

# FY2020 Slate of Candidates

Election to be held May 24 - May 29, 2019.

To serve Fiscal / Academic Year 2020 (from July 2019 through June 2020).

## President

### Meg Smith

#### **Surgery, HO5**

I'm a PGY 5 general surgery resident and will be president of the HOA for the 2019 – 2020 academic year. I have been a HOA board member for the past two years and am excited to continue to represent all of the U of M house officers. I am incredibly proud to train at the University of Michigan and believe that we are invaluable to the health system. I am committed to ensuring our value is appropriately recognized, especially as we go into contract negotiations during the next academic year. I am honored to serve as your HOA president and look forward being an advocate for all of you. Please feel free to contact me with any questions or concerns throughout the year.

## President-Elect

Will serve as President FY2021 (July 2020 - June 2021)

### Victoria Hoch

#### **Emergency Medicine, HO2**

I am a current PGY-2 in Emergency Medicine and running for the position of HOA President-Elect. I have spent the past year as an HOA Board member learning about the unique structure of the HOA within the University of Michigan and how the HOA supports its members by unfailingly representing resident interests across the university. With upcoming negotiations, I will continue that path of resident advocacy to improve our negotiated benefits package, while continuing to work with the HOA to represent individual residents who need an advocate. While parking is a hot topic, we will be broadly negotiating for improvements in base pay, educational benefits, and holiday pay. The care that the University of Michigan delivers is well recognized as among the best in the country; the residents of the University of Michigan are responsible for providing that care, and we should be fairly compensated for the outstanding work that is done on a daily basis.

# Vice President

## Sarah Bell

### **Obstetrics and Gynecology, HO2**

Hello! I am a rising PGY3 in Obstetrics and Gynecology. I was lucky enough to serve as an HOA representative this past year. For the upcoming fiscal/academic year, I am running for Vice President of the HOA. As Vice President, I will do my best to be a strong advocate for wellness among residents, collaborate with staff and residents from all departments, and represent the stakes and equities of all house officers during interactions with health system administrators. I love being part of the HOA team and would be honored to represent all House Officers in the upcoming contract negotiations. I am committed to the bargaining process and to being Vice president. I thank you for your vote!

# Secretary

## Harris Imam

### **PM&R, HO3**

I am a PGY-III PM&R resident and a graduate of the University of Michigan Medical school. I am interested in running for the HOA Secretary position. Although I am not officially on the HOA board, I had the opportunity to participate in all of the HOA board meetings this past academic year. Through these meetings, I have learned a great deal about the current state of affairs and areas where our contract with the employer will need improvement or new verbiage. As a House Officer, I understand that we all work very hard. Yet, it is very distressing to me when I hear about HOs who are being treated unjustly. My goal is to make sure we are all being treated fairly and being provided the resources we deserve. Within my department, I made sure that our HOs were able to take advantage of the holiday pay substitution policy. This substitution policy is part of our contract with the employer, but it was not being utilized recently in the previous years resulting in lost compensation for these HOs. This year will be a demanding year for whoever gets elected to the HOA as we will be participating in contract negotiations. With my experience in multiple hospital-wide committees as well as leadership experience through the Healthcare Administration Scholars Program (HASP), I believe that I will be a great fit to participate in this round of contract negotiations and represent the HO voice through the HOA Secretary position.

# Treasurer

## Xin He

### **Internal Medicine, Endocrinology, HO4**

I am a first-year endocrinology fellow, and this is my fourth year as a U of M house officer. I have been the HOA treasurer for the past three years, and I was a member of the HOA contract negotiations team in 2016-2017. This upcoming year is an important one, during which we renegotiate our contract with the University. Our most recent negotiations were challenging, but it was also rewarding to secure improved salaries and benefits for our hard-working members. I will bring the many lessons learned about the strengths and weaknesses of both sides, as we continue our mission to advocate for house officers.

# Representative-At-Large

**You may cast up to six votes.** The top six vote-getters will serve on the HOA Board. There are 15 candidates listed in alphabetical order.

## Mansoor Arain

**Internal Medicine, Cardiology, HO6**  
*(current board member)*

My name is Mansoor Arain, and I am interested in reprising my role as HOA Representative during the upcoming academic year. I am currently a second-year cardiology fellow and active member of the HOA Board, and previously held this position for 3 years while completing my combined internal medicine-pediatrics residency training. Having been at the University of Michigan since 2012, I have had the opportunity to hold several different leadership positions, and to be a member of various divisional, departmental, and institutional committees. I am passionate about advocacy and medical education. I would be honored to help further the interests of my fellow house officers in 2019-2020 and beyond.

