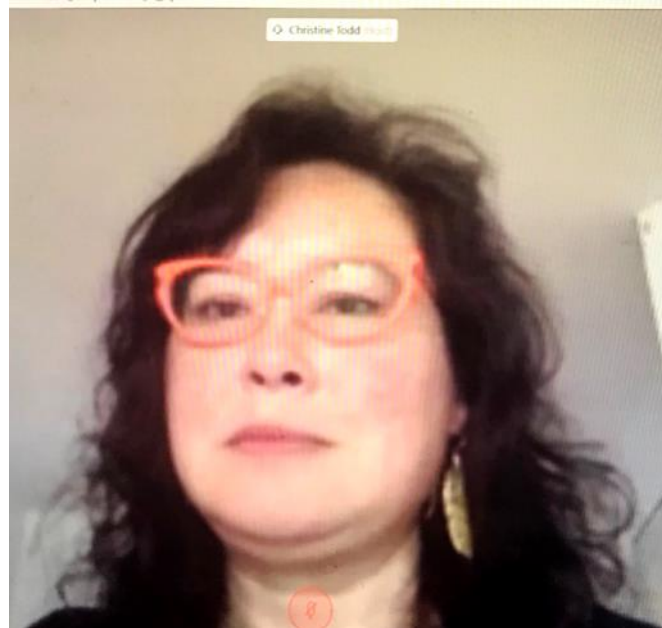
Key takeaways from participants:

“Thinking about the difference between misogynistic and sexist comments.”

“Silence is complicity. If you don't stand for those who need it, who will stand for you when YOU need it?”

“I need to learn to speak up in real-time when I witness inappropriate behavior.”

Wellness Forum on COVID-19



The Department of Medical Humanities, cHOP, and AWIMS hosted the first virtual SIU Wellness Forum on April 14th. Dr. Christine Todd and Dr. Betsy Hopkins, co-chairs of the AWIMS Mindfulness and Wellness initiative, co-hosted the sessions.

Participants contributed to an honest discussion about challenges faced during COVID-19 including balancing work from home with caring for children, finding meaning in our work, and maintaining meaningful connections with our work family members. We also had a great discussion about masks. Several dedicated SIU members expressed interest in donating homemade masks to our community members. We look forward to many more heartfelt discussions during future Wellness Forums.

Women's History Month exhibit



In honor of [Women's History Month](#) in March, Dr. Christine Todd organized a special display in the Medical Library, "Because of Her..." Dr. John Mellinger, Dr. Kevin Dorsey, Dr. Gary Rull and Dr. Todd shared touching personal stories of key women in medicine and science who inspired them. They are reprinted here. Special thanks to Mr. Steve Sandstrom and Ms. Taran Ley for making the exhibit possible.



In my college years, I had the opportunity to twice hear speak, and once meet, a woman named **Helen Roseveare**. Dr. Roseveare was an amazing and pioneering global health worker who dedicated the majority of her life to serving in the Congo as a single woman medical missionary. She wrote two books about that experience that were influential in the development of my own views of what it means to serve as a professional, *Give Me This Mountain* and *He Gave Us A Valley*. The transparency, humility, commitment, and faith-based resilience her life demonstrated (e.g., staying at her site of service during

a revolution and being raped and abused, but forgiving and caring for those by whom she was mistreated) were powerfully instructive in my own early professional development, and I continue to think of her example to this day.

Dr. John Mellinger

“Because of Her...”

It was the first month of my internship year in Internal Medicine and I was assigned to the Heme-Onc ward, where everyone was very sick and no one seemed to have any white blood cells to fight the infections that they had or were about to get. I knew this would be a clinical challenge and was never shy about asking for help or a second opinion. One patient had a chronic leukemia and the attending physician advised that he be given an oral chemotherapeutic drug: chlorambucil. I looked up the dose, given his weight, and got it ordered. Shortly after, **the charge nurse** on the unit approached me and said: “I think you meant 4 mg.” I had calculated the dose to be 40 mg — ten times the appropriate dose. She was a veteran of not only the Heme-Onc ward but also in working with brand new interns. She corrected my potentially deadly error without making me feel incompetent. For the rest of my career I carried with me great respect for nurses and the knowledge and clinical judgement they bring to the bedside.

