

2023 Faculty & Staff Awards

- **Educator of the Year: PhD, Master's, MD Pre-Clerkship, Clerkship, Resident**
- **Stanley Robbins Award for Excellence in Teaching**
- **Leonard Tow Humanism in Medicine Award**
- **Diversity, Equity, Inclusion & Accessibility**

Awards Committee

Members	Representation
Hee-Young Park	Faculty Affairs
Sandy Auerbach	Committee on Faculty Affairs
Emelia Benjamin	Associate Provost, Faculty Development
David Flynn	Library-Information Management Education
Priya Garg	Medical Education
Jamie McKnight	Graduate Medical Sciences
Suzy Sarfaty	Enrichment Office
Michelle Sia	Residency Program Director
Andrew Taylor	Research
Danielle White	Staff

Educator of the Year

Categories:

- Medical Education: Pre-clerkship, Clerkship & Resident
- Graduate Education: PhD and Master's

Nominated by faculty or students based on:

- Excellence in teaching based on teaching evaluation
- Student engagement
- Challenging students to think critically
- Promotion of diversity, equity, inclusion and belonging in mentoring and educational pedagogy
- Professionalism
- Thoughtful, constructive feedback to the students

2023 Educator of the Year

Pre-Clerkship

Ricardo Cruz, MD
Assistant Professor of General Internal Medicine

- Demonstrated passion for teaching M1s and M2s
- Engaged and encouraged students to more deeply understand what can be learned through physical exam
- Quote from student:

“I felt completely unprepared for the clinic when I entered his class but Dr. Cruz really nurtured and guided both our learning and personal growth. Now I feel confident and ready for all of the exciting challenges to come in M3 and beyond.”

2023 Educator of the Year

Clerkship

Julia Bartolomeo, MD
Assistant Professor of Family Medicine

- Family Medicine Interest Group (FMIG) advisor
- Started FIMG families
- Immensely committed to the students
- Taught presentation skills and importance of generating own ideas on disease processes
- Encouraged students to be as specific and evidence-derived as possible in our assessments and plans
- Led sessions on diversity, equity and inclusion

Boston University Chobanian & Avedisian School of Medicine



2023 Educator of the Year

Master's Program

Lillian T. Sosa, MS, CGC

Assistant Professor of Obstetrics & Gynecology

- Creates a safe space for students to learn
- Elevates quality of teaching in the classroom & the clinic
- Quotes from student:
 - “My counseling abilities developed immensely with Lilly's guidance”*
 - “Lilly is the one I could always count on to have an answer about placements, schedules, and other fieldwork related issues.”*

2023 Educator of the Year

PhD Programs

Douglas Rosene, PhD
Professor of Anatomy & Neurobiology

- Pioneer in the neuroanatomical and cognitive changes that occur in the aging brain with >180 papers in outstanding peer-reviewed journals
- Exceptional mentor to aspiring PhD neuroscientists
- Provides unending patience, support, guidance and wisdom to PhD students, post-doctoral fellows as well & faculty colleagues, who themselves mentor PhD students
- Provides exemplary leadership and service.
- Tremendous role model for our PhD students.

Resident Educator of the Year

2023 – Inaugural Year

Qualifications:

- residents at any of the schools' clinical affiliates.

Nominated by 3rd year Medical Students based on:

- Excellence in teaching
- Engaging and enthusiastic teaching
- Provides actionable feedback that allows students to grow as clinicians
- Promotes diversity, equity, inclusion in the clinic
- Role model of professionalism

2023 Resident Educator

Jia Jeannie Xu, MD
Clinical Instructor of Ophthalmology

- Exceptional educator
- Prioritizes medical student education and fervently encourages student involvement in attending clinics & the operating room
- Carves out time for teaching, even during busy clinic days
- Gives direct, actionable feedback
- Committed to diversity, equity and inclusion
- Stellar example of a chief resident and educator

Stanley L. Robbins Award for Excellence in Teaching

Nominated by chairs, deans, vice chairs of education, other educational directors, or co-directors for the medical student curriculum based on:

- Leadership in innovative curriculum development or implementation, assessment or scholarly dissemination
- Teaching evaluations supporting a commitment to the student educational experience
- Mentoring leadership of other educators and faculty.
- Active promotion of diversity, equity, inclusion & belonging in educational pedagogy

2023 Stanley L. Robbins Award for Excellence in Teaching

Sonia Ananthakrishnan, MD
Assistant Professor of Medicine
Endocrinology, Diabetes Nutrition & Weight Management

- National reputation for improving feedback at all training levels
- Identified need to improve the evaluation of medical student clinical reasoning skills
- Created the high-quality Observed Clinical Reasoning Assessment
- Champion for diversity, equity and belonging on the medical campus
- Excelled in every educational domain: direct teaching, assessment, curriculum development, and scholarship
- Role model for all educators

Boston University Chobanian & Avedisian School of Medicine



The Leonard Tow Humanism in Medicine Award

Nominated by faculty or students based on:

- Compassion & empathy in the delivery of patient care
- Excellence as a role model: illustrates professional behavior by example
- Approachable and accessible to students
- Professional and personal interactions with students
- Respects other's viewpoints, even when different from their own
- Cultural sensitivity working with patients & family of diverse backgrounds
- Communication and listening skillfully
- Interprets complex medical diagnoses and treatments for patients and ensures patient comprehension
- Respects for the patient's viewpoint

The Leonard Tow Humanism in Medicine Award

Laura Wung, MD

Assistant Professor of General Internal Medicine

- Devoted and committed to her patients' welfare.
- Facile with biomedical aspects of prevention, diagnosis & treatment
- Temperament and skill to listen deeply, to hear the meaning behind the message and to create deep, therapeutic alliances with her patients
- Quote from peer: *"Humble and giving, almost to a fault. I would trust my family and closest friends to her care."*

