

**May 8, 2023**  
**Board of Governors Meeting Minutes**

**Members in Attendance:**

Austin Beason, MD, Elizabeth Montgomery-Collins, MD, Nicole Florence, MD, Jason Gillihan, MD, Breck Jones, MD, Michael Pick, MD, Stephen Raben, MD, Susan Reeder, MD, Mark Schmelzel, MD, Tom Selby, MD, Diane Hillard-Sembell, MD, David Skillrud, MD, Christine Todd, MD, Lisa Wichterman, MD, Matt Winkleman, MD

**Ex-Officio Members in Attendance:**

Wendi El-Amin, MD, Kris Fisher, Haneme Idrizi, MD, Jerry Kruse, MD, Cassie Mattson

**Staff in Attendance:**

Nicole Edmiston, Katie Oxby

**Members Absent:**

Amanda Mulch, MD, Elizabeth Valencia, MD, Renee Mueller, MD, Richard Austin, MD, Stephen Soltys, MD

**Medical Students in Attendance:**

Emilee Gibson, MS4, Joey Maiocco, MS3, Molly Smith, MS2, Madison Nelson, LSP

**Medical Students Absent:**

Madison Stacey, MS1

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**1. CALL TO ORDER**

Board President Dr. Winkleman called the meeting to order at 6:30 pm on Monday, May 8, 2023.

**2. APPROVAL OF OCTOBER 17, 2022, MEETING MINUTES**

Dr. Michael Pick and Dr. Breck Jones seconded the motion for meeting minute approval.

**3. RECOGNITIONS**

Dr. Winkleman introduced one of the four new board members, Tom Selby, MD ('13), to the Board; this is his first meeting. The three other new board members, Amanda Mulch, MD ('03), Renee Mueller, MD ('01), and Elizabeth Valencia, MD ('09), were all unable to attend the meeting due to unavoidable conflicts in their schedules.

Board Vice President Richard Austin, MD, sends his regrets to the Board as he is currently deployed overseas and unable to attend the meeting.




There are a couple of new staff members. Kris Fisher replaces Hal Smith as the Executive Director of Development & Alumni Relations, and Nicole Edmiston is the new Event Manager for Alumni Relations.

Dr. Winkleman congratulated Jason Gillihan, MD, on graduating with his MBA last week.

**4. OFFICE OF DIVERSITY, EQUITY, & INCLUSION**

Dr. Wendi El-Amin, Associate Dean for Equity, Diversity, & Inclusion, introduced different pathways for Education, Curriculum, and Assessment. She said this is part of an ecosystem with six key pillars we need to focus on and will give some updates on each section.

**1. Education, Curriculum, & Assessment**

-  Health Equity Scholar Pathway (84 Participants)
-  REL data collection (BCBS Grant Project)
-  Grants allow us to bring new tools to SIU School of Medicine

- One of the latest tools: Visual DX available to EM, IM, PEDS, & FCM.
- Visual DX has one of the largest volumes of photographs of skins of color which is one of the things the program has been missing and will be a vital tool.

#### 📍 **Medical Spanish program**

- Our faculty and medical students will have online access to this platform while in medical school.

#### 📍 **Intercultural Development Inventory**

- This inventory is a tool where you can take a test to figure out where you are, and it takes 45 hours to move to the next direction.

### **2. Affinity Groups**

- 📍 AMWA (American Medical Women's Association)
- 📍 AWIMS (Alliance for Women in Medicine & Science)
  - Recently had the 6<sup>th</sup> annual conference Dr. Christine Todd received an award.
- 📍 APAMSA (Asian Pacific American Medical Student Association)
- 📍 GLMA (Health Professionals Advancing LGBTQ Equality)
- 📍 LMSA (Latino Medical Student Association)
- 📍 SNMA (Student National Medical Association)

### **3. Academic Enhancement, Medical Pipeline**

- 📍 SIU School of Medicine is known nationally for our MEDPREP Program.
- 📍 P4 Graduation at Kenniebrew Conference
- 📍 This year, all of the underrepresented medical students matched.
- 📍 The first time an underrepresented medical student matched in dermatology.
- 📍 Anti-bias curriculum committee
- 📍 11 McNeese P4 Graduates
  - Physician Pipeline Program, renamed after Dr. Wesley McNeese

