

Faculty & Staff Meeting

February 1, 2024

1pm-2pm

L405/Zoom

AGENDA

Distinguished Faculty & Staff of the Month

Dean's Update on BU Climate Survey

Karen Antman, MD

Student Information System (SIS) Renewal Update: [Link](#)

Jennifer King

Faculty Affairs Update

Hee-Young Park, PhD



Distinguished Faculty of the Month



Distinguished Staff of the Month

- **Nominated by Faculty, Staff or Students**
- **Selected by the School's Awards Committee**

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
Michelle Sia	Residency Program Director
Andy Taylor	Research
Tony Rizzo	Staff

Distinguished Faculty of the Month

April 2024



Asher A. Tulsy, MD
Associate Professor of Medicine, GIM
Director of Residency Development

- An outstanding educator with a deep and thoughtful commitment to meeting learners where they are at.
- Mentored many trainees during his career, and in particular, has mentored many current educational leaders across BUMC.
- Provided invaluable guidance and support to numerous students, fostering their academic and professional growth.
- Deep commitment to nurturing the next generation of medical professionals.

Distinguished Faculty of the Month May 2024



Katy E. Bockstall, MD
Assistant Professor of Medicine,
Cardiovascular Medicine
Associate Program Director

- Exemplary educator, who gives above and beyond to help her students, residents and fellows to excel at learning.
- Advocates for promotion of DEIB and helps to increase diversity
- As the faculty co-director of the Women in Cardiology (WIC) group in the DOM, she has organized many networking and mentorship activities for residents interested in cardiology.

Distinguished Faculty of the Month

June 2024



Kimberly S. Mak, MD, MPH

Assistant Professor of Radiation Oncology

- Engaging and inspiring teacher.
- Fosters critical thinking and analytical skills, instilling in a deep understanding of the subject matter and a passion for learning.
- Goes above and beyond to guide and nurture the academic and personal growth of her students.

Distinguished Staff of the Month

April 2024



Ryan Turcotte
Manager

BUMC-IT-Medical Campus Educational Technology

- Unfailingly professional, knowledgeable, timely, and helpful.
- Patient and brilliant problem solver. If he does not know the answer to something, he efficiently researches and provides the answer.
- All who has had the good fortune to receive help from Ryan has sings his praises.

Distinguished Staff of the Month

May 2024



Andrew Ellison, MA

MRI Technologist

MRI & Ultrasound Scanning Cores

- Goes above and beyond his responsibilities to assist us all studies.
- One of the most collegial and collaborative members of our community.
- Outstanding service to the Biomedical Imaging Center, highly valuable research core. Ensures efficient use of core so it is available to all researchers.
- Assist students with their thesis projects and creates a positive working environment in the center for all students.

Distinguished Staff of the Month

June 2024



Michelle Wiggins

Administrative Assistant

Department of Pharmacology, Physiology & Biophysics

- Face of the department and its heart and soul as well as has been indispensable in administering both teaching and research missions of the department.
- Exceptional professionalism, grace and unbeatable optimism helps promote diversity, equity and inclusion by example.
- Universally respected and loved by everyone who knows her.