Diversity, Equity, Inclusion, & Accessibility

Qualification:

- Faculty and staff at BU Chobanian & Avedisian SM

Nominated by Faculty, Students and Staff based on:

- Promotes recruitment of diverse students, trainees, staff or faculty
- Mentorship and sponsorship of underrepresented faculty, staff, or students, including student groups
- Creating or running programs designed to improve DEIA, including pathway programs
- Educational Innovation in health inequities and/or inclusive pedagogy
- Impactful scholarship/research on DEIA

2023 Diversity, Equity, Inclusion & Accessibility

Samantha E. Kaplan, MD, MPH Assistant Professor of Obstetrics & Gynecology

- As former director of the Early Medical School Selection Program for 9 years, Dr. Kaplan facilitated the recruitment, successful entry and medical school completion of underrepresented students at the medical school
- Served as a mentor to many Black female junior faculty, residents, and medical students
- Quote from student:
“As a first generation Black woman medical student mentee, I found my relationship with Dr. Kaplan to be absolutely invaluable. She provided clarity about my medical education from the very first day, taught me how to persist in the face of failure and advocate for my well being and that of my colleagues, and earnestly set goals and choose my career.”

2023 Diversity, Equity, Inclusion, & Accessibility

Elizabeth Klings, MD

Professor of Medicine

Pulmonary, Allergy, Sleep & Critical Care Medicine

- Consistently committed to DEIA during her decades at BU
- Fervently dedicated to the Sickle Cell Disease (SCD) community.
- SCD, which predominantly affects persons of color, is terribly underserved by the medical and research communities due to multiple factors including systemic racism
- Led or participated in virtually every important national SCD lung disease working group for nearly two decades.
- Led the team that established the first set of clinical guidelines for pulmonary hypertension in SCD
- Served on many Data Safety Monitoring Boards for SCD clinical trials.

2023 Diversity, Equity, Inclusion, & Accessibility

Peter F. Flynn, II Technical Lead, BUMC IT

- Led an array of projects to support a Medical Campus and BU culture of inclusion, equity & accessibility
- Led the creation of **Hear My Name**, which allows people to record their name in their own voice, and to tell others their preferred name or nickname.
- Faculty quote:
*"I want to thank you for **[Hear My Name]**. I often feel excluded because of my name, and have struggled recently on whether I should give myself an English name. I have been hearing **"It is too hard to memorize."** **"I don't know how to pronounce it."** so many times just because the name I was given is not a name that everyone is familiar with, in a society where English is mostly spoken. When I saw this email, I really felt encouraged and included."*



Boston University Chobanian & Avedisian School of Medicine



Agenda

- **Introduction**

- New Executive Assistant to the Dean & Provost

- **Distinguished Faculty & Staff of the Month Awards**

- Hee-Young Park, PhD

- **Recommendations for Degrees at Graduation**

- MA, MS, PhD Degree Candidates: C. James McKnight, PhD
- MD, MD/PhD, MD/MPH, MD/MBA Degree Candidates: Priya Garg, MD
- Latin Honors: Paige Curran

- **Dean's Update**

- Karen Antman, MD

Welcome



Thalia Valkanos
thalia@bu.edu

New Executive Assistant
to
BUMC Provost/Dean Karen Antman



Distinguished Faculty of the Month



Distinguished Staff of the Month

- **Nominated by Faculty, Staff or Students**
- **Selected by the BU Chobanian & Avedisian School of Medicine Awards Committee**

Boston University Chobanian & Avedisian School of Medicine

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Distinguished Faculty of the Month

July 2023



Claudio Morera, MD
Clinical Associate Professor of Pediatrics

- **Outstanding contributor to the education of medical students**
- **Developed LatinX Medicine Elective for medical students to learn and apply strategies to engage more effectively with patients of the LatinX culture**
- **Extraordinary individual and wonderful colleague**

Distinguished Faculty of the Month

August 2023

Jennifer Snyder-Cappione, PhD
Assistant Professor of Microbiology



- **Enthusiastic about PhD students' research projects and offers her time and resources to help them**
- **Made learning about challenging material more digestible and interesting**
- **As the chair of the PiBS admissions committee, she prioritized a fairness and equity review, as well as a diversity of students admitted**

Distinguished Faculty of the Month September 2023



Jonathan Wisco, PhD

Associate Professor of Anatomy & Neurology



- One of the most gifted educators
- Is a sought-after mentor by the students
- Kind, giving, thoughtful and goes well above and beyond for his students and his colleagues

Distinguished Staff of the Month

July 2023



Erita I Ikonomi
Educational Technologist II
BUMC IT

- **Cares deeply about the Medical School and always goes above and beyond to make sure anything she is involved in runs smoothly**
- **Promptly responds to emails/concerns (in and out of work hours!!!)**
- **Sensitive to the needs and feelings of others and is always ready to help or cheer up anyone who needs it. She makes everyone feel included, appreciated, and “seen”**

Boston University Chobanian & Avedisian School of Medicine



Distinguished Staff of the Month

August 2023



Robert A Bouchie

Laboratory Manager

Department of Anatomy & Neurobiology

- **True professional in dealing with donors, both before and after their death, as well as in communicating with family members**
- **Started a memorial service several years ago for the individuals who donated their bodies to BU**
- **Reminds students & faculty that the donors are real people who made a sacrifice so that the next generation of health care providers, researchers and forensic scientists can learn and contribute**

Distinguished Staff of the Month

September 2023



Karan Kacy Smith
Research Study Assistant
Department of Medicine

- Real problem solver. Always willing to put in time and effort for the team to investigate some complicated computational issues
- Best advisor and advocate for undergraduate and medical students from all backgrounds coming through the lab
- A role model to the students

