

**Erica K. Salter, PhD, HEC-C**  
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**ACADEMIC POSITIONS:**

- **Saint Louis University, Center for Health Care Ethics** [July 2017-present]  
Associate Professor, Director of PhD Program  
Associate Professor of Pediatrics
- **Saint Louis University, Center for Health Care Ethics** [July 2013-June 2017]  
Assistant Professor, Director of PhD Program in Health Care Ethics
- **Saint Louis University, Center for Health Care Ethics** [June 2011-June 2013]  
Instructor, Director of Undergraduate Education

**EDUCATION**

- Ph.D.**      **Health Care Ethics; Saint Louis University, St. Louis, MO**      [May 2011]
- B.A.**      **Philosophy, Cognitive Science; Rice University, Houston, TX**      [May 2006]

**CERTIFICATIONS:**

- Healthcare Ethics Consultant-Certified** [May 2019]

**CLINICAL ETHICS CONSULTATION/SERVICE (PRO-BONO)**

- **Cardinal Glennon Children's Hospital, Ethics Committee** [2016-present]  
Vice Chair
- **Saint Louis University Hospital, Ethics Committee** [2011-present]
- **St. Louis Children's Hospital, Ethics Committee** [2009-2011]
- **M.D. Anderson Cancer Center, Clinical Ethics Service** [2007]

**MEMBERSHIPS**

- **American Society for Bioethics and the Humanities**
- **Academic Pediatric Association**
- **American Academy of Pediatrics, Section on Bioethics**
- **Neuroethics Society**

**HONORS**

- **SLU Graduate Mentoring Award: Nominee** [2019-2020]
- **Faculty Excellence Award, Saint Louis University SGA** [2014]
- **Saint Louis University Dissertation Fellow** [2010-2011]
- **Saint Louis University Diversity Fellow** [2006-2010]
- **Who's Who in American Universities and Colleges** [Summer 2009]
- **ASBH Early Scholars Travel Scholarship** [Fall 2009]
- **Neuroethics Society Student Travel Scholarship** [Fall 2008]

**EXTERNAL FUNDING:**

- **Best Interests and Beyond: Standards of Pediatric Decision-Making** [Summer 2019-Present]  
-Organizing a closed session symposium aimed at consensus-building conversations with national pediatric ethics experts about the utility and status of standards of decision-making in pediatrics. PI with collaborators Micah Hester and Lainie Ross. Symposium will be held Summer 2021.  
-Funding Sources: St. Louis Children's Hospital: \$10,000, SSM Health: \$10,000, Arkansas Children's Hospital: \$5,000, Albert Gnaegi Center for Health Care Ethics \$10,000

## Guest Editor

Special Thematic Issue, “Childhood and Disability”, 2017. *HEC Forum* 29(3).

Special Thematic Issue, “Bioethics Beyond the Urban Hospital”, 2015. *HEC Forum* 27(2)

## Publications: Refereed Journal Articles

**Salter, E.K.**, Ross, L.F. (2020). “Why Most Bad Decisions About Vaccines Do Not Constitute Child Neglect”, *Journal of Pediatric Neurology*, 113:85-87.

**Salter, E.K.** (2020). “The New Futility? The Rhetoric and Role of Suffering in Pediatric Decision-Making”, *Nursing Ethics*, 27(1): 16-27.

**Salter, E.K.**, Friedrich, A., Dempsey, K. (2019). “The Use of Suffering in Pediatric Bioethics and Clinical Literature: A Qualitative Content Analysis”, *Pediatric Ethicscope*, 32(2).

deSante-Bertkau, J., Shubkin, C., **Salter, E.K.**, Nelson, W. and Lantos, J. (2019). “Ethics Rounds: When Specialty Care is Unavailable to Rural Families”, *Pediatrics*, 144(6).

Brummett, A. and **Salter, E.K.** (2019). “Taxonomizing views of clinical ethics expertise”, Target Article in *American Journal of Bioethics*, 19(11).

**Salter, E.K.** (2019). “When Better Isn’t Good Enough: Commentary on ‘Better than Best (Interest Standard)’”, *Journal of Clinical Ethics*, 30(3).