Chobanian & Avedisian School of Medicine



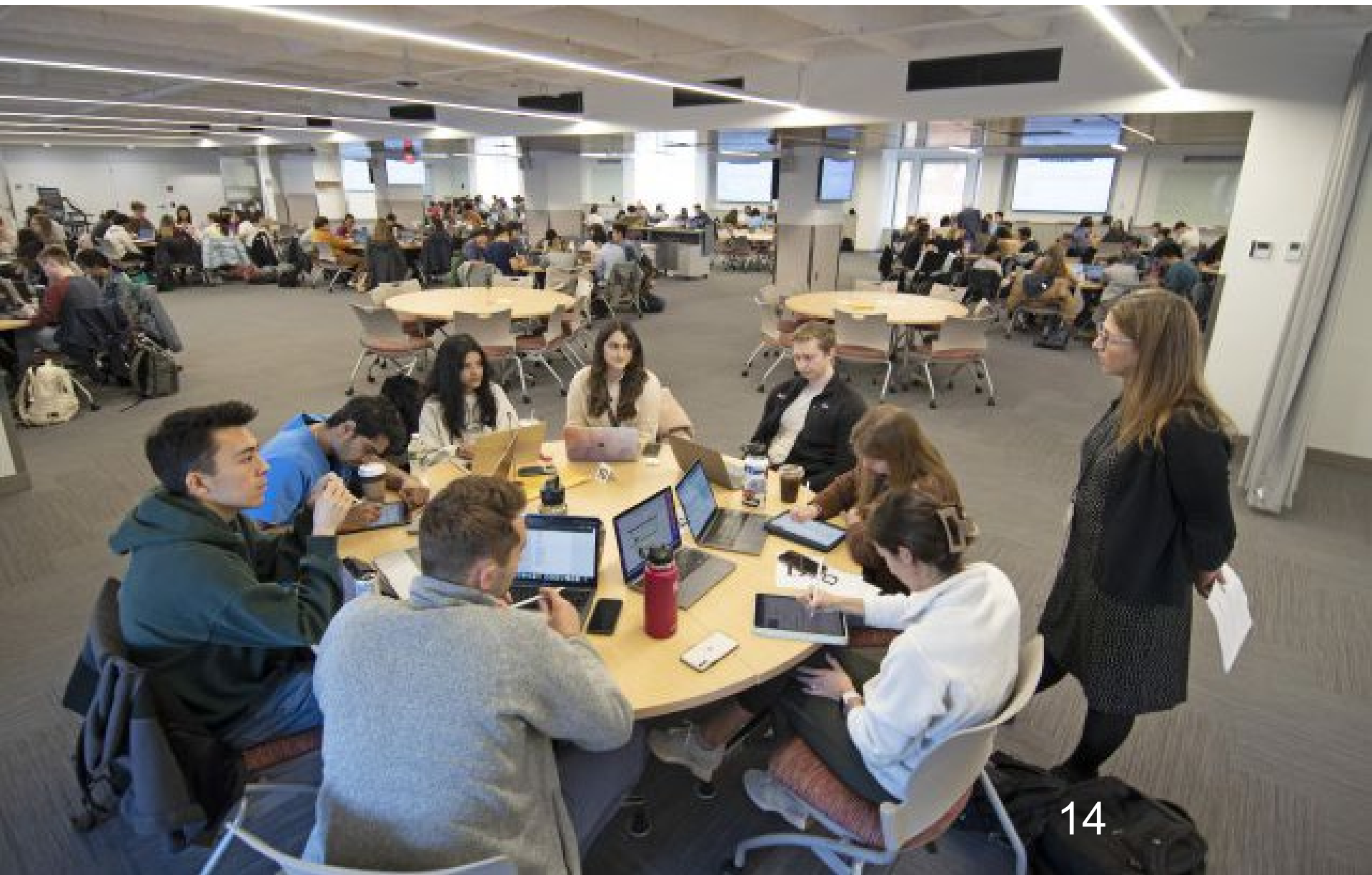
Avedisian gift accelerated

- **\$60M of remaining gift deposited in exchange for \$2.5M added to our Armenian-BU Partnership for faculty exchanges, initially to concentrate on primary care, neurology and emergency medicine programs.**
- **Additional \$30M in scholarship endowment (plus 15M from education & research 25%)**
- **\$15M in professorships: Babayan Professorship for Urology. Rest will support department Chairs and associate deans.**

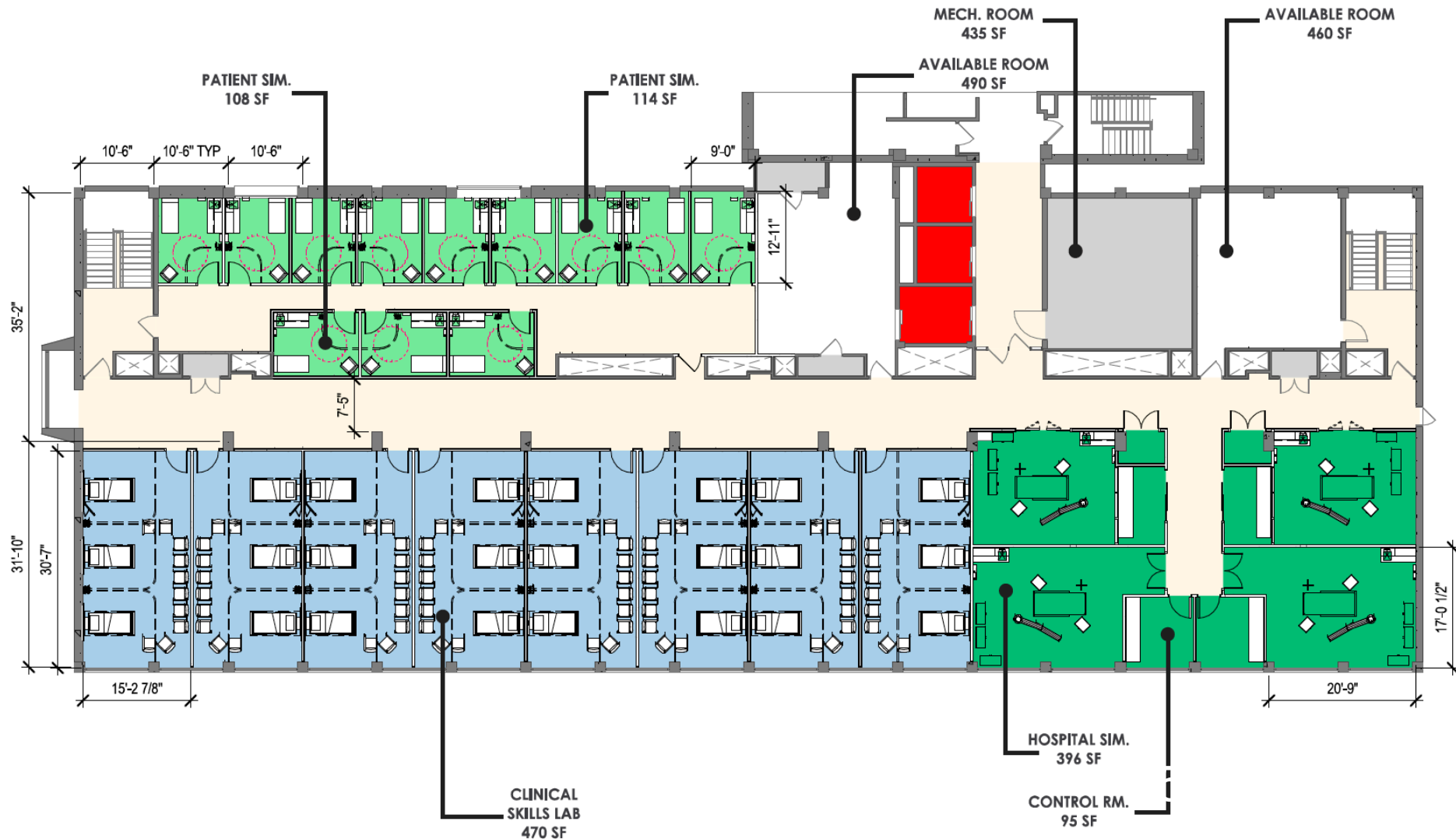
24 International medical students

International Medical Students	N = 24
Canada	6
India	4
China, Korea, Syria	2
Cuba, Nigeria, Thailand	1
Belgium, UK, Denmark, Germany, Spain	1

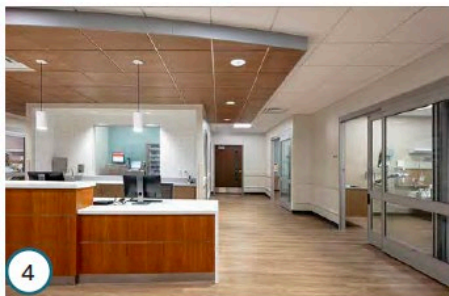
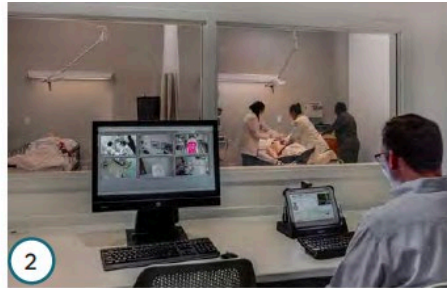
Team Based Classroom for case based curriculum