GMS Presentation of Degrees

C. James McKnight, PhD



Chobanian & Avedisian School of Medicine

Graduate Medical Sciences

Presentation of Degree Candidates

GMS Degree	Aug 2022	Jan 2023	May 2023	Total
PhD	8	12	9	29
MD/PhD	-	-	9	9
MA	1	-	37	38
MS	125	28	188	341
MS/MPH	4	-	4	8
MS/MS	1	-	1	2
Total	139	40	248	427

Priya Garg, MD
MD Degrees

MD Degrees

MD 134

MD/PhD 9

MD/MPH 3

MD/MBA 3

Total 149

Recommendations for M.D. Degrees with Latin Honors

BUSM Class of 2023

Percent of M.D. Candidates Recommended for Honors

<u>Policy Guidelines</u>		<u>2023 Recommendations</u>
Cum Laude	10%	16 students
Magna	3%	5 students
Summa	1%	2 students

Degree Pathways of Candidates Earning Honors

- 14 from 4-year M.D. program
- 4 from M.D./PhD program
- 3 from 7-year M.D. program
- 1 from MMEDIC program
- 1 from the M.D./M.P.H. program

Confidential

**All students are not informed of
the awards until the graduation
ceremony.**

Cum Laude

• Kristine Abo	• Enoch Chung
• Katelyn Batterman	• Hassan Beesley
• Ethan Gelting	• Leah Hollander
• Riley Kolus	• David Lumelsky
• Aditya Mithal	• Aneesh Samineni
• Rishabh Singh	• Allison Spihlman
• Gervase Spurlin	• Akanksha Srivastava
• Marc Vittoria	• Judy Wang

Magna Cum Laude

- Tooba Alwani

- Emily Anderson

- Indeevr Beeram

- Matthew Miller

- Jeffrey Schemm

Summa Cum Laude

- Joshua Gustine

- Flaminio Pavesi

Specialty Selection

- (9) students: *Internal Medicine*
- (2) students: *Orthopaedic Surgery*
- (2) students: *Radiology*
- (2) students: *Neurology*
- (2) students: *Emergency Medicine*
- (1) students: *Ophthalmology*
- (1) students: *General Surgery*
- (1) student: *Anesthesiology*
- (1) student: *Family Medicine*
- (1) student: *Pediatrics*
- (1) student: *Obstetrics-Gynecology*

Boston University Medical Campus



Celebrating Boston University Chobanian & Avedisian School of Medicine



Nancy Sullivan, ScD, & Vanna Zachariou, PhD **Installed as the 1st two inaugural Avedisian Professors**



Hot off the press...