### **4. Community Engagement, Global Health**

- 📍 Health D.E.P.O.T.S
  - Delivering Equity Places Outside Traditional Settings
  - On weekends, they go to the community and do health screenings for diabetes, hypertension, and weight loss.
- 📍 Community clinic space
  - Allows medical students to go out into the community and understand where our patients come from.
- 📍 NAACP
  - 200 Summer physical check-ups
- 📍 Kenniebrew Community Forum
- 📍 Ghana and Panama Mission trips

### **5. Research Innovation Scholarship**

- 📍 Kenniebrew conference
- 📍 Teaching and Learning Symposium – Students and Faculty presented nationally
- 📍 Center Group for Educational Affairs (AAMC)
- 📍 National Association for Diversity Officers in Higher Education (NADOHE)
- 📍 Group in Diversity and Inclusion, Group in Faculty Affairs (AAMC)
- 📍 AMEE, International Medical Education Conference
- 📍 SNMA
- 📍 GLMA
- 📍 APAMSA

### **6. Policies, Procedures, & Compliance**

- 📍 Patient preference policy

- An approach that stands behind patients, physicians, and medical students.
- ◈ LCME policy review – no citation
- ◈ Developing Trauma-informed mitigation and coaching

Dr. Matt Winkleman asked Dr. El-Amin if SIUSOM offered any CME hours and was informed that they could do it online and use Stanford University to renew their Illinois medical license.

No other questions.

## 5. OFFICE OF STUDENT AFFAIRS

Dr. Haneme Idrizi thanked everyone, announced that this is her 10th month in her new role, and wanted to share updates with OSA.

- ◈ 65 students Matched this year
- ◈ 25% matched at SIU programs, and 43% will remain in Illinois
- ◈ MATCH 2023 Results
  - Anesthesiology - 1
  - Child Neurology - 1
  - Dermatology - 2
  - EM – 12
  - OBGYN 2

### Student Wellness & Food Insecurity Fund

- ◈ Raised over \$10,000.00
- ◈ Student Resource Room
  - Officially opened 5/1
  - Seeking Donations
  - Dr. Florence suggested take-home meals, “You may not see it, but the needs are there, and everyone needs help. Most are willing to help out”.

### ◈ 1<sup>st</sup> Annual Medical Student Wellness Week

- 2/12-2/17
- Financial, Emotional, Nutritional, Physical, & Community Wellness.
- On the final day, they did a roller-skating party
- A new annual week they are planning.
- Revamping the accommodations process and allowing

### ◈ Commencement Gowns

- These have been delivered.
- It has been almost a decade since any have been replaced.
- They are requesting a pledge of 2 or 3 gowns each year.
- They were missing six gowns for the ceremony this year.
  - Those gowns were too damaged for the students to use.

◈ Mark Schmelzel, MD, commented that he was stunned about the student food insecurity. Dr. Idrizi went on to explain.

◈ Emilee Gibson, MS4, said they are finalizing the report and will share it with Cassie Mattson to share with the Board. Residency applications are costly. ERAS applications are expensive, and more students must leave for 2 or 3 electives for their specialty.

◈ Molly Smith, MS2, suggested that in the student affairs orientation next year, they should mention that medical students can apply for SNAP applications.

◈ Dr. Winkleman asked about virtual residency interviews, and Dr. Idrizi said they are unsure if they will ever be in person again. Emilee Gibson noted that with each virtual interview, people are applying to

more places, costs are increasing, and the recommendation is not to offer second looks to level the playing field. This upcoming 3<sup>rd</sup> year has no STEP 1 score compared to the current MS4 class just Matched. Parallel plans had to happen and be discussed with the medical students.

- Who profits from increasing residency interviews? Dr. Winkleman was curious.
- STEP 2 minimum – Dr. Hillard-Sembell explained how STEP 2 is now the new norm, and there is not a minimum score determined; no one knows.

No further business or questions.

## 6. DEAN'S UPDATE

Dr. Jerry Kruse discussed the SOM Match Day.