Next major investment: L6 Clinical Skills Center



Next major investment: L6 Clinical Skills Center (CSC)



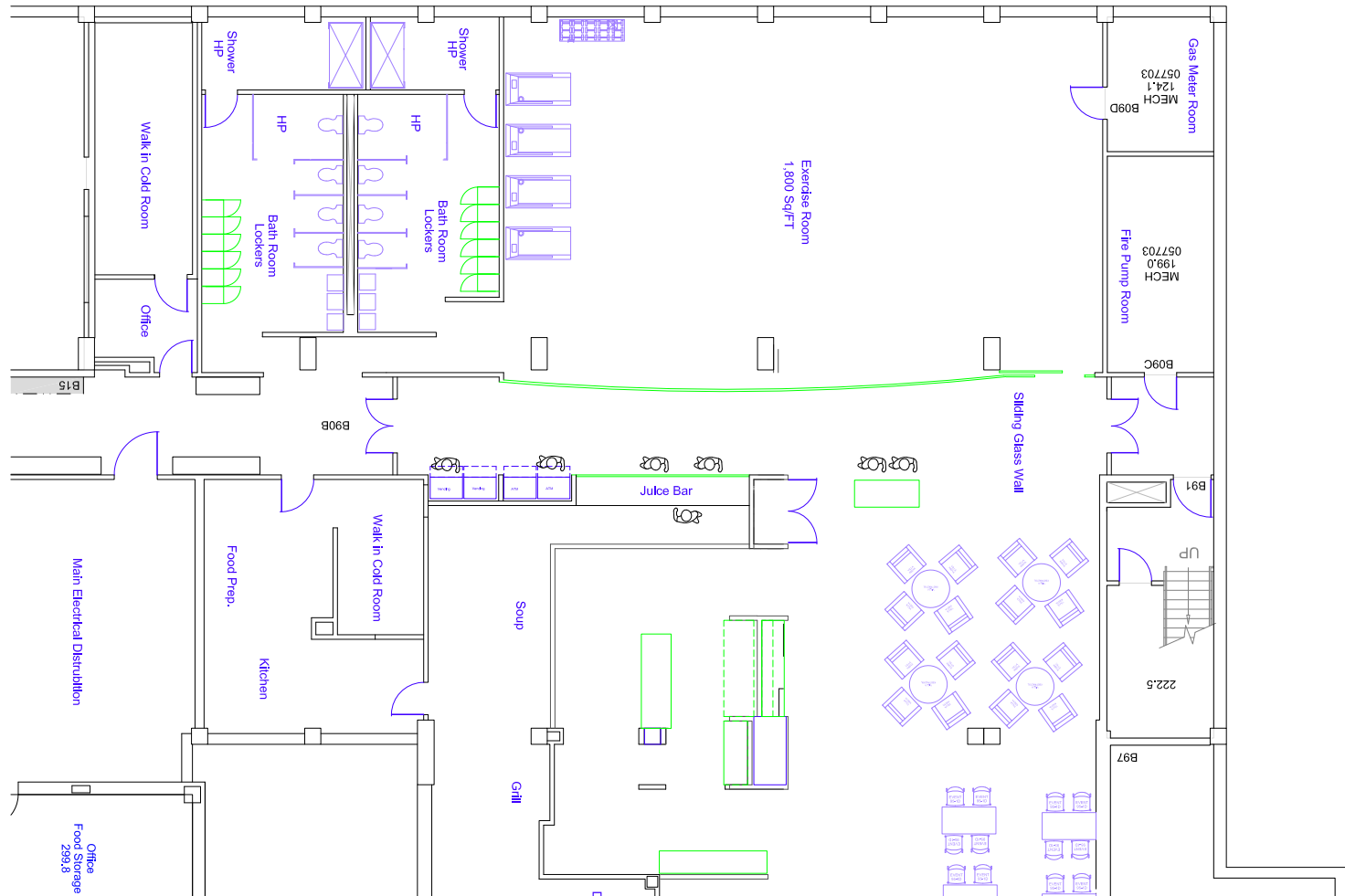
- **Current CSC: 12 examining rooms in basement, with regular pipe leaks.**
- **Planned for L6 current lab space.**
- **Probable cost ~\$8M**
- **Need facility complete for February 2027 accreditation.**

DAB Student life recommends a Gym!

- **11/11/10: First estimate: \$714,300 for construction only**
- **12/17/14: Operations costs of ~500k per year**
- **BU questioned liability from having a gym**

Cost Projection		Notes
Fitness Equipment	\$76,326	See equipment inventory attachment
Misc. FF&E	\$20,000	Fitness related soft goods and equipment
Total	\$96,326	
1 st year equipment costs	\$96,326	
Annual Payroll/Operating Costs		
Manager 1 FTE w/benefits per site	\$64,250	\$50K +28.5% EB
Student support: 1 position	\$35,750	\$11/hr x 65 hrs.wk x 50 weeks per year
Custodial staff and cleaning supplies	~\$347,000	Need a more realistic BUMC FMP estimate.
Operating Supplies/Services	\$18,000	equipment wipes, summer housing, soft equipment replacement, etc.
Total	\$118,000	
Open Issues		
Operating Hours	TBD	calculated at 11am-9pm, M-Sa, 60 hours/week, 50 weeks /year
Facility Access and Security	TBD	Access, elevators, special needs access, equipment delivery and maintenance access, and access control turnstiles
Technology	TBD	Computers, personal video screens, stereo system, wireless access, personal fitness tracking, etc.
Staff Office Space	TBD	Not included in the existing space plan
Design and Construction Costs	TBD	
1 st year equipment & operations	\$561,326	without custodial and open issues included