**Chobanian &
Avedisian School of
Medicine 2023
Distinguished Alumni
Award**

**Reshma Kewalramani,
MD (CAS'98, MD '98)
President & CEO,
Vertex
Pharmaceuticals**

Current Leadership Searches

Chairs

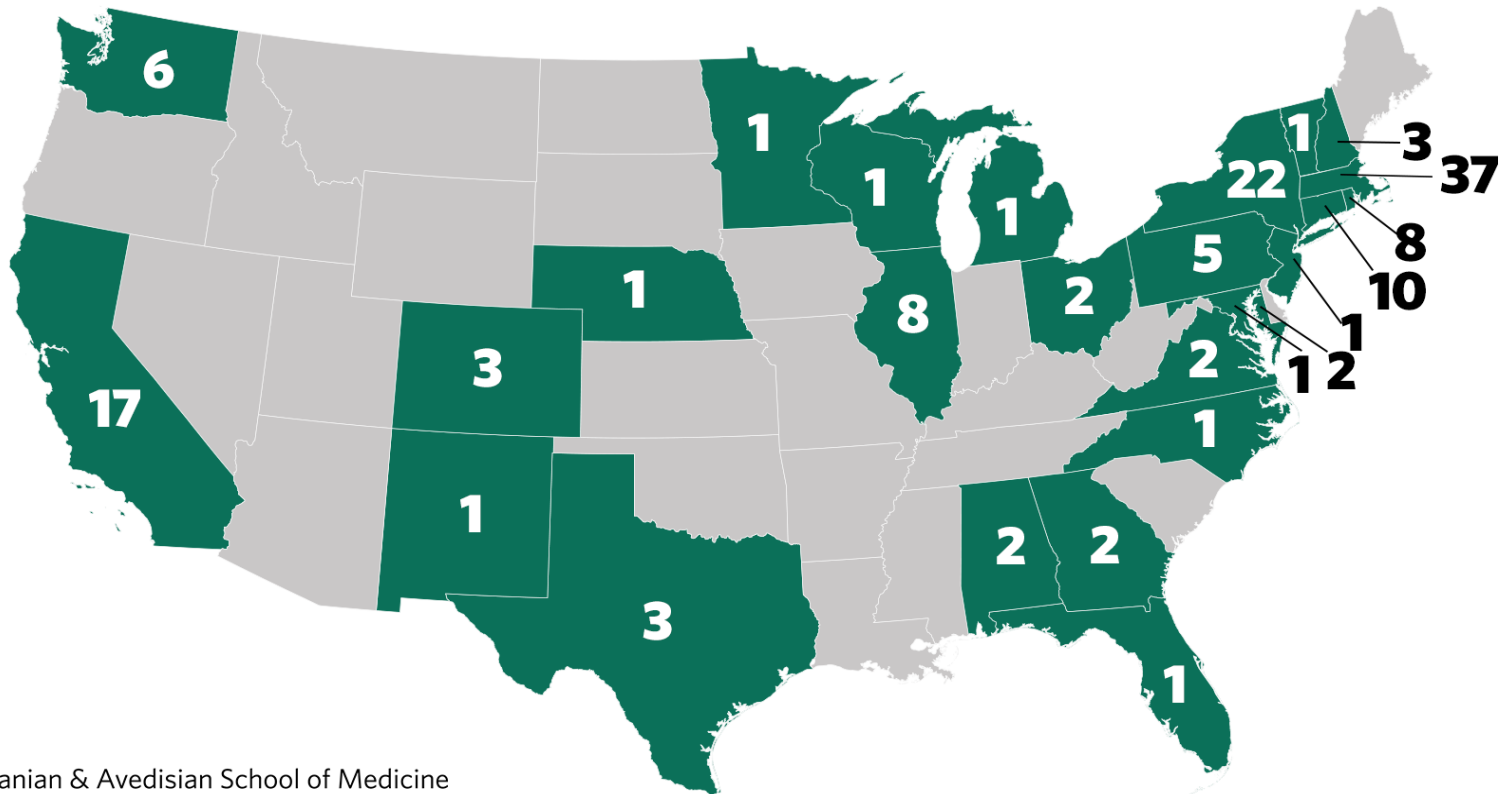
- **Pediatrics search concluded.**

Center Directors/Section Chiefs

- **Framingham Heart Study**
- **Cardiology Section Chief**
- **Cardiovascular Institute Director**



Match Day 2023



 Chobanian & Avedisian School of Medicine

2023 MATCH BY STATE

Match Day Specialties

Specialty Name	#	%
Internal Medicine	32	21
Anesthesiology, Peds and Surgery	13	9
Emergency Medicine, Neurology	11	7
Psychiatry	7	5

Match Day 2023: Primary Care

Primary Care	#	%
Internal Medicine	32	21%
Pediatrics	13	9%
Family Medicine	6	4%
Total	56	34%

Match	2021	2022	2023
Brown	3	3	8
Yale	3	1	6
BI Deaconess	7	11	5
MGH	1	3	4
Cornell	5	1	4
Dartmouth	0	1	3
UCSF	0	0	3
BCH	1	3	2
BWH	3	2	2
Hopkins	2	1	2
Stanford	0	3	2
Chicago	3	3	2
CHOP	4	0	1
Columbia	0	0	1
UPenn	0	1	0
Total	32	33	45

Our 7 MD-PhD 2023 residency match

Internal Medicine:

- MGH*
- BIDMC *
- Yale *
- Brown

Brown* Psychiatry

BWH Cardiothoracic Surgery

MGB Neurology

*Physician Scientist Track

Match March 2023

U.S. MD graduates	% drop
Applicants for residency positions	2%
Applicants to states with abortion bans	3%
largest drops in applicants across all states	
• Emergency medicine	21%
• OB-GYN	5%
• ObGyn in states that banned abortion	10%

BUMC Faculty, Students, Staff & Alumni

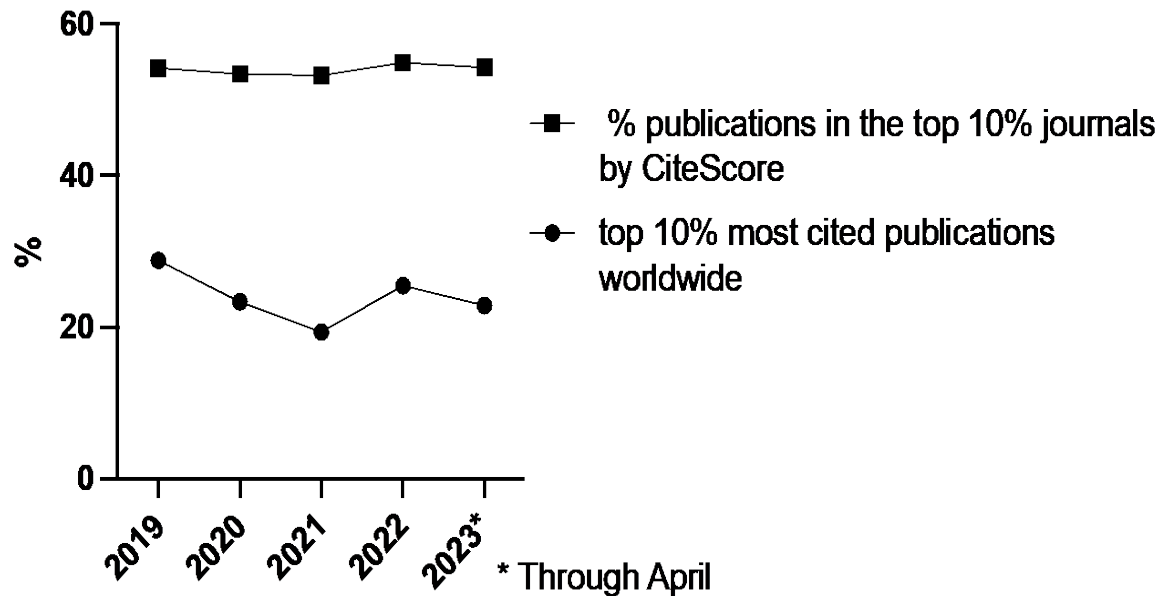
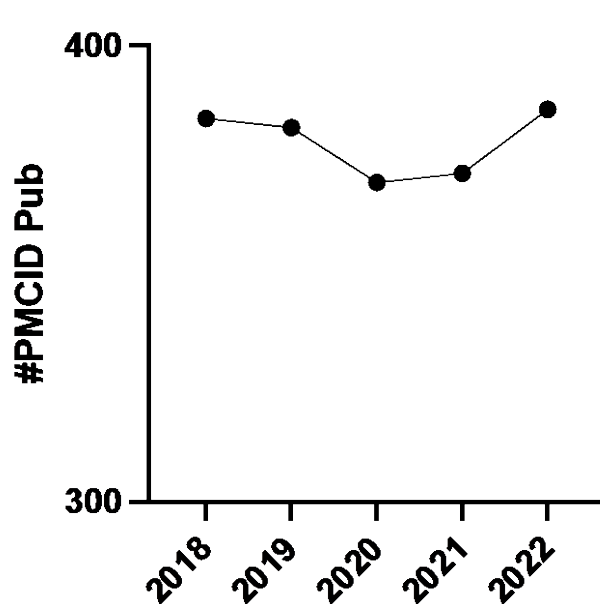
MED Campus	FY2022 Budget \$ M	2023 Students	2023 Faculty	2023 Staff	Alumni
Medicine	595	MD 649 GMS 1,129	1,487	725	12,745
Dental	107	823	326	248	8,870
Public Health	116	1,225	177	227	11,383
BUMC staff				280	
Total	818	3,826	1,990	1,480	32,998

BU FY2022 Medical Campus Research Awards

	\$ AII	\$ NIH
Medicine	277	172
BU grants	195	138
BMC grants	82	34
Public Health	77	37
Dental Medicine	11	8
Total	364	217

Trends in School's publications.