**Salter, E.K.** (2017). “Reimagining Childhood: Responding to the Challenge Presented by Severe Developmental Disability”, *HEC Forum*, 29 (3).

**Salter, E.K.** (2017). “Conflating Capacity and Authority: Why We’re Asking the Wrong Question in the Mature Minor Debate”, *Hastings Center Report* 47(1).

**Salter, E.K.** & Norris, J. (2015). “Clinical Ethics Beyond the Urban Hospital”, *HEC Forum*, 27(2): 87-91.

**Salter, E. K.** (2015). To Re-contextualize the Patient: What Home Health Care Ethics Can Teach Us About Medical Decision Making. *HEC Forum*, 27(2): 143-156.

**Salter, E. K.** (2014). The Desire to Die: Making Treatment Decisions for Suicidal Patients with Advance Directives. *Journal of Clinical Ethics*, 25(1).

**Salter, E. K.** (2014). The Siren Call of Individualism in Pediatric Decision Making and the Role of Relational Interests. *Journal of Medicine and Philosophy*, 39(1), 26-40.

**Salter, E.K.** (2014). “The Desire to Die: Making Treatment Decisions for Suicidal Patients with Advance Directives”, *Journal of Clinical Ethics*, 25(1): 43-49.

- Salter, E.K.** (2013). "Should We Tell Annie? Preparing for death at the Intersection of Parental Authority and Adolescent Autonomy", *Narrative Inquiry in Bioethics*, 3(1): 83-90.
- Salter, E. K.** (2012). Deciding for a Child: A Comprehensive Analysis of the Best Interest Standard. *Theoretical Medicine and Bioethics*, 33, 179-198.
- Salter, E. K.** (2010). The Management of Incidental Findings in Neuro-Imaging Research. *Journal of Law, Medicine and Ethics*, 38(1).
- Salter, E. K.** (2009). Clinical Ethics and the Dynamics of Group Decision-Making: Applying the Psychological Data to Decisions Made by Ethics Committees. *HEC Forum*, 21(2), 207-228.
- Rangel, E. K.** (2007). Cosmetic psychopharmacology and the goals of medicine. *American Medical Association: Virtual Mentor*, 9, 428-432.
- DuBois, J. M. **Salter, E.K.** et al. (2011). Reviewing the Ethical, Regulatory and Scientific Case for Engaging Communities in Mental Health and Drug Addiction Research. *Current Opinion in Psychiatry*, 24, 208-214.
- DuBois, J. M., Volpe, R. **Rangel, E.K.**(2008). Hidden Empirical Research Ethics: A Review of Three Health Journals from 2005 to 2006. *Journal of Empirical Research on Human Research Ethics*, 3(3), 7-18.
- Iltis, A. S., Wall, A., **Rangel, E. K.** (2008). Federal Interpretation and Enforcement of Protections for Vulnerable Populations in Human Subjects Research. *Journal of Empirical Research on Human Research Ethics*, 4(1), 37-41.

### Other Publications:

- Brummett, A. and **Salter, E.K.** (2020). "Response to Open Peer Commentaries: Taxonomizing Views of Clinical Ethics Expertise", *American Journal of Bioethics*, 20(1). W5-W9.
- Salter, E.K.**, Waldron, M. Paniagua, M. (2014). "Early Exposure to Geriatric Care: Developing an Undergraduate Internship in Ethics and Geriatric Practice", *International Journal of Medical Education*, 5: 15-17.
- Volpe, R. & **Salter, E.K.**(2011). Response to Fins 'Humanities and the Future of Bioethics Education': Too Quick to Judge?. *Cambridge Quarterly in Healthcare Ethics*, 24(4), 612-614.
- Salter, E. K.** (2010). Review of "The Ethics of Genetic Engineering". *American Journal of Bioethics*, 10(10), 34-35.
- Rangel, E.K.**(2008). Review of "Innovation and the Pharmaceutical Industry". *HEC Forum* 24(4):375-378.