Layout in L basement next to the cafeteria



Climate over view data for the school

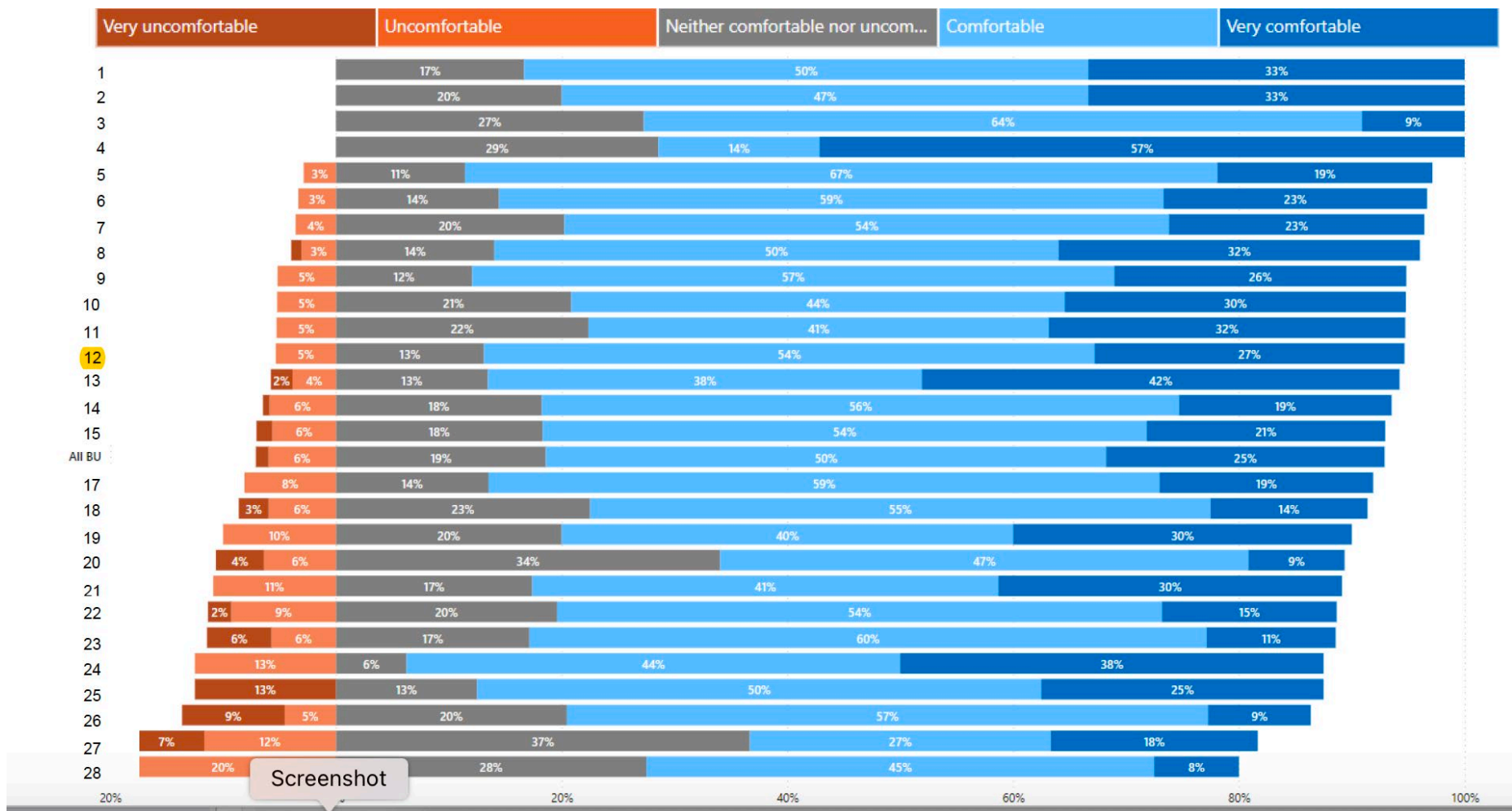
Incredible amount of data analyzed by deans offices:

- Faculty data: Dr. Park
- Student data: Drs. McKnight and Jackson
- Staff data: Fredric Majnoun & Tony Rizzo

Special thanks to Felipe Agudelo, PhD, Associate Director of DEI who served on the BU survey planning committee and provided overview of school data.

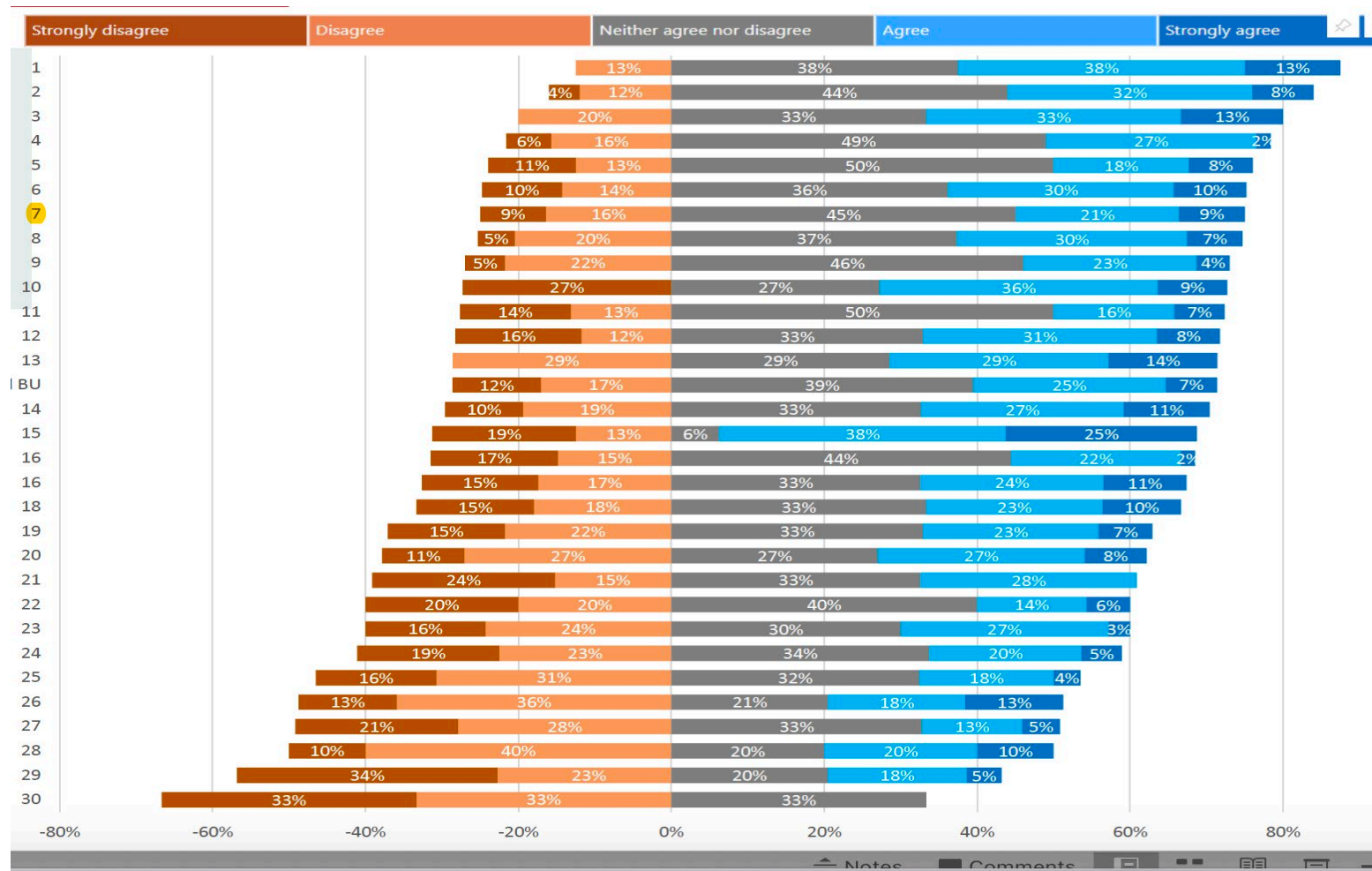
Lots of additional data available.

