

Office of

Faculty Promotions & Career Development



Dear Colleagues,

I am pleased to announce the appointment of Alison Antes, PhD, associate professor of medicine, and Mwiza Ushe, MD, professor of neurology, as the new ombuds for WashU Medicine, effective Jan. 1, 2025.

As part of the recommendations of the WashU Medicine Executive Faculty Task Force on [Climate & Culture](#), as of Jan. 1, 2025, our local ombuds will be available to meet with medical school faculty, as well as students affiliated with the School of Medicine (MD, DBBS, PT, OT, PACS, Genetic Counseling, Medical Physics and master's or PhD programs), residents, fellows and postdocs.

Dr. Antes, PhD, is an associate professor in the Bioethics Research Center and Division of General Medicine and Geriatrics in the Department of Medicine at WashU Medicine. Trained as an industrial-organizational psychologist, she has spent the last decade at WashU conducting research on responsible leadership and management in science and the decision-making processes of researchers. Dr. Antes actively contributes to researcher education and career development, having taught, trained and coached researchers across career stages, disciplines and institutions. She directs a national program to support early-career biomedical researchers and enhance their leadership and management skills, and co-directs a coaching program for researchers facing issues related to research integrity or compliance. She is known for her ability to listen to and appreciate the diverse perspectives and experiences of those pursuing their education and careers in academic medicine.

Dr. Ushe has built a distinguished career at WashU Medicine, starting as a graduate student and earning both a master's degree in neuroscience and a medical degree. He currently is a professor in the Section of Movement Disorders within the Department of Neurology. Throughout his tenure, Dr. Ushe has contributed significantly to both WashU Medicine's clinical practice and its commitment to diversity. As director of the Deep Brain Stimulation Program and Movement Disorders Clinic since 2014, he has supported an impactful patient care and training environment. He also has served as vice chair of diversity, equity, inclusion and belonging in the Department of Neurology since 2021, and worked diligently to foster an inclusive environment. Dr. Ushe's varied experiences as a student, resident, staff member, fellow, junior faculty member and senior faculty member enable him to empathize deeply with individuals across WashU.

As ombuds, Dr. Antes and Dr. Ushe will help faculty members and learners with informal resolution of work-related conflicts, and to understand available reporting options and

resources. [The Office of the Ombuds](#) follows the International Ombudsman Association's standards of practice and four distinctive principles: confidentiality, independence, impartiality and informality. The office also reports — without identifying information — statistical data and trends showing issues and patterns of complaints, so WashU officials can take system-wide action as appropriate.

I want to thank Karen O'Malley, PhD, professor of neuroscience, and Lindley B. Wall, MD, professor of orthopedic surgery, for their dedication and years of service as ombuds for WashU Medicine. They have been a tremendous resource for faculty and medical students, helping them to voice concerns and resolve conflicts. Both will continue their successful careers at WashU Medicine after they leave the Office of the Ombuds.

I also thank the Ombuds interview committee for their dedication and commitment to WashU Medicine:

- Eva Aagaard, MD, Carol B. and Jerome T. Loeb Professor of Medical Education, Senior Associate Dean for Education, Vice Chancellor for Medical Education
- Sherree Wilson, PhD, Associate Vice Chancellor and Associate Dean of Diversity, Equity, and Inclusion at WashU Medicine
- Maria Baggstrom, MD, Professor of Medicine and Executive Committee of the Faculty Council Representative
- William Buscher, PhD, Associate Professor of Genetics and Executive Committee of the Faculty Council Representative
- Haewon Shin, MD-PhD candidate
- Maddie Turner, MD-PhD candidate
- Steven Mennerick, PhD, Professor of Psychiatry and Associate Dean for Graduate Education of the Roy and Diana Vagelos Division of Biology & Biomedical Sciences
- Leanne Stewart, PhD, Executive Director of Employee Relations, Human Resources
- Jessica Kennedy, Director and Title IX Coordinator

To contact the Office of the Ombuds, call 314-660-2089. The office is located at Barnes Jewish Hospital Plaza, Maternity Building, Room 161. Visitors are advised to contact the Ombuds via phone or email to arrange an appointment.

Sincerely,

Renée Shellhaas, MD, MS

David T. Blasingame Professor of Neurology and Senior Associate Dean for Faculty Promotions & Career Development