- 9% Psych/Med-Psych - 3 times the national rate
- Residents – 93 in 22 programs
- Fellows 20 in 12 programs

### Step 1

- Pass/Fail test now

### 2022 MS2 Questionnaire

- Professional language
- Respecting confidentiality patients
- Professional manner
  - This shows Dr. Idrizi, Dr. Constance, and Dr. Klamen's effectiveness with the medical students.

### Clinical Activity – SIU Medicine

- MGMA Academic 50<sup>th</sup> %tile
- MGMA Academic 75<sup>th</sup> %tile
- MGMA Private Practice Median

### Umbrella Graduate Program

- MS, Ph.D. degrees

### State Appropriations (no inflation adjustment)

- FY14
- FY23 96.4% of FY14
- FY24 103.1% of FY14

### SIU Medicine – Our People

- 3100 people total
- 1050 learners
- 6600 physicians
- 5900 med degree, fellow, residency at SIUSOM

### Behavioral Health Workforce Crisis

- Severe shortage, increased demand
- Recruitment & retention woes.
- Behavioral Workforce Center Awarded to SIUSOM
  - Big deal
  - Training sites throughout the state of Illinois.
  - Dr. Kari Wolf will run this center
  - The pillars (7 steps slideshow)

## **Around the Horn**

- ◈ Compensation
- ◈ Facilities/Deferred Maintenance
- ◈ Technologic Infrastructure
- ◈ Finances
- ◈ Lincoln Scholars
- ◈ Accreditation
- ◈ Partnerships
- ◈ COVID-19
- ◈ SIU System

## **SIU Triple Aim +1**

- ◈ Effectiveness
- ◈ Efficiency
- ◈ Equity
- ◈ Enjoyable

Dr. Kruse is thankful to be in Illinois, where academic freedom is not under attack. We have all the things we need to be creative and innovative.

Dr. Winkleman asked if it was physician compensation that was hard to come by, and Dr. Kruse said this is the 3<sup>rd</sup> year of the plan, and there is a new plan to compensate NPs and other pieces, and the financial office and HR leadership has been great getting us to where we need to be. Dan Mahoney is an excellent person to contact and fight for compensation and how it affects morale in the workplace.

## **7. DEVELOPMENT & ALUMNI RELATIONS REPORT**

Kris Houser is the new Executive Director of Development & Alumni Relations. This is a critical merger. They look at all positions in both departments to ensure that the position descriptions match and are more modern for how the office will move forward.

### **Merger Roadmap**

- ◈ Look at the department's mission and culture.
- ◈ 30,000 view
- ◈ 15,000 view
- ◈ Ground level
- ◈ They are working with marketing to know donors and alumni better and track their donations.
- ◈ We want to balance events like Denim & Diamonds and utilize one-on-one meetings because many people don't donate unless you ask.

### **Data governance**

- ◈ PowerBI platform that will lead us to an exciting location
- ◈ We can now log in to real-time gift-giving.
  - Filter – select SIUSOM
  - Shows giving trends by the month
  - 245 gift counts 235 donations count \$412K Gift Total
- ◈ Due to AAMC Survey

### **Alumni Engagement**

- ◈ Peak Maps
- ◈ Rotating Schedule for Alumni Receptions
- ◈ We are working with the marketing department and updating our brand.
- ◈ We are naming opportunities for buildings and endowments.

### **Day of Giving 2023**

- ◈ \$652,000 / 260 Gifts
- ◈ Most individuals' gifts among all schools and colleges.

- 📦 Online champion toolkit.

### **Harbinger Dinner**

- 📦 Next week at Panther Creek.
- 📦 Showing a video

Ms. Houser opened the discussion with questions.

Dr. Winkleman asked about the fine line between SIU Salukis and SIUSOM. Wanting to ensure that whoever is reaching out to medical school alumni is part of the medical school, not SIUC people contacting the medical school. Kris said she is looking forward to working with Rikeesha Phelon in marketing.

### **Upcoming Events:**

- 📦 Harbinger
- 📦 Golf Outing
- 📦 Butterfly Release

Dr. Winkleman thinks it is great that we are in the top donors of SIU and have fewer Alumni than other programs.

## **8. OFFICE OF ALUMNI RELATIONS**

Cassie Mattson opened the discussion by wanting to explore some ideas. Reunion has been the same for many years, and attendance is decreasing.