CA Med Staff Climate vs other BU schools



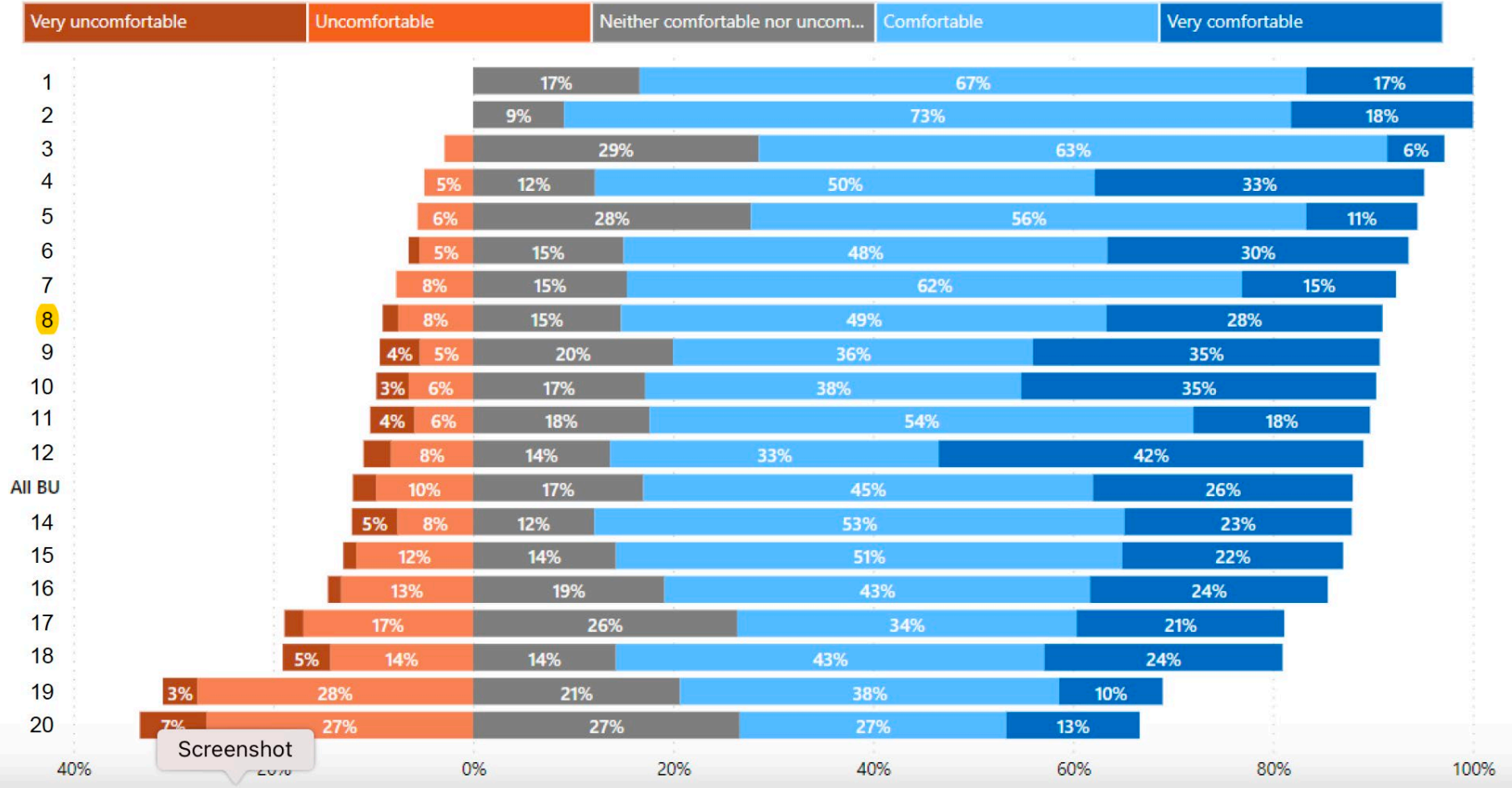
Screenshot

CA Med Staff feel valued vs other BU schools



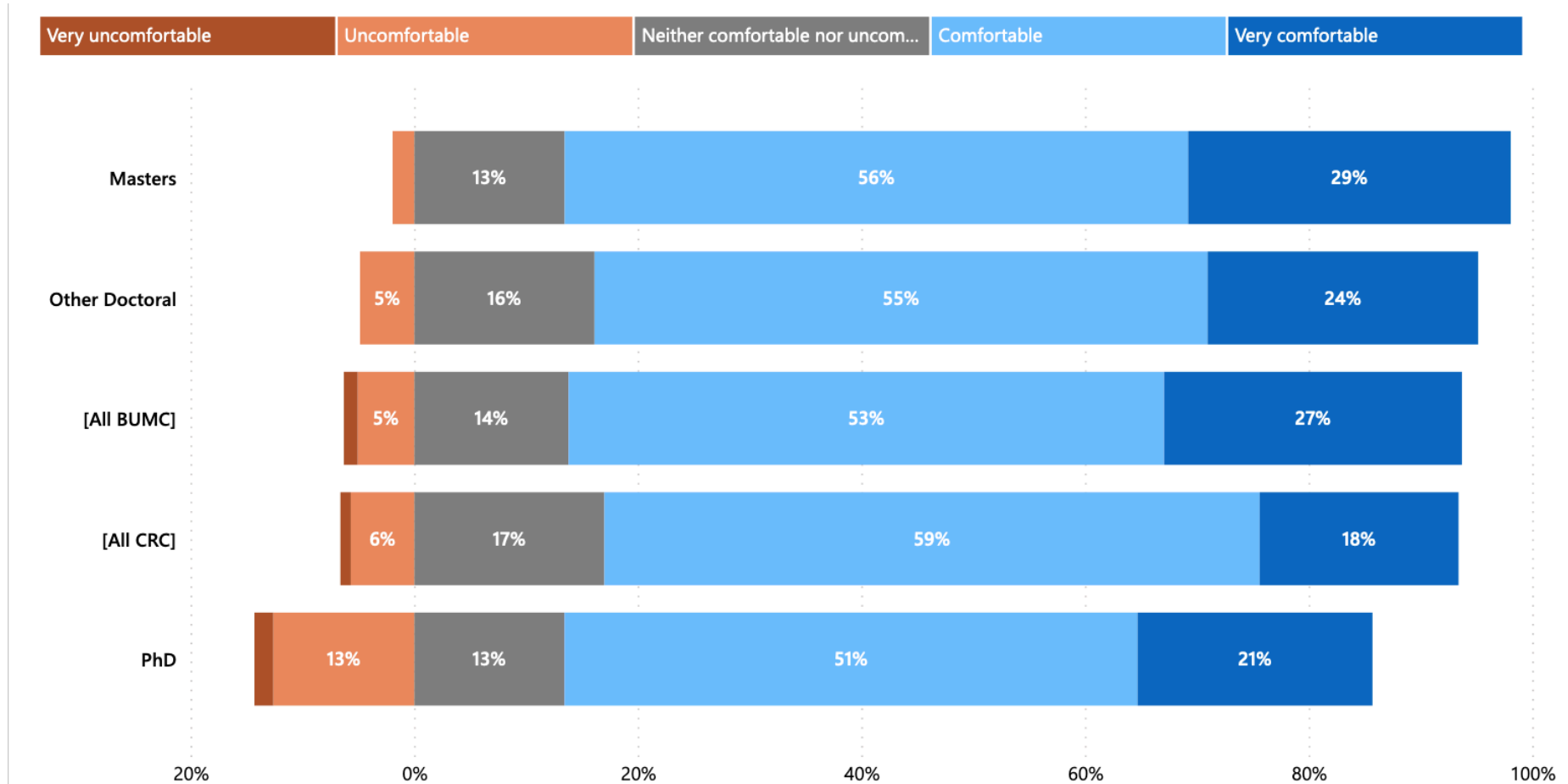
Boston University Chobanian & Avedisian School of Medicine