### Publications In Progress:

- Salter, E.K.** "Empowering Parents for Better Decision-Making: A Distinct Role for Nursing Staff in Pediatric Clinical Care", chapter in *Nursing Ethics: Normative Foundations, Advanced Concepts and Emerging Issues* (Eds: Michael Deem and Jennifer Linger). Oxford University Press.
- Keune, J. and **Salter, E.K.** "Experiential Knowing in a Medicine for Ethicists PhD Course", (analyzing data).

**Salter, E.K.**, and Antommaria, A. "Pediatric Issues in Institutional Resource Allocation Policies during COVID-19: A Policy Analysis", (collecting data).

**Salter, E.K.**, Arthur, J., Spence, K. "Attenuating Moral Distress and Improving Interprofessional Communication in the NICU: A Pilot Study", (collecting data).

**Salter, E.K.**, Andreone, T., Calamur, N., Friedrich, A. "Pediatric Donation After Cardiac Death Policies: A National Review and Analysis", (collecting data).

## **Presentations:**

Hester, M., Parker, L.S., Ross, L.F. and **Salter, E.K.** (2020). "Am I My Siblings' Keeper? What We Owe Our Brothers and Sisters", *ASBH Annual Conference, Virtual Format*.

Bester, J., Navin, M. and **Salter, E.K.** (2020). "The Best Interest Standard: Parental Autonomy and Solidarity with Child Patients", *World Congress on Bioethics, 2020 Conference Philadelphia, PA* (accepted, but cancelled due to COVID adjustments)

**Salter, E.K.**, Benson, B., Shubkin, C., Feudtner, C. (2020). Parent Voices in Decisions about Long Term Care in Children with Complex Medical Conditions. Pediatric Academic Societies 2020 Conference, Pittsburgh, PA. (accepted but cancelled due to COVID).

**Salter, E.K.** (2019). "The New Futility? The Rhetoric and Role of Suffering in Pediatric Decision-Making", American Society for Bioethics and the Humanities, Pittsburgh, PA.

Brummett, A. and **Salter, E.K.** (2019). "Taxonomizing Views of Clinical Ethics Expertise", American Society for Bioethics and the Humanities, Pittsburgh, PA.

**Salter, E.K.** (2019). "Aligning Ethical Principles for Healthcare Executives", American College of Healthcare Executives, Marion, IL.

**Salter, E.K.**, Benson, R., Broom, M., Ross, L.F., Kind, T. (2019). "Patient, Friend or Both? Navigating Social Media in Pediatric Practice", *Pediatric Academic Societies, 2019 Conference in Baltimore, MD*.

**Salter, E.K.** *Pediatric Bioethics Conference, Jacksonville, FL*. "The Rhetoric and Role of Suffering in Pediatric Bioethics", (November 2, 2018).

**Salter, E.K.** Lantos, J. and Janvier, A. *Pediatric Academic Societies*, "Difficult Decision-Making on the Ends of the Pediatric Age Spectrum", Ethics Special Interest Group, Toronto, CA (May 9, 2018)

**Salter, E.K.** and Saini, S. Ethics Grand Rounds, Cardinal Glennon Children's Medical Center, "How to Have Hard Conversations: Discussing Goals of Care with Families, St. Louis, MO. (March 26, 2018).

**Salter, E. K.**, *American Society for Bioethics and the Humanities*, "Conflating Capacity and Authority: Why We're Asking the Wrong Question in the Mature Minor Debate," Kansas City. (October 19, 2017).

**Salter, E. K.**, Arthur, J. and Spence, K. American Society for Bioethics and the Humanities, "NICU Moral Distress and Interprofessional Communication," Kansas City. (October 19, 2017).

**Salter, E. K.**, "Establishing and Communicating Goals of Care in Pediatric Practice," Sr. Noreen Pediatrics Conference. (October 9, 2017).

**Salter, E. K.**, Ethics Grand Rounds, "No Longer a Child, Not Yet an Adult: Adolescent Medical Decision-Making," Cardinal Glennon Children's Medical Center. (November 2016).

**Salter, E.K.** Cardinal Glennon Neonatology Nurses Conference, 2016, “Establishing and Communicating Goals of Care”, St. Louis MO.