Ms. Mattson attended the AAMC Conference in Phoenix, and there was an open forum for Alumni Reunions. Everyone is hurting, and many are going away from the standard reunion. We need to look at reunions because the costs are increasing, and attendance is decreasing. Last year we spent around \$30k and profited \$7500, losing \$22k for the reunion.

Many people are looking more for experiences, not a planned agenda – what does it look like for the future? Localized area based on the class geographically. We could set up events like Topgolf, orchestra nights, etc., charging \$25-\$50 and breaking even.

We can't expect Alumni to keep returning and doing the same thing each year. This could potentially open opportunities for SIUSOM in specific areas, not class specific. This could help with childcare and overnight costs doing one-night events compared to weekend reunions.

Ms. Mattson opened it up for discussion.

Dr. Mark Schmelzel said that at his 40<sup>th</sup> reunion – no one wanted to go on the hospital/school tour. Everyone just wanted to be around each other and have lunch at someone's home, and he reiterated how they tried to do that. Dr. Winkleman said his reunion was last year, and only 6 showed up.

Ms. Mattson said Dr. Dorsey is trying hard to reach out to his class, and they aren't getting any feedback. She said the reunion committees try hard to get their classmates to attend. Many people now just want time with their classmates.

### **Reunion Alternative Discussion**

- 📦 Dr. Hillard-Sembell suggested doing an alumni/student ball.
- 📦 Dr. Elizabeth Collins said they don't know classes other than their own.
  - Dr. Nicole Florence suggested having an Alumni Day and offering something like a "Homecoming weekend feel" because everyone attends that. If we had something more focused, maybe alumni may come back.

- ◈ Dr. Michael Pick agreed with Dr. Schmelzel that the classes wanted to see each other and didn't want to know the hospital and medical school, but they enjoyed the lunches.
  - Keeping the opportunity for connection is extremely important – if we could make it so we are reaching out to each class committee, reunion will look different – what would be the best experience for your class? Give them some options, move forward from there, and assist in planning their day for them.
  - Dr. Pick further suggested finding someone local to be the “local champion” to advocate and host in their home for a day/night event.
- ◈ Emilee Gibson, MS4, suggested having one Homecoming weekend sharing pictures virtually.
- ◈ Dr. Christine Todd – says she likes the idea of bringing together students, alumni, faculty, and residents for an alumni mixer/day. People need contact with their mentors throughout their careers. She also really liked the idea of regional events. Another issue is securing medical student volunteers for the reunions.
- ◈ Dr. Breck Jones liked tying it with graduation, winter ball, or a 2nd-year student reception, where everyone can be there and draw in the alumni to the current students.
- ◈ Dr. Winkleman agreed that this was important for both groups, and Dr. Jones said that offering something each year would be beneficial.
- ◈ Dr. Tom Selby said they have an alumni reception for residents at annual meetings depending on specialties for medical school and residents.
- ◈ Dr. Susan Reeder asked about tying in reunion weekend with a CME involvement.
  - Dr. Winkleman said that in-person CMEs are not done a lot currently.
- ◈ Dr. Collins suggested a simple survey for each class.

## STEPS CHALLENGE

- ◈ January Steps Challenge
- ◈ Alumni vs. Students
- ◈ Great Engagement between both.
- ◈ Lots of positive emails from alumni/students.
- ◈ Pilot program to see how it worked, and we will continue this next year with improvements.
- ◈ More interactive ways: social media, app, more upgraded.

## HOSTS PROGRAM

- ◈ Challenge this year
- ◈ Emilee Gibson, MS4, Dr. Idrizi, and Ms. Mattson previously discussed how overwhelmed the medical students are when communicating with the Alumni in the HOSTS Program.
- ◈ Students reached out to someone in the specialty/asked what it was like to live in that community.
- ◈ She outlined new strategies to improve the program.
- ◈ Ms. Mattson wants to discuss the HOSTS program with the medical students in person and explain the process and expectations.

## JUNAIA P. CARTER, MD, 5K

- ◈ AMA Chapter & Student Affairs
- ◈ Washington Park October 28, 2022.
- ◈ Employees, Alumni, and Students to participate.