- N for 2022 = 386,
- 4% increase over 2021
- 26% in top 10% cited worldwide (24% increase).



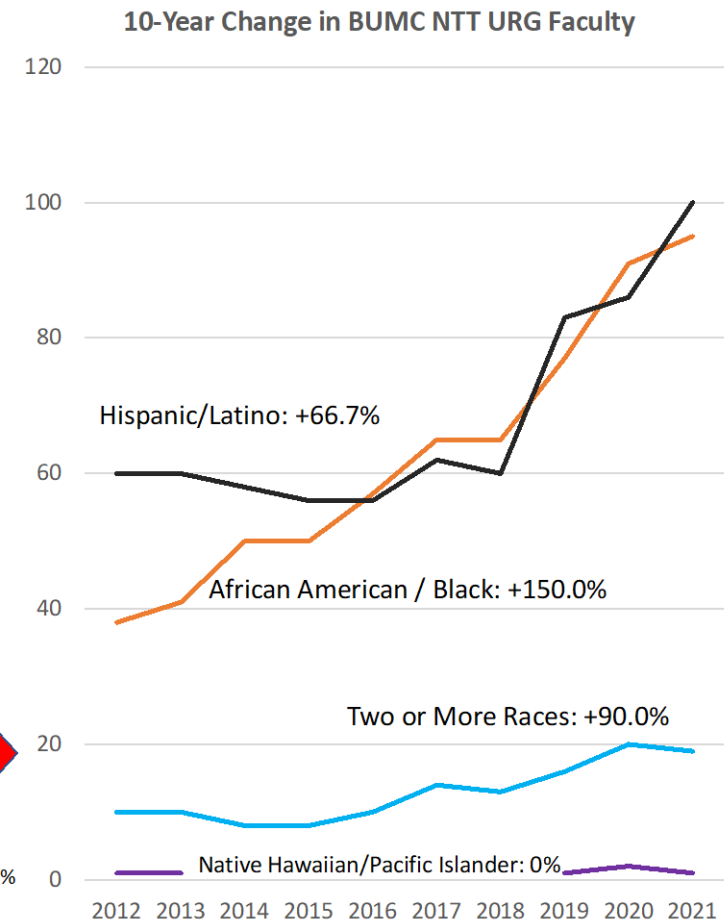
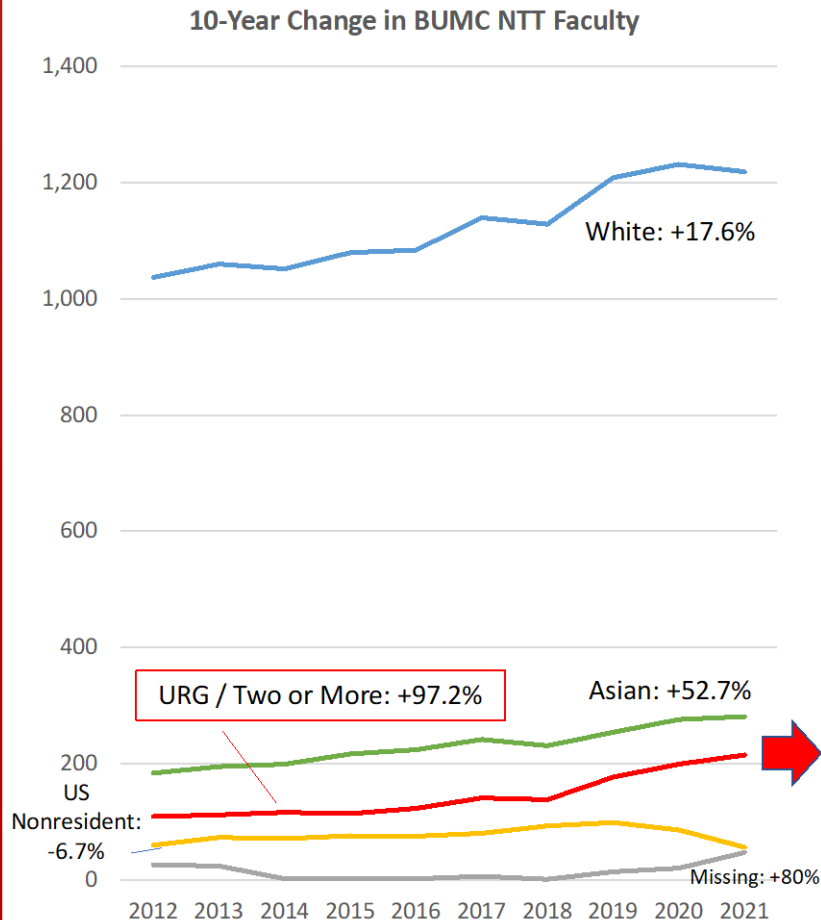
BUMC Faculty Diversity