CA Med Faculty Overall Climate vs other BU schools

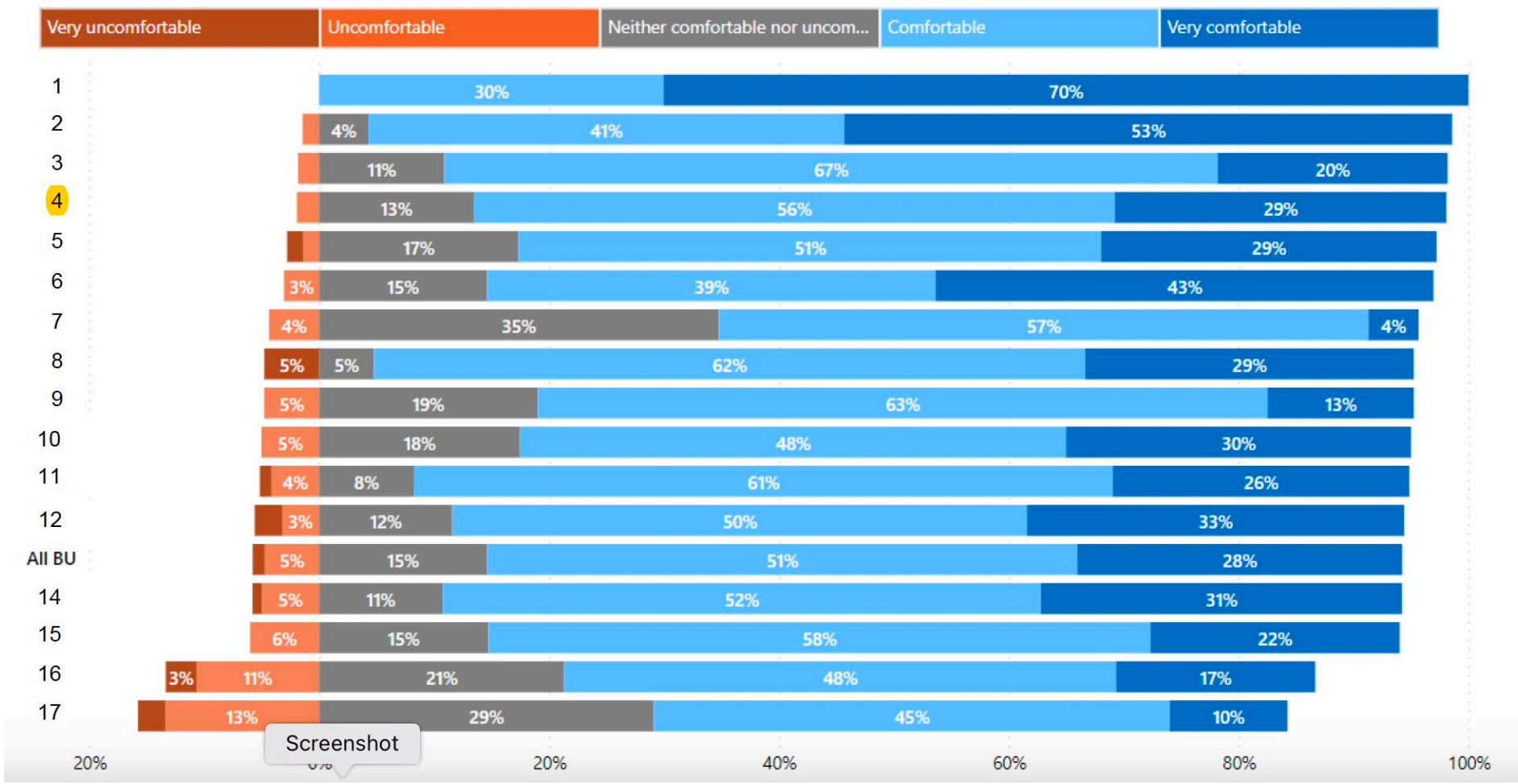


Boston University Chobanian & Avedisian School of Medicine