## PODCAST

- ◈ Once the reunion is over next month, we will shift our focus to a podcast.
- ◈ Listen on-demand
- ◈ Plan to interview alumni in areas with high residency programs to help supplement and have libraries for students to access anytime. We can update each year for information.
- ◈ On-campus podcast studio.

## NATIONAL RECEPTIONS

- ◈ We are missing alumni connections regionally.
- ◈ Visit 3-5 locations each year.
- ◈ Circle back every three years.

No further questions.

## 9. STUDENT REPORTS

### 📌 Emilee Gibson, MS4

- Livestream was great and included people unable to attend Match Day.
- I am excited to become a SIUSOM Alumni.
- Senior Week next week
- Graduation next Saturday at UIS at 11 am.
  - It also will be live-streamed.

### 📌 Joey Maiocco, MS3

- Strengthening interpersonal connections
- Helping with communication during COVID-19
- Preparing students without STEP1 and the new application cycle
- Senior CCX
  - 12 Exams
  - Thirty-five students passed all 12 Senior CCX Exams.
    - Average 12/13 previously

### 📌 Molly Smith, MS2

- The year 2 Curriculum finished last week
- Moving into remediating based on assessment models
- Dedicated board prep pass/fail
- Winter Ball took place and thanked Alumni Society 350 students attended

### 📌 Madison Stacey, MS1

- Not able to attend
- Provided report in Board packet

### 📌 Madison Nelson, LSP

- 3<sup>rd</sup> Year LSP
- The newest class starts later this month
  - All 4 LSP classes will then be set.
- Finishing up Clerkships
- CCX in June
- Start Studying for STEP1
- MS1 is getting research opportunities, and the clerkships will be shortened from 7 weeks to 6 weeks to accommodate the extra time.

No further questions

## 10. 2023 DISTINGUISHED ALUMNI

- 📌 All three will be attending Commencement.
- 📌 Dr. Robinson-McNeese
- 📌 Dr. Panepinto
- 📌 Dr. Vohra

## 11. PHYSICIAN WELLNESS COMMITTEE & SRF UPDATE

Dr. Wichterman reported the Wellness Committee met at her house to brainstorm ideas. She commended Ms. Mattson on doing a wonderful job putting all ideas into action.

- 📌 The Step Challenge was successful, and she is excited to do that again.
- 📌 Dr. Wichterman and her husband did the Valentine's Day Cooking Class, enjoyed themselves, and suggested everyone attend next year.
- 📌 Student Alumni Dinners were also successful, and the students/alumni all enjoyed it.



## STUDENT RESOURCE FUND

- ▶ Pays for YMCA Membership Each Year: \$17,529.00 (2024)
  - No cheaper way
  - \$525 increase from last year
- ▶ Great for Physical/Mental Health
- ▶ No student snacks funding from SRF
- ▶ Late request MS2 for Piano for Memorial providing music to Stroke Patients requested \$636.00 for a keyboard for this event. Choose to do this with board approval.
- ▶ Winter Ball: \$5,000
- ▶ \$24,000 left after the above costs.
  - Dr. Wichterman wants to know if the Board approves the piano and the Winter Ball funding.
  - Dr. Michael Pick wanted to understand why Memorial didn't purchase the piano, and Dr. Winkleman explained that this was discussed based on helping many students.

Motion for voting for recommended funding for SRF

All in favor: everyone / No further notes.

## 12. OTHER BUSINESS/ANNOUNCEMENTS

Ms. Mattson brought up the Panama trip for medical brigade conference opportunities for students. She asked if there would be interest in a learning fund for this conference.

- ▶ Dr. Idrizi stated that it is a requirement for the students to fundraise.
- ▶ Dr. Beason suggested that Ms. Houser have the medical students reach out to Alumni who have previously attended this conference.
- ▶ Dr. Winkleman said Ms. Mattson, and he discussed it had been five years since the BOG Bylaws had been updated.
  - Some things need updating.
  - The Bylaws Committee is the executive committee to begin looking at these.

The next meeting is in the Fall.

- ▶ At this meeting, all officers will complete the current terms.
- ▶ New officers will be elected for the Spring at the next meeting.

## 13. ADJOURNMENT

The meeting was adjourned at 8:38 pm.