BUMC Non-tenure Track Faculty Diversity

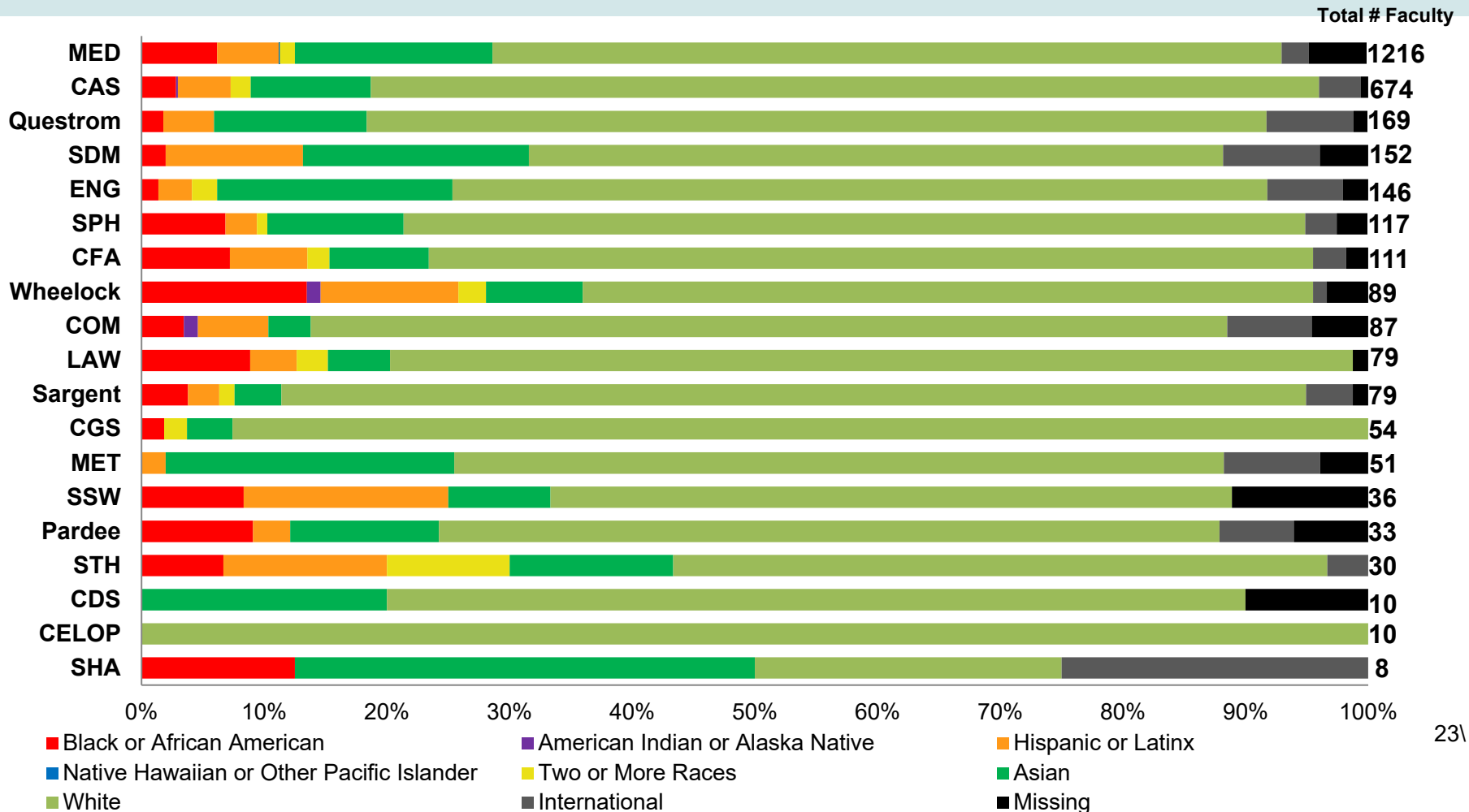
**10-Year Total
% Change
+28.4%**

Total BUMC faculty counts have grown by 28% over a 10-year period.

Growth of URG staff, particularly among both Hispanic/Latino and Black/African American faculty, have outpaced that of White or Asian Faculty.