Dr. J. Kevin Dorsey

During my family medicine rotation, I worked at the Little Company of Mary Hospital in Chicago. There I met **Dr. Irene Kuras**, who was one of the first women to do a Pediatrics residency in the city of Chicago. Well, first she went to medical school in Germany and then she fled the Nazis. Then she applied for an Ob/Gyn residency, but was told that was for men only. She was allowed to train in Pediatrics. At that time, all residents lived in dorms in the hospital. They didn’t have a dorm for women, so they told her she could sleep in a locked stairwell, which is what she did, for 3 years. Dr. Kuras let me into the Doctor’s Lounge, made sure I got a parking spot, and showered me with clinical pearls. “Babies are not little adults,” she would say, “but a lot of adults are big babies.” If it wasn’t for women like Irene Kuras blazing the trail and enduring hardships I can’t even imagine, all with a sense of humor intact, I wouldn’t be here. I’m here because of her.

Dr. Christine Todd

“If you are going to be a bear, be a grizzly.” That is one of the many words of wisdom that I learned from **my high school English and literature teacher**. Yes, she taught me about grammar, Shakespeare, and Yeats, and she was an amazingly effective and gifted educator. More importantly, though, she was preparing me for life in ways I had not known at the time. She taught me to always do my best regardless of the activity or my skillset. She modeled and emphasized the importance of humility. She emphasized that life’s treasures are most often not things. She emphasized the importance of being present with those who we value in our lives. She introduced me to Broadway theatres and to musicals in particular. She showed me the best way to travel through Europe and to see it from a perspective that I otherwise would have never discovered. (I still remember my Frommer’s Europe on \$30 a Day guidebook from the late 1980s!) She made a bridge player out of me. She was more than an English teacher; she was a mentor and friend. Sadly, when I was in my internal medicine residency, she died suddenly and unexpectedly at too young of an age. Today, 21 years after her death, I still remain grateful for her impact on my life. Please know that if our paths ever cross and I tell you, “If you are going to be a bear, be a grizzly.” I am channeling the words of a remarkable woman.

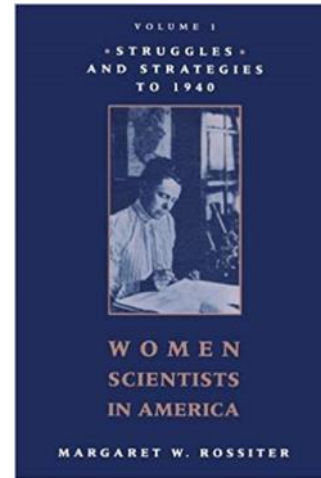
Dr. Gary Rull

Research and Recognition

Journal Club articles recently reviewed

[Issues Faced by Senior Women Physicians: A National Survey](#)

[Book Club: Margaret Rossiter's Women Scientists in America: Struggles and Strategies to 1940](#)



RECOGNITION

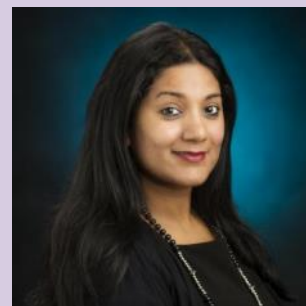
Ms. Stacy Grundy has been named an Institute Scholar in the Institute of Translational Research Education in Adolescent Drug Abuse.



Dr. Susan Hingle was elected to AMWA's Board of Directors and one of the 2020 recipients of the AMWA Exceptional Mentor Award.



Dr. Vidya Sundareshan was elected as the Governor-elect for Illinois southern chapter of the American College of Physicians.



