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### Pathology & Immunology Staff Meeting

August 22, 2022

#### Agenda

- Welcome
- New Employees/Department Length of Service
- Department Awards
- Updates:
  - New Org Chart
  - Other updates Marketing/Branding
- Olga Kipnis Presentation 15-20 minutes with Q/A
- Diversity Equity and Inclusion (DEI) initiatives Justavian
- Workday Homepage Update 9/10
- Attendance prize
- Announcements



## P&I Staff New Hires Jan 1-Aug 22, 2022

#### RESEARCH

- Michael Kann & Aline Matsuguma (Ackerman Lab)
- Cara Kirby & Chris Sherman (Amarasinghe Lab)
- Barbora Echalar, Denis Kleverov, Jan Kossl, Vladimir Sukhov & Veronika Vachova (Artyomov Lab)
- Alexa Dickson (Bowling Lab)
- Zaid Khaja (Corbo Lab)
- Victor Wang (Egawa Lab)
- Isabella Fox (Ellebedy Lab)
- Brittany Roemmich (Farnsworth Lab)
- Abena Apaw , Kesshni Bhasiin & Zichen Tian (Kipnis Lab)
- Hannah Muckerman & Bri Munnich (Krysiak Lab)
- Amanda Kokotovich (Ta-Chiang Liu Lab)
- Katie Kyle (Mosammaparast Lab)
- Deanne Davis (Randolph Lab)
- Jon Iker Etchegaray (Ravichandran Lab)
- Samantha Foulks & Rachael Hammann (Transgenic Core)
- Kiefer Lingenfelter (Watson Lab)
- Alex Junidi (Zinselmeyer Lab)

#### **CLINICAL**

- Jessica Foltz (AMP Lab)
- Jaquay Buckner (Autopsy Lab)
- Varonica Bishop, Erynne Carter, Kayla Hall, Jasmine Stewart & Stetson Wilson (Clinical Support Office)
- RoNesha Collins & Jessica Nguyen (Dermpath Clinical Support Office)
- Julie Ackerman (Hemepath Assistants)
- Belma Husic, Esmeralda Mercado Garcia & Ramona Revels
   (Pathologist Assistants) & Elizabeth Sweeny (Grossing Technician)
- Aristidh Mitre & Donovan Taylor (Research Lab Support)

#### **BUSINESS OPERATIONS**

- Dionne Brierton & Elizabeth Moore (Admin Support)
- Kajini Amaratunga & Will Janson (IT Tech Support)
- Nikki Bircher (Outreach) & Emily Wasserman (Marketing)
- Stephanie Paton (Research Operations)
- Zachary Houston, Kim Ilbery, Katie Jobst & Cheryl Litzinger (Research Finance)
- Margaret Kniffen & Carrie Wellman (Revenue Cycle)

## Staff Milestones - Years of Service in P&I in FY22



Twenty-Five Years (7/1/96-6/30/97)
Stephen C. Horvath (Ellebedy Lab)

Twenty Years (7/1/01-6/30/02)
Jordana Stewart (Admin Support)

Fifteen Years (7/1/06-6/30/07)
Vicky Fuehne (Research Finance)

Ten Years (7/1/11-6/30/12)

Patricia Alldredge (Watson Lab)

Dorjan Brinja (FACs Lab)

Erika Fuess (Cytogenetics Lab)

Jennifer M. Greenbaum-DiRuscio (AMP Lab)

Erica M. Lantelme (FACs Lab)

Anne Paredes (Ellebedy Lab)

Kate Stehl (Cytogenetics Lab)

Anthony N. Vomund (Wan Lab)



## Staff Milestones - Years of Service in P&I FY23 - 1st Quarter

<u>Twenty-Five Years (7/1/97-9/30/97)</u> Christopher S. Swan (IT Administration)

Fifteen Years (7/1/07-9/30/07)
Sharon D. Austin (Cytogenetics Lab)
Jane Y. Bauer (Cytogenetics Lab)
Bonita Brooks (Cytogenetics Lab)
Sandra A. Crocker (Cytogenetics Lab)
Angela M. Felton (Cytogenetics Lab)
Mo Yu Kwong (Cytogenetics Lab)
Stephen L. Lamp (Cytogenetics Lab)
Donna M. Lehmann (Cytogenetics Lab)
Shelia S. Rackers (Cytogenetics Lab)

Ten Years (7/1/12-9/30/12)
Kelly Antolik (Admin Support)
Julie Branson (Cytogenetics Lab)
Amanda Jo Greco (Cytogenetics Lab)
Gregory L. Robbins (IT Support)
Lisa M. Strauser (Cytogenetics Lab)
Erin Franklin (Perrin Lab)