**Salter, E.K.** Cardinal Glennon Ethics Lunch and Learn, 2016, “Adolescent Medical Decision-Making”, St. Louis MO.

**Salter, E.K.** Cardinal Glennon Ethics Committee, 2016, “Withdrawing Artificial Nutrition and Hydration in Pediatrics”, St. Louis MO.

**Salter, E.K.** Cardinal Glennon Ethics Education, 2016, “Informed Consent Parental Permission and Child Assent”, St. Louis MO.

**Salter, E. K.**, Health Information Management Course, "Clinical Ethics and the Management of Health Information." (November 11, 2015).

**Salter, E. K.**, BrightStar Continuing Education Presentation, "Children and the Ethics of End of Life Decision-Making," BrightStar. (January 2014).

**Salter, E. K.**, ASBH Annual Meeting, "The Ethics of Home Health Care and its Implications for Autonomy," ASBH, Atlanta, GA. (October 2013).

**Salter, E. K.**, ASBH Annual Conference, "Clinical Ethics and the Dynamics of Group Decision Making," ASBH, Washington, DC.

**Salter, E. K.**, Ethics Committee Retreat, "Introduction and A (Brief) History of Bioethics," St. Louis Children's Hospital, St. Louis.

**Salter, E. K.**, Ethics Lunch and Learn Series, "Pandora's Box? The Ethics of End of Life Conversation," Mercy Children's Hospital, Kansas City, MO.

**Salter, E. K.**, Noon Ethics Lecture Series, "The Ethics of End of Life Communication in Pediatric Settings," Cardinal Glennon Children's Hospital, St. Louis.

**Salter, E. K.**, Undergraduate MedScholars Presentation, "Ethics in Clinical Practice," SLU MedScholars, St. Louis.

**Salter, E. K.**, Clinical Ethics Case Discussion Group, "Case Discussion: Suicide & Living Wills," St. Louis. (December 1, 2011).

## **Contracts, Grants and Sponsored Research**

DuBois, J. M. (Principal), Salter, E. K. (Key Personnel), "MTS Center for Life Ethics Blog and Website Project," Sponsored by Mid-America Transplant Association, \$15,000.00. (August 1, 2011 – July 31, 2013).

DuBois, J.M. (Principal). NIMH Conference “Ethics and Community Engagement in Mental Health Research” (Summer 2009).

DuBois, J.M. (Principal). “Responsible Conduct of Research Instructional Assessment”, Program Office of Research Integrity (Fall 2006-Spring 2008).

## **Media Contributions**

Salter, E.K. 2020. Interviewed by *Medical Ethics Advisor* about ethics committee membership.

Salter, E.K. 2020. Interviewed by “Pediatric Bioethics Podcast with John Lantos” on the best interest standard.

Salter, E.K. 2020. Interviewed by “Brave New Us Podcast” about pediatric disability.

Salter, E.K. 2020. Interviewed by Healthcare Dive about hospital response to COVID-19

## TEACHING and ADMINISTRATION

### Administrative Roles (beyond service)

- Director, PhD Program in Health Care Ethics (Jan 2014-present)  
*General responsibilities include (10-15 hours/week):*
  - Supervision, leadership and representation of program
  - Course and program development
  - Recruiting, admissions, matriculation and graduation
  - Student mentoring
- Director, Undergraduate Education in Health Care Ethics (June 2011-Dec. 2013)

### Courses Taught:

- HCE 644: "PhD Clinical Practicum", Required PhD practicum course
- HCE 503: "Ethics in Nursing and Health Care", required MS in Nursing course, online format
- HCE 6540: "Advanced Clinical Ethics Practicum, graduate elective course
- HCE 6350: "Pediatric Bioethics" (Spring 2017), graduate elective course
- HCE 422: "Controversies in Reproductive and Pediatric Ethics", undergraduate elective
- HCE 424: "Controversies in Death and Dying", undergraduate elective
- HCE 613: "Clinical Ethics", required graduate seminar
- HCE 424: "Ethics and Geriatric Care", undergraduate service learning course