Women in Medicine Spotlight

Cynthia Bednarchik, DNP, APRN, CNP



Role at SIU Medicine: I am a Family Nurse Practitioner specializing in men’s health. I started my practice in the Division of Urology in 2012 with Dr. Tobias Kohler and now with Dr. Nicholas Tadros.

Born and Raised: Madison, Wisconsin

Birthday: March 24

Family: My parents retired to Florida. I have two sisters who live in Madison. My husband, Matt, is a Certified Registered Nurse Anesthetist at Passavant Area Hospital. We have two sons, one daughter, three grandchildren, and a dachshund named Odin. Respectively, Evan is a chef in Wisconsin, Ian is a pharmacist at St. John’s Hospital, and Elyse is an admission officer for the University of Cincinnati College of Law.

Favorite Books: My favorite authors include Jane Austen, C.S. Lewis, and Margaret Atwood. Currently, my favorite book is *Eleanor Oliphant is Completely Fine* by Gail Honeyman. I particularly love Eleanor’s peculiarity, mordant humor and hilarious snootiness that underscore the themes of love, loneliness, depression and self-acceptance.

Hobbies: I enjoy yoga, running, and apiculture (beekeeping). My newest endeavors include fly fishing and making craft cocktails. I am a novice at both.

Proudest Moment: Running my first Chicago marathon.

Personal Hero: As a child, it was Nadia Comaneci for her tenacity and grace. Other heroines I admire are Helen Keller for her courage and indomitable spirit to overcome adversity, and Eleanor Roosevelt for her integrity, graciousness, and sincerity of purpose.

Most Embarrassing Moment: Forgetting my daughter at swim practice when she was 10. I thought her brother was picking her up. Now it’s her favorite story to tell.

What is your advice for achieving work-life balance? Learn to say no to those things that take away your joy, and yes to those things bring you joy.

What is the best piece of advice a mentor gave you? “Not everyone wants to hear what you have to say, but you should listen to what everyone else has to say,” and my favorite is “Stay relevant.”

What is your unique contribution to Women in Medicine and Science? My efforts to encourage more advanced practice providers to become part of AWIMS.

Women in Medicine Spotlight

Douglas Carlson, MD



Role at SIU Medicine: Chair of Pediatrics

Born and Raised: Born in Elmhurst but moved to Decatur as an infant. Graduated from MacArthur High School. Mom still lives in Decatur.

Birthdate: September 20, 1959 (officially a baby boomer but not by much). That means I have been alive in part of eight decades. That makes me sound older than I think I am.

Family: Kate (wife), Emily (daughter, 17), Erik (son, 30), Tessa (daughter-in-law)

Favorite Books: My attention span is so short that I don't read many books. I read (or at least skim) the *New Yorker* each week and do a lot of reading of news and opinion online. I am inspired by Doris Kearns Goodwin's *Team of Rivals*. Sometimes during difficult times I feel inspired by Abraham Lincoln. The lesson from the book (and the movie "Lincoln") that I most often reflect on is that going from point A to point B is almost never a straight line.

Hobbies: Cooking, self-taught by watching PBS during the day when I worked a lot of nights. It is my creative and nurturing outlet. Golf, what do you expect from a grey-haired baby boomer?

Proudest Moment: My son's marriage. Sometimes I am hard on him, maybe more than I should be. He married an amazing woman. If someone like that loves him, he is doing very well.

Personal Hero: This is hard. In the moment, Tony Fauci. As a life-long Cardinal fan I always admired Stan Musial. I never saw him play but I lived in St. Louis for 25 years. It seems that everyone in St. Louis has a personal Stan Musial story. He was that open and caring. I was in the same place as him a few times but only once not in a group. I was walking in the airport. Stan was walking next to me and I said hello. He asked me how I was doing. Not in a perfunctory way but in a way that it seemed that he cared. We talked for about 5 minutes. I was so star-struck that I really don't remember what we talked about.