#### 2022 Departmental Faculty & Staff Awards Program

October 20, 2022

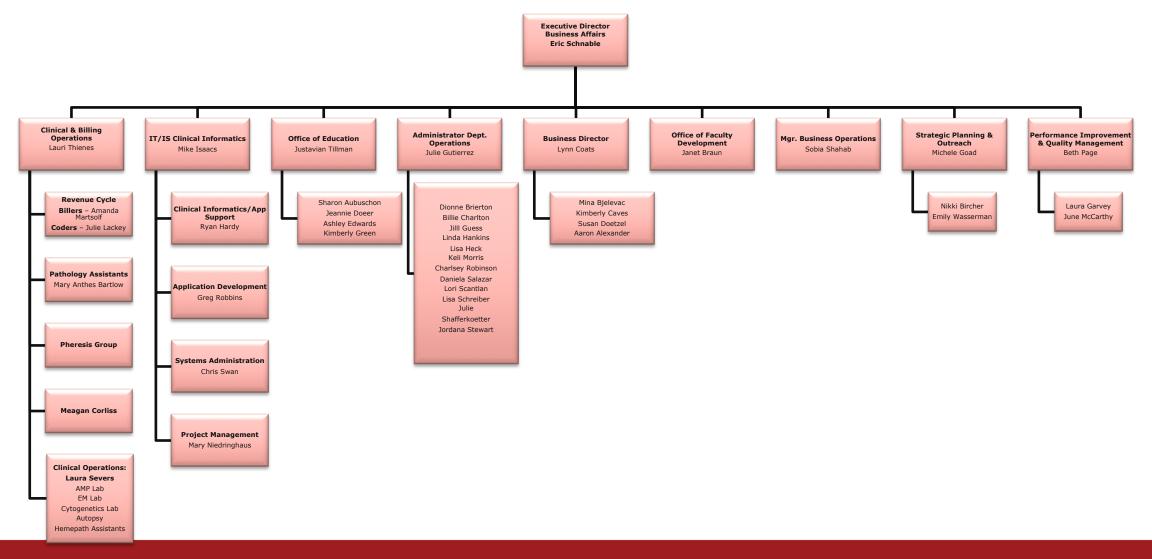
4:00 – 5:00 pm Ceremony Moore Auditorium

5:00 - 6:00 pm Reception

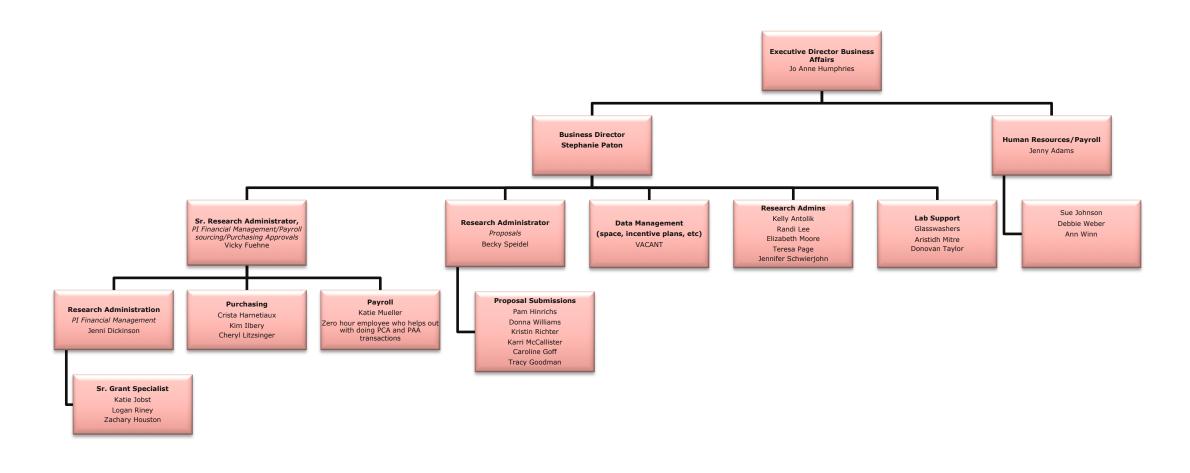
- Outstanding Achievement in Quality Improvement (individual or team)
- Outstanding Achievement in Leadership/Professionalism
- Outstanding Paper of the Year (by junior faculty)
- Outstanding contributions to Education
- Excellence in Faculty Mentoring
- P&I Shining Star Award (staff)
- P&I Department Special Recognition Award



#### Department of Pathology & Immunology Administrative Business Operations – Clinical



#### Department of Pathology & Immunology Administrative Business Operations - Research



#### Email Management Presentation Olga Kipnis – Assistant Dean, Organizational Excellence

Justavian Tillman

# DIVERSITY EQUITY AND INCLUSION (DEI) INITIATIVES

#### P&I Diversity, Equity and Inclusion Committee

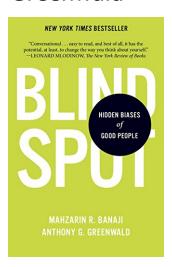
#### **Objectives:**

- Lead advocacy efforts for Diversity, Equity, and Inclusion and work to enhance cultural competence, support anti-racism efforts, and seek to create an overall more inclusive culture both within and beyond the Department of Pathology and Immunology
- Create, implement and optimize programs that support the success of and create a welcoming environment for all underrepresented groups in Department such as speakers, workshops, and social gatherings related to these goals.
- Facilitate communication and understanding among different constituencies, and serve as a department resource
- Identify challenges and strengths in achieving DEI goals; make recommendations to the chair and department regarding ways to achieve DEI goals.

