Pathology & Immunology Staff Meeting

July 1, 2024



Washington University in St. Louis
School of Medicine

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Agenda

- Welcome
- · New Employees in the Department JA
- Length of Service in Pathology & Immunology JA
- Safety/Culture Survey BP, JM
- HR Spotlight FY25 Merit Statements JA
- EPIC Beaker MI/MN
- DEI Updates/Reminders JT
- Staff Birthdays (July, August, September) JA
- Staff Morale JT
- Attendance Prize/Zoom Survey JT
- Upcoming Events

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P&I Staff New Hires March 2024 to July 2024

RESEARCH Afagwu, Rita (Uberoi Lab)

Becker, Aida (Amarasinghe Lab) Bishop, Roman (Schwetye Lab) Cline, Megan (Uberoi Lab) Cummins, Desirae (Watson Lab) Dolan, Jodie (Yarbrough Lab) Donermeyer, David Lawrence (Amarasinghe Lab) Gantz, Emily (Uberoi Lab) Garrett, Bonnie (Ackerman Lab) Goldwasser, Maya (Schwetye Lab) Gonuguntla, Sriharsha (Kipnis Lab) Goodson, Spring (Uberoi Lab) Guruprasad, Jyothi (Uberoi Lab) Johnson, Megan Rebecca (Handley Lab) Khaja, Zaid M (Corbo Lab) Paul, Sandeep (Ackerman Lab) Schneider, Katie A (Ackerman Lab) Seck, Kayla (Uberoi Lab) Silva, Ruben (Kipnis Lab) Simkins, Wren (Ellebedy Lab) Singleton, Magdalena Ruth (Úberoi Lab) Snyder, Lina (Egawa Lab)



RESEARCH (continued)

Song, Jenna (Dantas Lab) Vernon, Hailey (Kipnis Lab) Wang, Xiaoyan (Teitelbaum Lab) Wheeler, Leroy (Han Lab) Wilson, Mia (Amarasinghe Lab) Wysocki, Alexis (Farnsworth Lab) Yang, Yuqing (Wan Lab)

BUSINESS OPERATIONS Burr, Naomi (Education Programs)

Burr, Naomi (Education Programs)
Cuervo, Shelley (Admin Support)
Lee, Bona (Research Accounts Payable)
Lockett, Ellen (Admin Support)
Mocumbi, Jaden (Admin Support)
Zenkov, Gabrielle (Outreach & Marketing)

CLINICAL

Reber, Tara (Dermpath Clinical Support Office)
Sprenger, Gregory (Clinical Genomics Informatics)
Vernet Machado Bressan Wilke, Matheus (Genetics & Genomics Lab)

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Staff Milestones - Years of Service in P&I FY25 - 1st Quarter

Forty-Five Years (7/1/79-9/30/79)
Byron Henderson

Thirty-Five Years (7/1/89-9/30/89)
Debbie Weber

Fifteen Years (7/1/09-9/30/09)
Tara Bradstreet

<u>Ten Years (7/1/14-9/30/14)</u> Meagan Corliss Jackie Snider



Five Years (7/1/19-9/30/19)

Pascaline Akitani Leslie Eberle Yiyi Kong Stephanie Lawson Charlsey Robinson Daniela Salazar Bin Wang Jephne Wang

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Safety/Culture Survey Beth Page/June McCarthy



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HR Spotlight

FY2025 Staff Merit Statements

Staff can view their FY25 merit increases effective July 5, 2024, in Workday

The video on the next slide will show you how to access your merit statement in Workday.





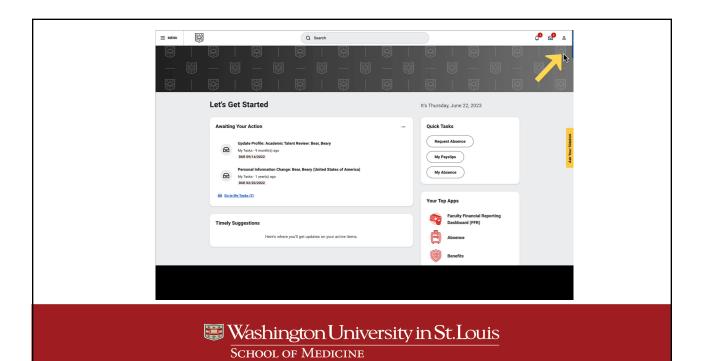
Understanding Your Merit Statement

You will not see a merit statement if:

- you did not receive a FY25 merit increase.
- a merit was entered after the merit statement deadline.
- your merit percentage has changed since merit statements were produced.

The video on the next slide will show you how to access your compensation in Workday.





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Understanding your Merit Statement

https://workday.wustl.edu/items/view-merit-statement-2/

https://workday.wustl.edu/items/understanding-my-merit-statement/

Contact your manager with questions regarding your merit eligibility or merit statement.