Most Embarrassing Moment: Many. I tend to relive my most embarrassing moments years later. Most of them stem from not being as self-aware as I should be. I will say that that I now take extreme enjoyment in embarrassing my daughter. Really not that hard. Ever wonder why your dad wears socks with sandals? It is not because we like the look; it's to embarrass our kids.

What is your advice for achieving work-life balance? I'm probably not a good role model for this. I do think you need to rely on the people that care for you. Listen to your family and friends. Give the people that care about you the time they need. If you do that, you will give yourself some of the time you need. Reach out for help, don't be afraid. I was in counseling for over 2 years during a particularly difficult time. That effort clearly was healing.

What is the best piece of advice a mentor gave you? I have always depended on mentors and still do. I pride myself on getting on well with colleagues, trying to meet them where they are. I get some feedback that I am generally successful with that. One time I was having a difficult time with two nursing leaders in areas that I shared responsibility. A mentor asked me what I thought was a common thing about both of these relationships. I thought for a moment about both of them being difficult, unable to compromise, etc. Before I had answered, he said, "You are what is in common." I have reflected for years on that. What he was telling me was that I can control myself and have an influence on others, but I cannot control them. To be effective I have to deal with people of all personality types.

What is your unique contribution to Women in Medicine and Science? A little advice and reflection. Being male brings biases. All of our experiences bring biases. It is the sharing of understanding and misunderstandings that brings clarity. Hopefully I contribute a little towards this.

Women in Medicine Spotlight

Ms. Jo Turley



Role at SIU Medicine: Medical Staff Coordinator

Born and Raised: I was born on a dairy farm in Cuba City, Wisconsin, but have lived in Springfield since I was 8.

Birthday: January 9, 1962

Family: I have 2 grown daughters, both working at SIU, 2 grandchildren, a husband, 3 cats and 2 dogs

Favorite Books: *Gone with the Wind*

Hobbies: Rummaging around secondhand and antique stores, and road trips through little towns in rural Illinois

Proudest Moment: The days my daughters achieved their educational goals, both going far beyond what I had accomplished at their ages

Personal Hero: My mom

Most Embarrassing Moment: There have been many, but an SIU embarrassing moment involved Dr. Flack. I was coordinating the candidate interviews for the Internal Medicine Chair position, and Dr. Flack and another candidate ended up in the same location at the same time. They knew each other, and had a nice chat while I was sinking through the floor.

What is your advice for achieving work-life balance? Leave the office at the office, or currently, the dining room since working from home.

What is the best piece of advice a mentor gave you? "Teach them to fish," and "Speak truth to power." Advice taken to heart and given by Wendy Cox-Largent.

What is your unique contribution to Women in Medicine and Science? My contribution is heartfelt cheerleading of the institution. I am very proud to work at SIU, and am proud to support AWIMS in their wonderful work and all-inclusive mission.

Women in Medicine Spotlight

Dr. Jordan Sestak



Role at SIU Medicine: Psychiatrist at the SIU Neuroscience Institute, Assistant Professor of Neurology

Born and Raised: Springfield, Illinois

Birthday: June 17, 1989

Family: I am fortunate that my parents, two siblings, and much of my extended family lives in town!

Favorite Books: *The Secret Life of Bees* and *Wherever You Go, There You Are*

Hobbies: Being outside, playing volleyball, refinishing furniture, kickboxing

Proudest Moment: Pretty much every time a patient does something that they didn't think they would be able to do

Personal Hero: My mother

Most Embarrassing Moment: Walking out of my high school locker room with my skirt tucked into my tights

What is your advice for achieving work-life balance? Realizing that no matter what, you do have time to do things you enjoy and it will be time well spent.

What is the best piece of advice a mentor gave you? Treat others like you would want to be treated.

What is your unique contribution to Women in Medicine and Science? I don't think I have contributed yet as I am new faculty, but I am looking forward to being an active member in the future.

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

