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

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

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

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

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

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

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

Usha Stiefel, MD (ex officio)
Medicine - VA

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

Interim Vice Dean for Faculty Development & Diversity

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

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

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

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