### Mentoring:

- **Dissertation Mentoring**
  - Primary Mentor for Abram Brummett, PhD "Responding to the Incredulous Brow: Naturalizing the Harm Principle for Ethics Expertise", May 2019
  - Primary Mentor for Kayla Kostelecky, JD, PhD: "Decision-Making Capacity, Mental Illness and the Authentic Self", May 2020.
  - Dissertation mentor for students: Sarah Sawicki and Annie Friedrich
- **Formal One-one-one mentoring of graduate students (January 2014-Present)**
  - Meet with each PhD student twice each year to discuss academic progress and career goals
- **Formal group mentoring sessions (August 2011-Present)**
  - Organize monthly graduate student mentoring sessions
  - Lead three regular sessions: "Writing Skills: Part I", "Developing a Teaching Portfolio", "How to Write a Literature Review"
- **Teaching assistant mentoring (August 2011-December 2013)**
  - Provided regular mentoring on teaching skills and curriculum development to graduate student TAs, teaching undergraduate HCE courses
- **Graduate assistant mentoring (August 2011-Present)**
  - Provided ongoing mentoring to a graduate student research and teaching assistant

### Professional Development (selected):

- **Intensive Course "Clinical Ethics Mediation"**, University of Pennsylvania, (August 2012).
- **Workshop, "CTE Academic Portfolio Retreat"**, Saint Louis University, Center for Teaching Excellence, (March 2012).
- **Seminar Series and Course "Certificate in University Teaching Skills"**, Saint Louis University, Center for Teaching Excellence.

## SERVICE

### Department Service

- Coordinator, Thursday Professional Development Lunch for HCE PhD students (2014-present).
- Faculty Advisor, Independent Study Courses (2013-present, various students).
- Committee Chair, Comprehensive Exam Committees for Graduate Students (2013-present).
- Committee Member, Senior Bioethicist Faculty Hire Search Committee (2016-2017).
- Committee Member, Medical Anthropologist Faculty Hire Search Committee (2014).
- Faculty Mentor, *Teaching Assistant Training* (2012-2015).

### University Service

- Medical school ethics education: M1 ethics small group preceptor, M4 Ethics elective co-director (with Dr. Josh Arthur)
  - 2 hours/month, Fall 2017-present
- Ethics Facilitator, Cardinal Glennon Children's Medical Center, C-Quad Bi-monthly case discussions NICU and Hematology and Oncology and PICU
  - 6 hours/month, Spring 2017-present
- Faculty Senate, Saint Louis University, College of Arts and Sciences representative member
  - 3 hour/month, Spring 2018-present
- Steering Committee Member, MD/PhD Program, SLU School of Medicine
  - 5 hours/month, Fall 2014-present
- Faculty Sponsor and organizer, *Annual Student Health Care Ethics Research Conference*
  - 10 hours/month, Fall 2012-Fall 2015
- Committee Member, *Pre-Professional Health Studies Committee on Evaluations*
  - 6 hours/month, Fall 2013-Fall 2017
- Member, Council of Associate Deans and Directors for SLU Graduate Education
  - 3 hours/month, Fall 2013-Fall 2017

### Professional Service

- Director, "Early Career Advising Program", for American Society for Bioethics and the Humanities. Spring 2019-present.
- Co-director, "Ethics Special Interest Group", *Academic Pediatrics Association*, Fall 2018-present.
- Editorial Board Member, *Healthcare Ethics Committee Forum*, Spring 2015-present.
- Expert Peer Reviewer, Council of Canadian Academies, Expert Report "Medical Assistance in Dying for Mature Minors. May 2018.
- Director, *American Society for Bioethics and the Humanities*, Early Career Advising Program.
- Reviewer, *American Society for Bioethics and the Humanities*, Annual Conference Planning.
- Reviewer, *International Journal of Environmental Research and Public Health*.
- Reviewer, *IRB: Ethics and Human Research*.
- Reviewer, *Hastings Center Report*.
- Reviewer, *Narrative Inquiry in Bioethics*.
- Member, Section on Bioethics, *American Academy of Pediatrics*.

### Community Service

- Member, Maplewood-Richmond Heights Early Childhood Center PTO
- Member, *Saint Anthony's Hospital IRB*, St. Louis MO
- Volunteer, *Mission: STL*, St. Louis MO.
- The Journey Church: Hanley Road, small group leader, musician, deacon.