

**Annual report of activities of the Committee on Women and Minority Faculty 2021-22**  
**Submitted to the CWRU School of Medicine Faculty Council**  
**Committee chair: Amy G. Hise, MD MPH**

Committee members:

Amy Hise, MD, MPH, Chair (2022)  
Department of Pathology – SOM  
Department of Medicine - VA

Aparna Padiyar, MD (2022)  
Department of Medicine - UH

Abby Spencer, MD (2021) – for part of the year  
Department of Medicine – CCLCM

Vanessa Maier, MD, MPH (2023) – for part of the year, replaced Abby Spencer  
Department of Family Medicine-MHMC

Komal Sawlani, MD (2022)  
Department of Neurology - UH

Mariya Geube, MD (2021)  
Department of Anesthesiology - CCLCM

Cynthia Marie Swan Kubu, PhD (2023)  
Department of Neurology – CCLCM

Helen Salz, PhD (2023)  
Department of Genetics and Genome Sciences – SOM

Nora Nock, PhD (2023)  
Population and Quantitative Health Sciences - SOM

Lynn Singer, PhD (2021)  
Population & Quantitative Health Sciences, Pediatrics, Psychiatry and Psychology - SOM

Usha Stiefel, MD (ex officio)  
Medicine - VA  
Interim Vice Dean for Faculty Development & Diversity

Susan Padrino, MD (ex officio)  
Psychiatry -- UH  
President, WFSOM

Meetings:

11/03/21, 12/01/21, 01/12/22\*, 02/02/22, 03/02/22, 04/04/22, 06/01/22, 07/12/22 (all at 5 - 6pm: Zoom)

Summary of Activities:

- Discussed COVID Impact survey findings and ongoing impacts of the pandemic
- Met with Dean Gerson to discuss DSAP priorities and ongoing DEIE activities
- Received updates and discussed new Professionalism Committee
- Discussed importance of diversity training for DCAPT and CAPT
- Discussed committee charge updates and modifications
- Discussed childcare and adult care needs and supported a statement on childcare by the FS Committee on Women
- Discussed bias reporting
- Received report from the chair of the Committee on Budget, Finance and Compensation and the Vice Dean for Finance and Administration with salary gender equity analysis
- Discussed lack of representation of women faculty in the Provost's Office and chair participated in a zoom meeting with the Provost and other university stakeholders resulting in two new positions being created in that office.
- Discussed promotion and tenure metrics presented to the FC
- Discussed National Academy of Science report on COVID impacts on women faculty
- Discussed Dobbs ruling and University responses, Reproductive health task force and working groups
- In addition to the regularly scheduled committee meetings, the chair also serves on the Dean's ad-hoc DEI Committee as well as the Faculty Senate Committee on Women