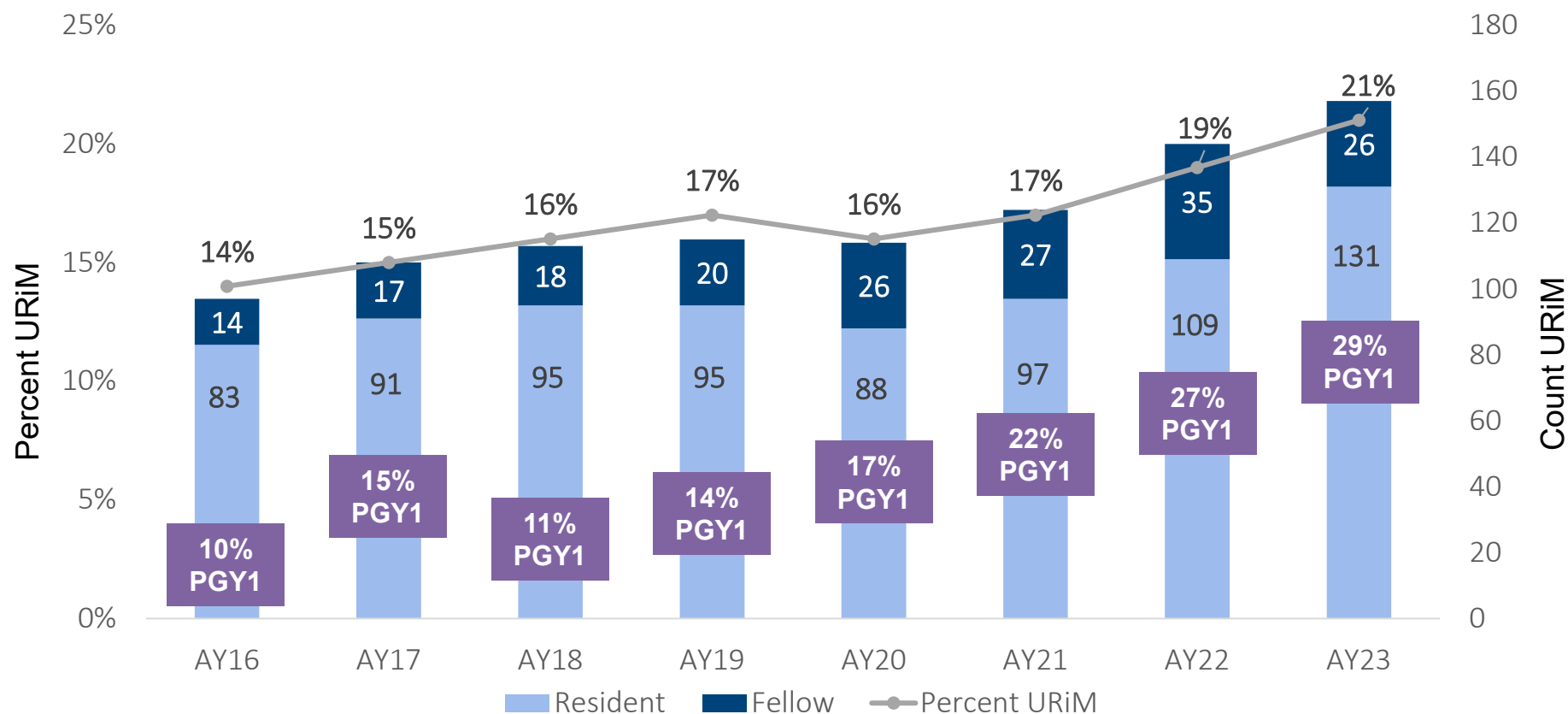


AY 2022-2023 % Faculty by Size of Academic Unit

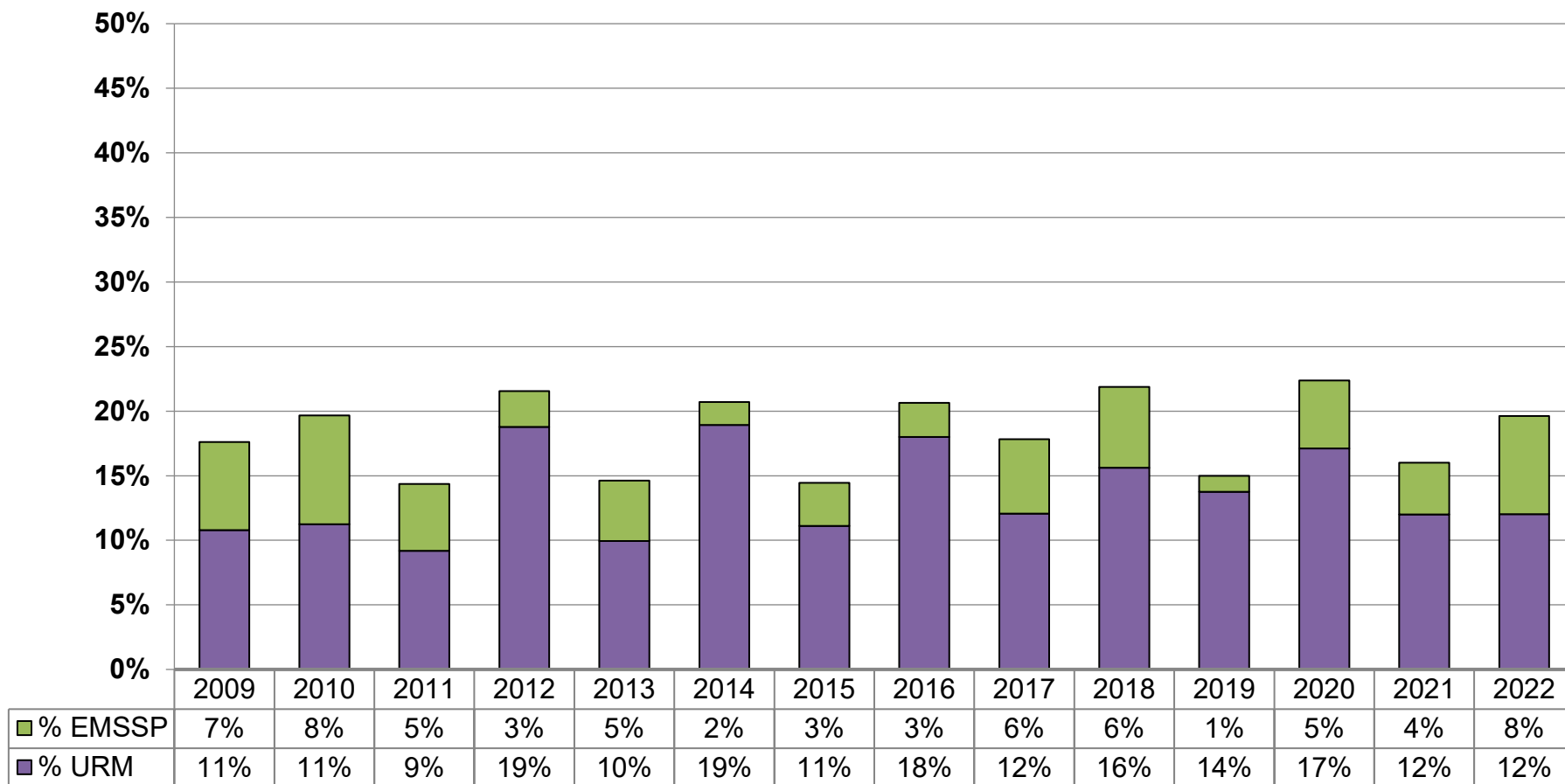


23\

URM residents and fellows continue to increase



Entering Class URMs



URMs = URMs identified in these cohorts: 4yr, MMS, URM, 7yr, MMED, MD-PhD

EMSSP = students in the EMSSP program

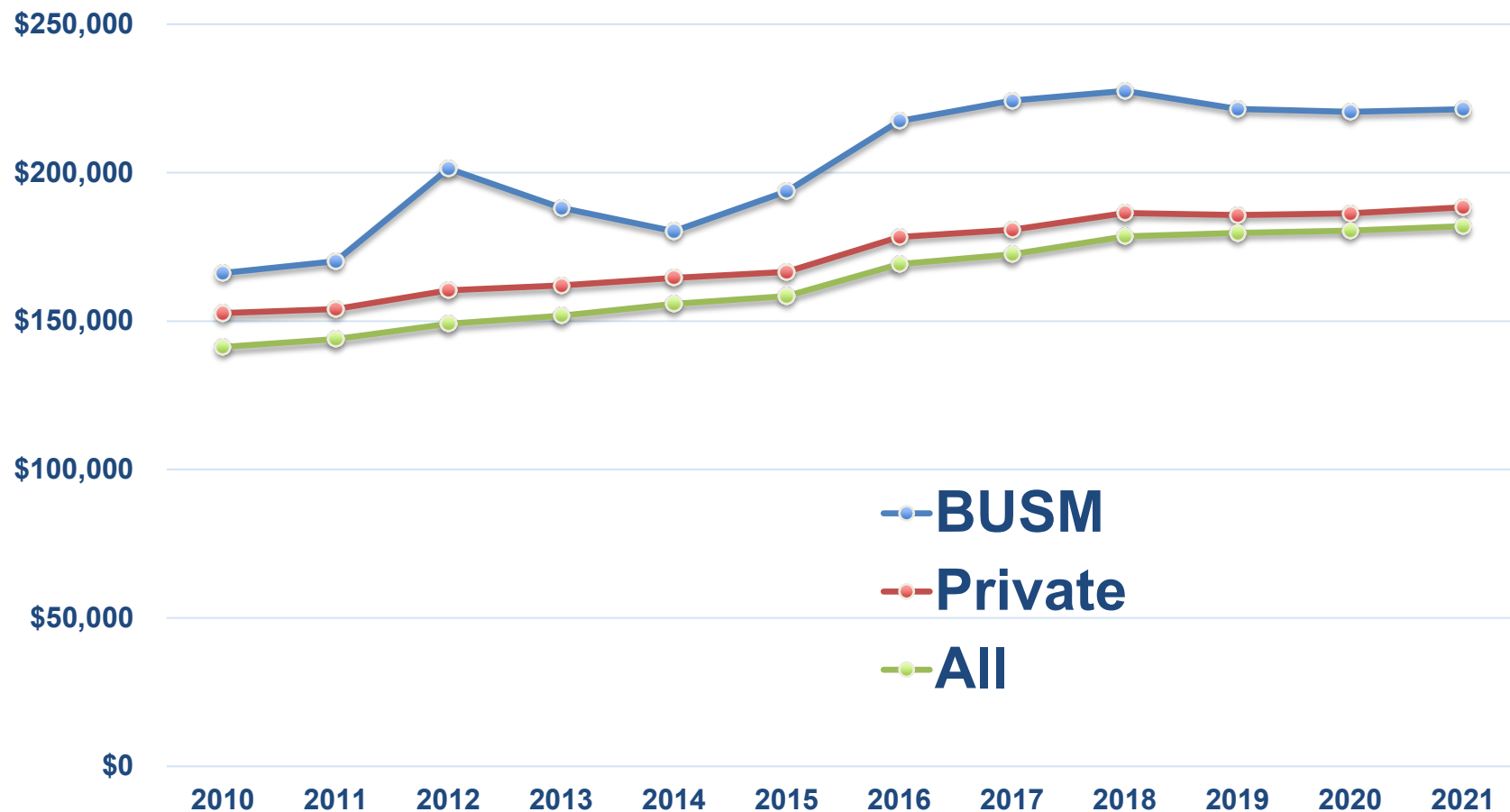
Need-Based Scholarship Allocation *for each class*

Incoming Class	Total Awarded	# Students	Maximum Need Met	Avg Scholarship Per Student
2013	\$676,282	64	\$15,000	\$10,556.91
2014	\$543,000	54	\$18,000	\$10,056.56
2015	\$743,500	58	\$20,000	\$12,818.97
2016	\$481,070	33	\$25,000	\$14,577.88
2017	\$650,010	47	\$30,000	\$13,830.00
2018	\$745,000	50	\$30,000	\$14,900.00
2019	\$954,100	48	\$35,000	\$19,877.08
2020	\$920,300	44	\$40,000	\$20,915.91
2021	\$851,700	31	\$45,000	\$27,474.19
2022	\$1,498,900	53	\$45,000	\$28,281.13
2023	?	?	\$55,000	?

Average BUSM Student debt at graduation

Graduation year	Debt
2011	170,217
2012	201,319
2013	188,193
2014	180,231
2015	193,676
2016	217,366
2017	224,293
2018	227,541
2019	221,464
2020	220,452
2021	221,380
2022	222,637

Average medical school debt of indebted graduates



Challenges

- **Meet full need in our incoming class to \$55,000 on a tuition of \$69,806. (Tuition up 2%, less than salary increases).**
- **Calibrating graduating class debt to a median of ~\$222,000 for the 5th consecutive year.**
- **Planning new \$8M Clinical Skills Center construction**
- **Post doc salaries rising nationally (MIT \$70,000)**
- **USNWR problematic but on hold.**

Goals for our faculty

Endowed PhD and post doc stipends

Write more training grants

- **For interdepartmental programs**
- **Grant funded protected time for aspiring clinician scientists**

Status Spring 2023

Research awards up ~10%

Revised curriculum in new learning lab evolving nicely.

Great match for our students

Two inaugural Avedisian Professors!

Faculty & chair recruitments underway

Covering increasing fraction of full need



Discussion?