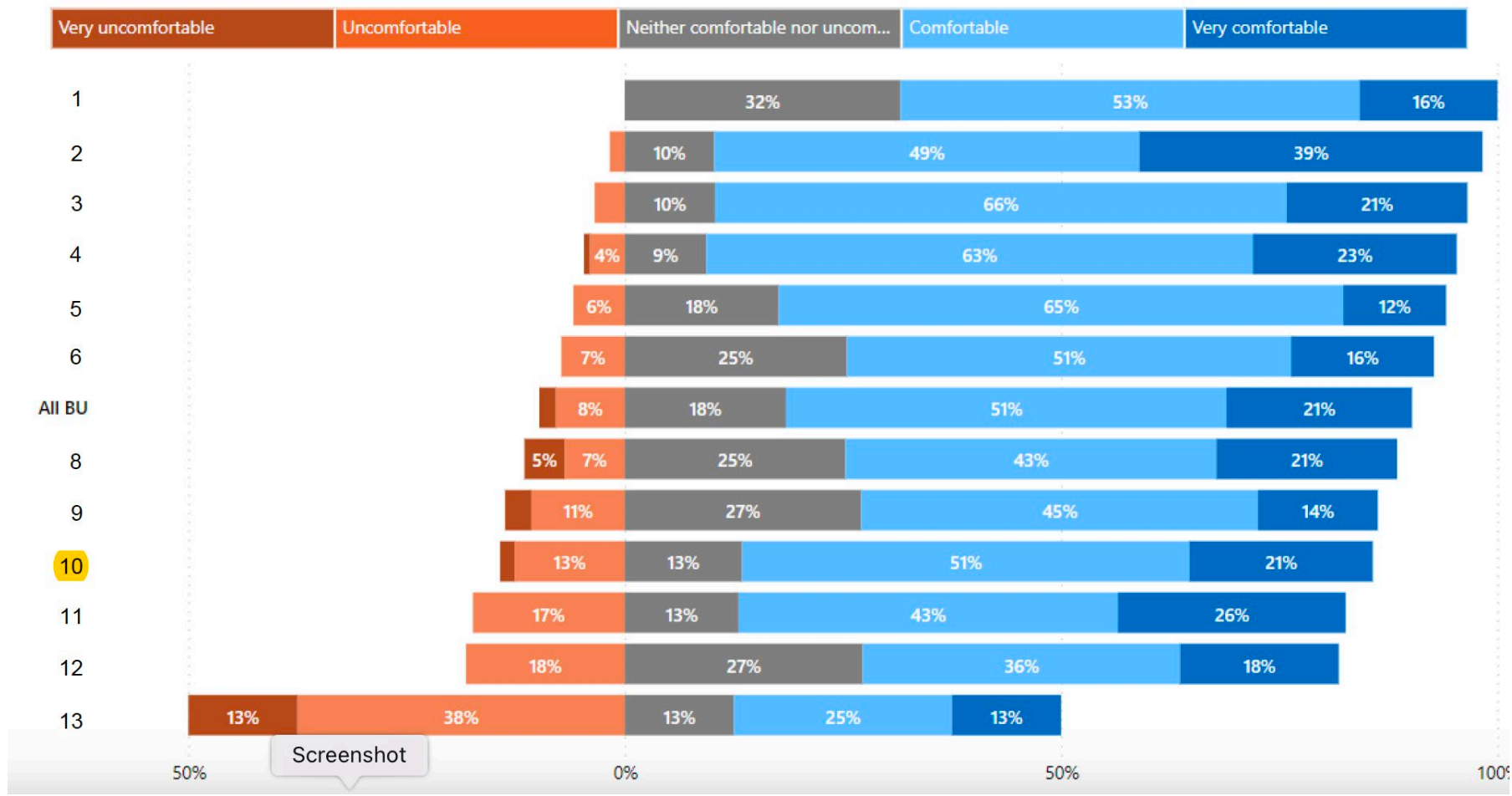
CA Med **Students** overall comfort



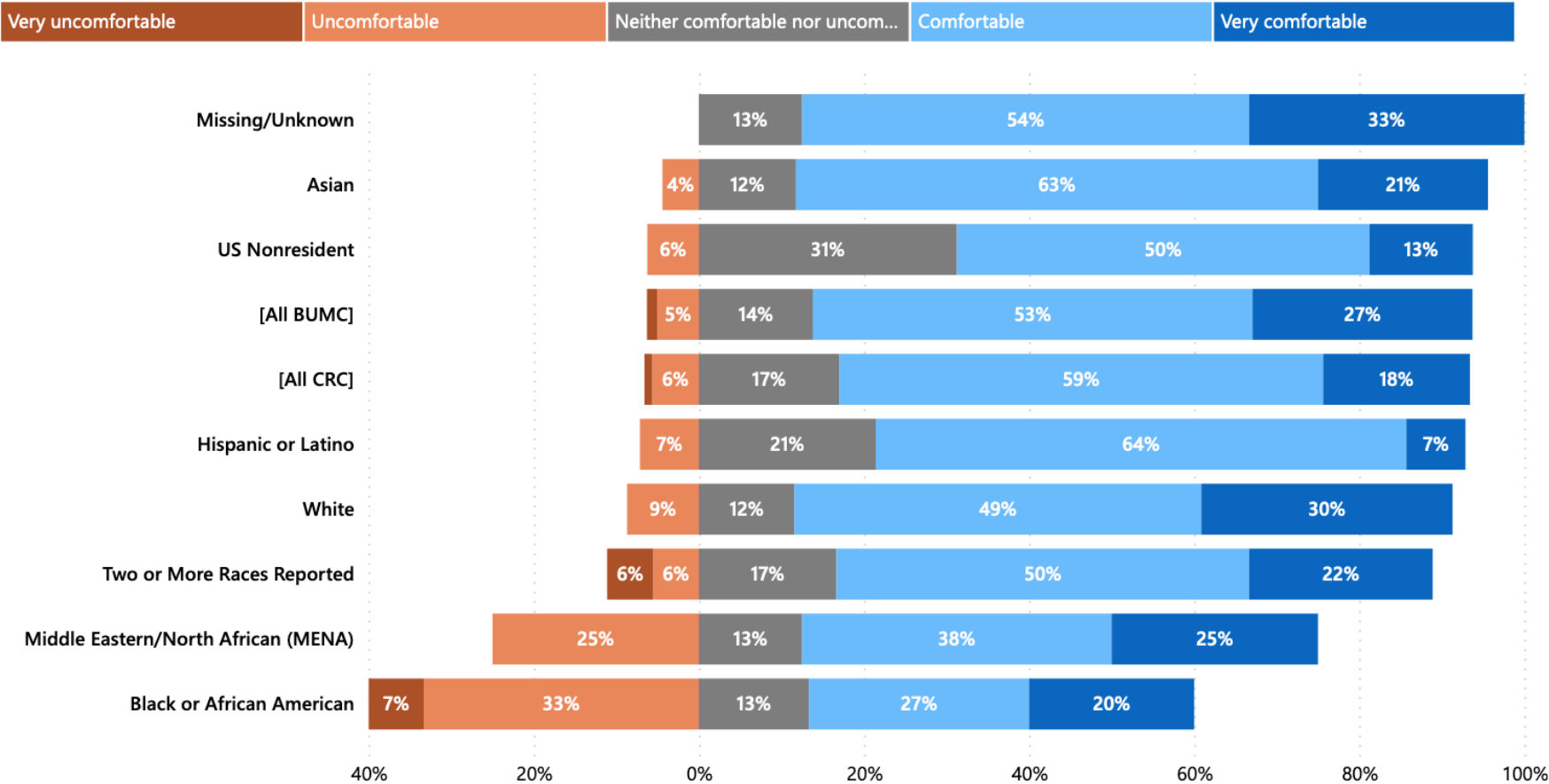