## Kimberly Casten

**PM&R, HO3**

Hello! I'm Kim Casten and last year I got involved in the HOQSC (House Officer Quality and Safety Committee). I have really enjoyed participating in committees which benefit patient safety and resident wellbeing. I am fortunate to have the time and flexibility to participate in board meetings and contract negotiations, with the PM&R resident schedule, I can make this commitment! I am known for having a strong voice; standing up for myself and other residents, and would love to stand up for all House Officers! By electing me, I would be that new strong voice for the HOA board, with perspectives from other institutions, as well. I appreciate your consideration.

## Ruth Bickett-Hickok

**Anesthesiology, HO1**

I am a house officer in Anesthesiology seeking a representative position within the House Officer Association. Having worked for a law firm specializing in collective bargaining, I bring knowledge of the internal processes and familiarity with contract negotiations. Through my background in corporate communications, I amassed years of experience with public and employee relations. I will use my experience to foster open dialogue to enhance house officer wellbeing and promote resident-oriented initiatives within the university health system.

## Emily Eton

**Ophthalmology, HO2**

My name is Emily Eton and I am a PGY-2 ophthalmology resident. Many of us have personally experienced or witnessed colleagues who have been frustrated by unfair treatment by our employers. Vacation requests taking months to be confirmed, or even rescheduled at the last minute. Rotation schedules not being released until the week before the rotation begins. Untimely resolution of contract disputes. I am committed to working with the HOA to make sure that our current contract is enforced, and to re-negotiate a contract in the coming year that gives us fair compensation and ample support to excel in our lives inside and outside the hospital. Please vote for me so that I - together with the entire HOA leadership - can continue to support trainees to the highest degree possible.

## Laila Gharzai

### **Radiation Oncology, HO3**

Hello, I am a PGY-3 in Radiation Oncology interested in serving on the HOA board. We are so fortunate here to have a strong HOA that has consistently fought for the residents. I have a Master's degree in finance, which has given me a unique perspective on negotiations between large organizations, and I hope to use this perspective to aid our position during the next round of negotiations. As I've learned to navigate the demands of residency, I've realized the importance of building consensus for equitable work distribution. I'd love to use this as an opportunity to get involved in the wider hospital system, to introduce people to smaller fields (I mean, come on, who actually knows what rad/onc does?), and to leverage my background by representing the residents. Thank you for your consideration.

## Nathan Kafity

### **Integrated Interventional Radiology, HO1**

Hello, I'm Nathan Kafity and I'm running for a representative position. While growing up in the Midwest, I enjoyed taking part in various school and organizational boards. During my time at Toledo College of Medicine, I served as treasurer for the Students for Medical Missions group. In that role, I managed the costs and expenses for over 60 healthcare volunteers in preparation for a medical mission trip to Honduras. Shortly before starting residency, I read the HOA contract and was very impressed with all the perks and protections it offered us such as the gym, bonuses, phone stipend, hour protections, vacation time, and holiday pay to name a few. I believe I would make a great fit for the HOA board in the coming year with my prior board experiences and interest in the HOA. Prior to medical school, I interned at a personal financial advising firm, which I believe will be helpful specifically for re-bargaining the HOA contract in the coming year. I will be at Michigan for the next five years and have a vested interest in the program. Thank you for your consideration.

## Bryan Kunkler

### **Anesthesiology, HO2**

My name is Bryan Kunkler, I am currently a second-year Anesthesia Resident. As a member of the HOA and longtime Michigan student, I believe we, as Michigan Medicine House Officers, are poised to make meaningful changes to our benefits and compensation with our next contract. As a board member, I would hope to empower other residents to speak up about changes they would like to see at Michigan Medicine as well as offer a strong voice on their behalf within the hospital. Our bargaining power helps to promote the future wellbeing of Michigan House Officers, attracting competitive applicants/physicians to our programs, and ultimately allows us to provide the best care to our patients. I look forward to the opportunity to advocate for the House Officers and the patients we care for. Thank you for your consideration.

## Matt Lee

### **Urology, HO4**

*(current board member)*

It has been a pleasure representing you for the last two years. It was always my plan to gain experience as a representative so I could better represent our interests during the upcoming negotiations. From my observations of how the administration has handled house officer issues in the past, it is clear that all house officers will need to be unified and engaged throughout the negotiation process (think of the nursing union efforts!) in order to be successful. I hope you will give me the chance to serve you again, I will do my best to work with the rest of the board to make sure we get the best contract possible.