#### **DEI Initiatives**

#### Pathology & Immunology DEI

- Book Club 9/15/2022
  - Blindspot, Hidden Biases of Good People Authors: Mahzarin R. Banaji and Anthony G. Greenwald



#### **WUSM Office of DEI**

- Events
- Training
- Resources
- Anti-Racism
- News & Updates
- Reporting A Concern

<u>Diversity, Equity & Inclusion |</u>
<u>Washington University in St. Louis (wustl.edu)</u>

Justavian Tillman and Ann Winn

## STAFF MORALE AND RECOGNITION COMMITTEE

#### Staff Morale and Recognition Committee

#### **Objectives:**

- Establish an ongoing and responsive staff recognition program that is effective and meaningful to P&I employees
- To promote goodwill and improve morale among staff; to develop appropriate, timely, and satisfying ways to recognize individual and departmental achievement; to recognize length of service, excellent performance, creativity, and strong working relationships
- Assist in creating a culture of mutual respect, reward, and recognition for employees at all levels.

#### Staff Morale and Recognition Committee

#### So what does this look like?

- Holiday Celebrations
- Non-Monetary Gifts
- Birthday, Work Anniversary, and Special Occasions Recognitions
- Professional Development
- Fun activities

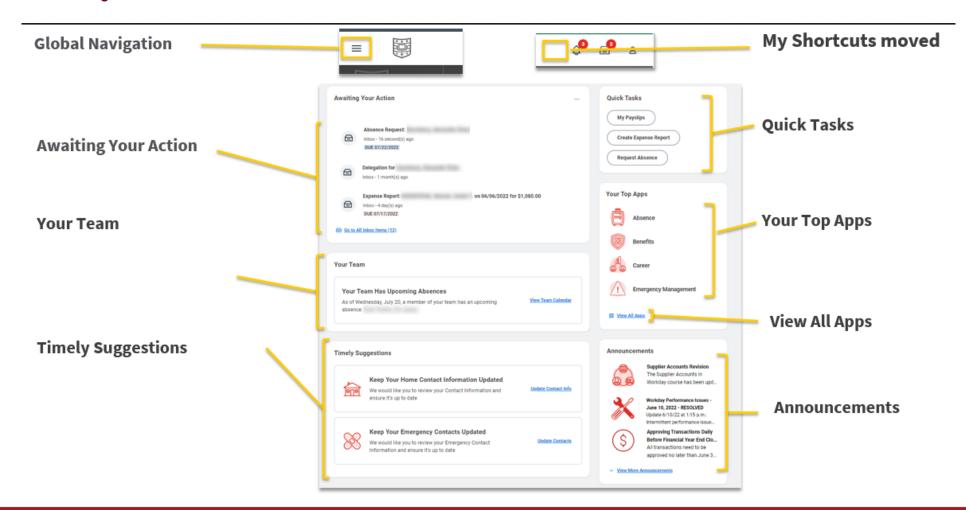


Interested in joining the committee, please email Justavian Tillman and Ann Winn

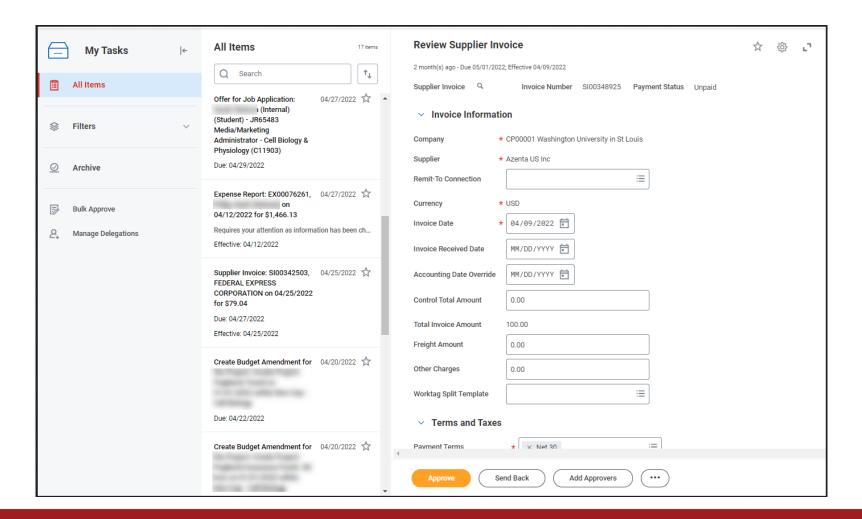
#### Workday – New Home Page & Inbox

- September 10, 2022 release
- https://workday.wustl.edu/workday-feature-releases/

#### Home Layout



#### New Inbox



### ATTENDANCE PRIZE

## Thank you!