Questions? Please reach out to:

Jenny Adams <u>jadams@wustl.edu</u>

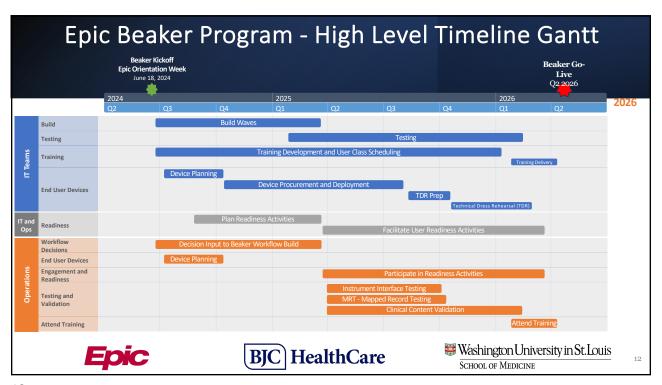
Ann Winn annwinn@wustl.edu

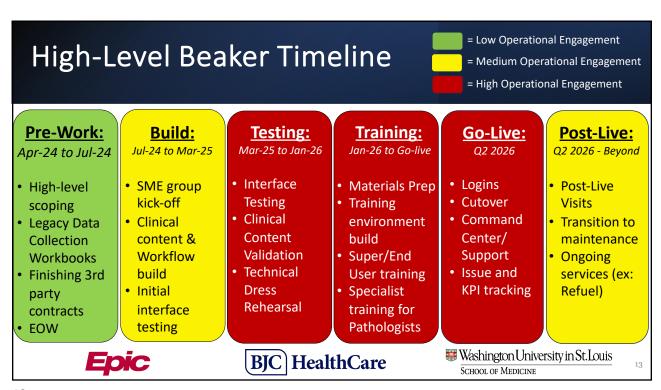


EPIC Beaker Mike Isaacs/Mary Niedringhaus

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DEI Updates/Reminders Justavian Tillman/Lauri Thienes

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DEI Leaders Appointed



Justavian D. Tillman, Ed.DDirector, DEI Programs



Lauri ThienesAssociate Director, DEI Programs

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DEI Recommendations

- Establish a DEI Committee or Task Force
- Dedicated DEI Staff Member
- Develop a DEI Strategic Plan
- Provide ongoing DEI training and education
- Enhance recruitment and retention efforts
- Foster an inclusive culture
- · Regularly evaluate and measure progress

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Planning Goal

 We will create a 3 year strategic plan including goals, action items, and strategies to accomplish them as well as an accountability structure. This plan will encompass the entire department including faculty, staff, and trainees and will focus on creating a DEI foundation and map towards improvement.

Next Steps: Taking the Current Temperature

- We will be sending out a Department-wide survey to gather:
 - o Current state and recent experiences
 - o Recommendations for improvement
- · Inventory of Current DEI activities

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JULY BIRTHDAYS

Alvarado, Kelly Clark, Aisha N Cline, Tom Cucchi, Christine Dolan, Jodie Hankins, Linda Harring, Drina Isabel Herries, Elizabeth Johnson, Susan Khaja, Zaid M Khan, Tabish Hasan Lamp, Stephen Lynwood Madden, Christina McCarthy, June Lee McKenna, Melissa Lee Mercado Garcia, Esmeralda



Miller, Heather Morgan, Kelly Munoz, Ruth Panda, Santosh Salter, Emma Sherlinski, Terry Lynn Stegeman, Rick Sudan, Raki Thienes, Lauri L Thomas, Scott Charles Wade, Kevin Wagoner, Sabrina White, Mike Wysocki, Alexis Yang, Yuqing

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AUGUST BIRTHDAYS

Alldredge, Patsy Andrews, Rebecca D. Anthes-Bartlow, Mary Arthur, Corazon Dungo Baxter, Michael Robert Bova, Joe Brada, Nancy Anne Cannon, Tyreesa Davila, Gilberto Droit. Lindsav N. Fowler, Barbara M. Goodson, Spring Green, Karen G Gutierrez, Julie Louisa Hall, Kayla Hammontree, Tracey Lee He, Mingyu



Humphries, Jo Anne Kelly, Caitlin Lawson, Stephanie Lee, Randi Michelussi, Karin Nguyen, Jessica Peterson, Orion Poole, Tim Robbins, Greg Sprenger, Gregory Srivastava, Neetu Stehl, Kate Elizabeth Terekhova, Marina Vogt, Lexie Wang, Xiaoyan Williams, Kaycee Wu, Jun

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SEPTMBER BIRTHDAYS

Ahsan, Kazi Rezaul Brookes, Karen Brown, Becca Burr. Naomi Burroughs, Abby Caves, Kimberly Peggy Clark, Dunham Felton, Angela M. Franklin, Erin Elizabeth Griggs, Monica Mae Gu, Xingxing Harris, Marketta Horvath, Stephen C. Khanna, Ajay Kisselbach, Larysa Korshunova, Yulia



Mahamuni, Medha Meier, Martin Francis Mocumbi, Jaden Oiewola, IBK Robinson, Charlsey Schmitz, Aaron Schoemehl, David Tedesco, Bobby Tillman, Justavian D. Vanko, Steve Watson, Autumn White, Samantha Winn, Ann E. Wright, Cheryl Diane Wu, May Zenkov, Gabrielle

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Staff Engagement Committee

- The committee is responsible for designing and implementing initiatives that boost morale, strengthen teamwork, improve communication, and increase overall employee engagement.
- · Committee Responsibilities:
 - o Monthly Meeting
 - o Plan and Execute Social Outings for the Department
 - o Create Professional Development Opportunities
 - o Gather Staff Feedback
 - o Increase Employee Engagement
- · If you are interested in joining, please contact Justavian.
 - o We are looking for representation from all areas of P&I, including our remote workers.



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Attendance Prize/Zoom Survey



Upcoming Events

- · Staff morale event
 - o P&I Potluck | July 31st
- Next Staff Meeting October 2024

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