## Johan Latorre

### **PM&R, HO2**

Hey everyone! I'm a current second-year resident in physical medicine and rehabilitation originally from Hackensack, NJ. I am running to be a part of the HOA board as I am passionate about continuing to grow and strengthen our union here at Michigan. Advocacy is an important aspect of my life as I am involved in growing Adaptive Sports with Dr. Okanlami from family medicine and am involved in the advocacy committee for the American Medical Society of Sports Medicine. With contract negotiations coming soon, I hope to continue that by advocating for you to improve resident wellness, represent our interests at these upcoming contract negotiations, and bring fresh new ideas and perspectives. Thank you for your vote and I hope to be your HOA representative next year!

## Arielle Schaffer-White

### **Medicine-Pediatrics, HO2**

I am currently a second-year Internal Medicine-Pediatrics resident asking for your vote to be elected to the HOA board. I am passionate about resident wellness and have realized that the HOA's negotiations are the source of many of our protected benefits. If elected, I would advocate for resident interests and continue to seek solutions for the unique challenges we face during residency. As a part of both, internal medicine and pediatrics programs, I can represent the interests of residents from multiple departments. I would love the opportunity to contribute to our union and represent my amazing co-residents. Thank you!

## Michelle Shnyder

### **Integrated Interventional Radiology, HO1**

My name is Michelle Shnyder and I am a first-year House Officer in the interventional radiology residency program. I am a first-generation Russian-American and the first physician in my family. I was an All-American in the sport of gymnastics and learned valuable leadership skills as the co-captain of the Brown Gymnastics Team. Upon matriculating to medical school, I was elected to be the Curriculum Representative for my class and maintained this position for all four years of my MD/MPH training at the University of Miami. I later became the Director of the Council for Curriculum Improvement and a member of the University of Miami Liaison Committee on Medical Education (LCME). I chose to pursue these roles because as I identified areas for improvement in the curriculum and school culture, I wanted to join the conversation for change. Now having completed my first year of residency, I would like to play a stronger role in improving the lives of my fellow residents. Bettering the lives of those around me provides me with energy and a sense of purpose and if given the opportunity to serve on the HOA Board, I would fight to make U of M an even better place to train and grow.

# Shivani Singh

## **Anesthesiology, HO1**

My name is Shivani Singh and I am a House Officer in Anesthesiology. I currently serve as the HOA representative to the Policy Subcommittee of the UMHS Perioperative and Procedural Oversight Committee and I am running for the position of Representative. I have cultivated communication and leadership skills through my previous work experience in implementing strategic planning initiatives within healthcare organizations. I have participated in successful negotiations for infrastructure changes at my medical and undergraduate institutions. As your HOA representative, I will continue to foster open dialogue to address HOA concerns and advocate for house officer initiatives.

# Erica Smith

## **Medicine-Pediatrics, HO2**

Hello! I'm a rising Med-Peds 3rd year and am excited for the opportunity to serve as an HOA representative for the 2019-2020 year. As a Med-Peds resident, I am in close contact with residents from three different programs, as well as all consulting services. Not only does this unique position allow me to represent a large portion of house officers, but it has given me a firm understanding of my colleagues' needs and concerns. I feel confident in acting as an effective liaison and advocate for my fellow residents to ensure we are able to train in a supportive and educational environment (with easy access to parking). Having an active board is vital as the HOA heads into contract negotiations in 2020, and I hope to be a part of this team. Thank you for the consideration- I appreciate your vote!

# Stephen Thompson

## **Psychiatry, HO1**

Hello fellow House Officers, I'm Stephen B. Thompson, MD, JD, and a current PGY-1 resident in psychiatry. Prior to attending medical school at the University of Michigan, I was an attorney responsible for negotiating mergers and acquisitions for large corporate clients. I believe quite strongly in the importance of the HOA as a union. Our bargaining position is much stronger collectively than separately. Given this position, our global prominence in healthcare, and our non-profit hospital's expected 2019 profit of \$359 million, our new contract should be expected to lead our peer institutions in resident compensation and working conditions. I humbly offer you my best efforts at realizing this expectation and thank you for your vote.

# James Weinberg

## **Anesthesiology, HO2**

I am currently a CA-1 in the Department of Anesthesiology. I grew up in Connecticut and recently moved here with my wife and children after switching from neurosurgery at another institution. This experience has taught me a lot about the trials and tribulations of being a resident physician. Coming to Michigan I was very appreciative that we have an HOA aiming to make life better for us. I believe my background allows for increased insight into problems residents face at large. I am seeking your vote to represent you and to continue to work on improving our position at the upcoming bargaining sessions. Thank you.