Pathology & Immunology Staff Meeting

July 1, 2024

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
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)
Cummings, Desirae (Watson Lab)
Dolan, Jodie (Yarbrough Lab)
Donefermeyer, David Lawrence (Amarasinghe Lab)
Gantz, Emily (Uberoi Lab)
Garrett, Bonnie (Ackerman Lab)
Goldkasser, Maya (Schwetye Lab)
Gonuguntla, Sriharsha (Kipnis Lab)
Goodson, Spring (Uberoi Lab)
Gunuprasad, 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 (Egawa Lab)
Singleton, Magdalena Ruth (Uberoi Lab)
Snyder, Lina (Egawa Lab)

WELCOME

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

BUSINESS OPERATIONS
Burt, Naomi (Education Programs)
Cervos, 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)

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

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

Five Years (7/1/19-9/30/19)
Pascaline Akitani
Leslie Eberle
Yiyi Kong
Stephanie Lawson
Charley Robinson
Daniela Salazar
Bin Wang
Jephne Wang
Safety/Culture Survey
Beth Page/June McCarthy

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.
Understanding your Merit Statement

https://workday.wustl.edu/items/view-m 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 jadams@wustl.edu

Ann Winn annwinn@wustl.edu
EPIC Beaker
Mike Isaacs/Mary Niedringhaus

Epic Beaker Program - High Level Timeline Gantt

Beaker Kickoff
Epic Orientation Week
June 18, 2024

IT Teams
- Build
- Testing
- Training
- End User Devices

IT and Ops
- Readiness

Operations
- Workflow Decisions
- End User Devices
- Engagement and Readiness
- Testing and Validation
- Attend Training

2024 Q2 2024 Q3 2024 Q4 2024 Q1 2025 Q2 2025 Q3 2025 Q4 2025 Q1 2025 Q2 2025 Q3 2025 Q4 2026 Q1 2026 Q2 2026 Q3 2026 Q4 2026 Q1 2026 Q2 2026 Q3 2026 Q4 2026 Q1 2026 Q2 2026
### High-Level Beaker Timeline

**Pre-Work:**  
**Apr-24 to Jul-24**  
- High-level scoping  
- Legacy Data Collection Workbooks  
- Finishing 3rd party contracts  
- EOW

**Build:**  
**Jul-24 to Mar-25**  
- SME group kick-off  
- Clinical content & Workflow build  
- Initial interface testing

**Testing:**  
**Mar-25 to Jan-26**  
- Interface Testing  
- Clinical Content Validation  
- Technical Dress Rehearsal

**Training:**  
**Jan-26 to Go-live**  
- Materials Prep  
- Training environment build  
- Super/End User training  
- Specialist training for Pathologists

**Go-Live:**  
**Q2 2026**  
- Logins  
- Cutover  
- Command Center/Support  
- Issue and KPI tracking

**Post-Live:**  
**Q2 2026 - Beyond**  
- Post-Live Visits  
- Transition to maintenance  
- Ongoing services (ex: Refuel)

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**DEI Updates/Reminders**  
Justavian Tillman/Lauri Thienes

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*Washington University in St. Louis  
School of Medicine*
DEI Leaders Appointed

Justavian D. Tillman, Ed.D
Director, DEI Programs

Lauri Thienes
Associate Director, DEI Programs

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
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

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
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, Lindsay 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

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
Ojewola, IBK
Robinson, Charlese
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
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:**
  - Monthly Meeting
  - Plan and Execute Social Outings for the Department
  - Create Professional Development Opportunities
  - Gather Staff Feedback
  - Increase Employee Engagement

- If you are interested in joining, please contact Justavian.
  - 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** –
  - P&I Potluck | July 31st

- **Next Staff Meeting** – October 2024