CA Med Masters Students Overall Climate vs other BU schools



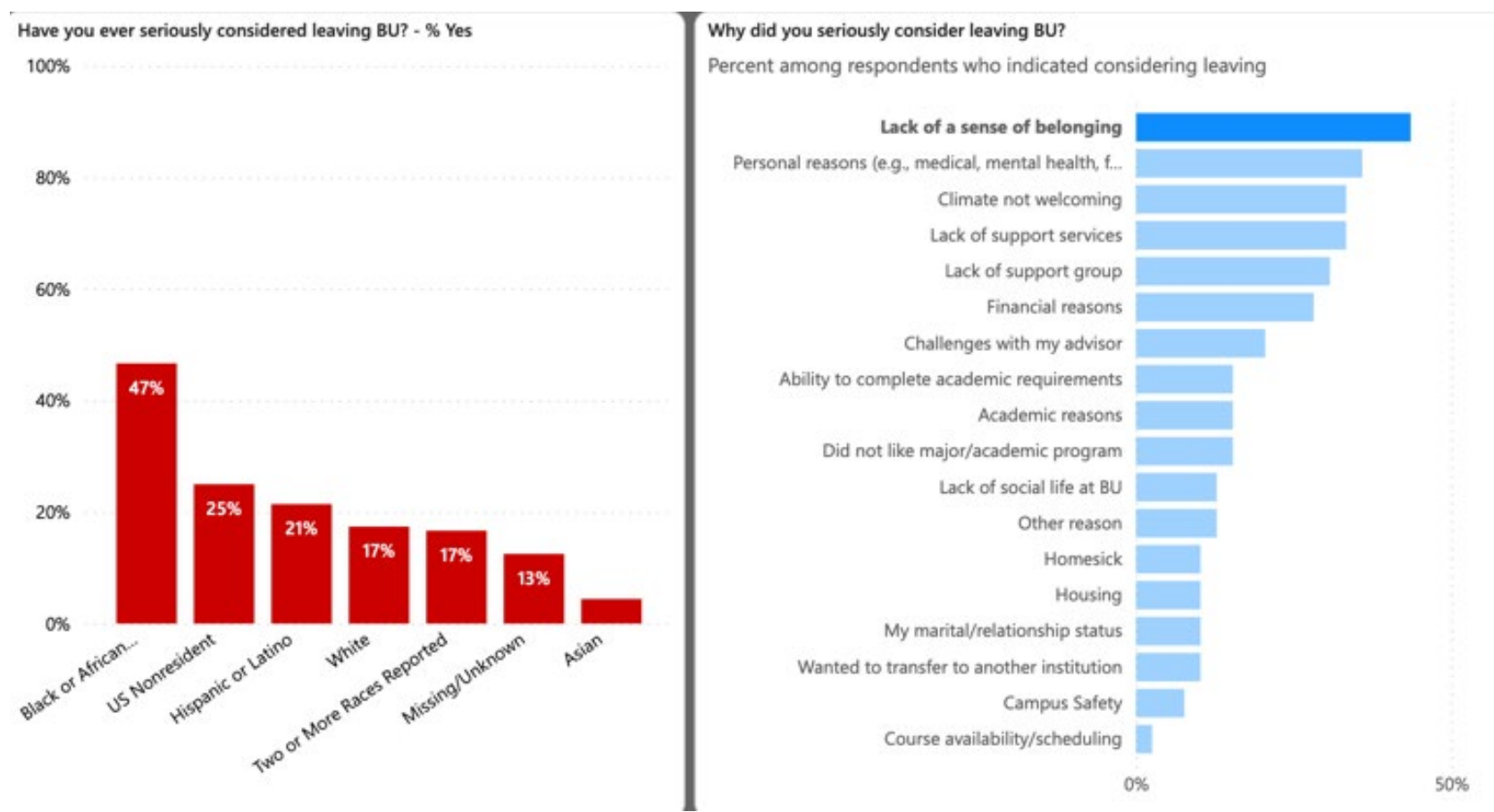
CA Med PhD Students Climate vs other BU schools



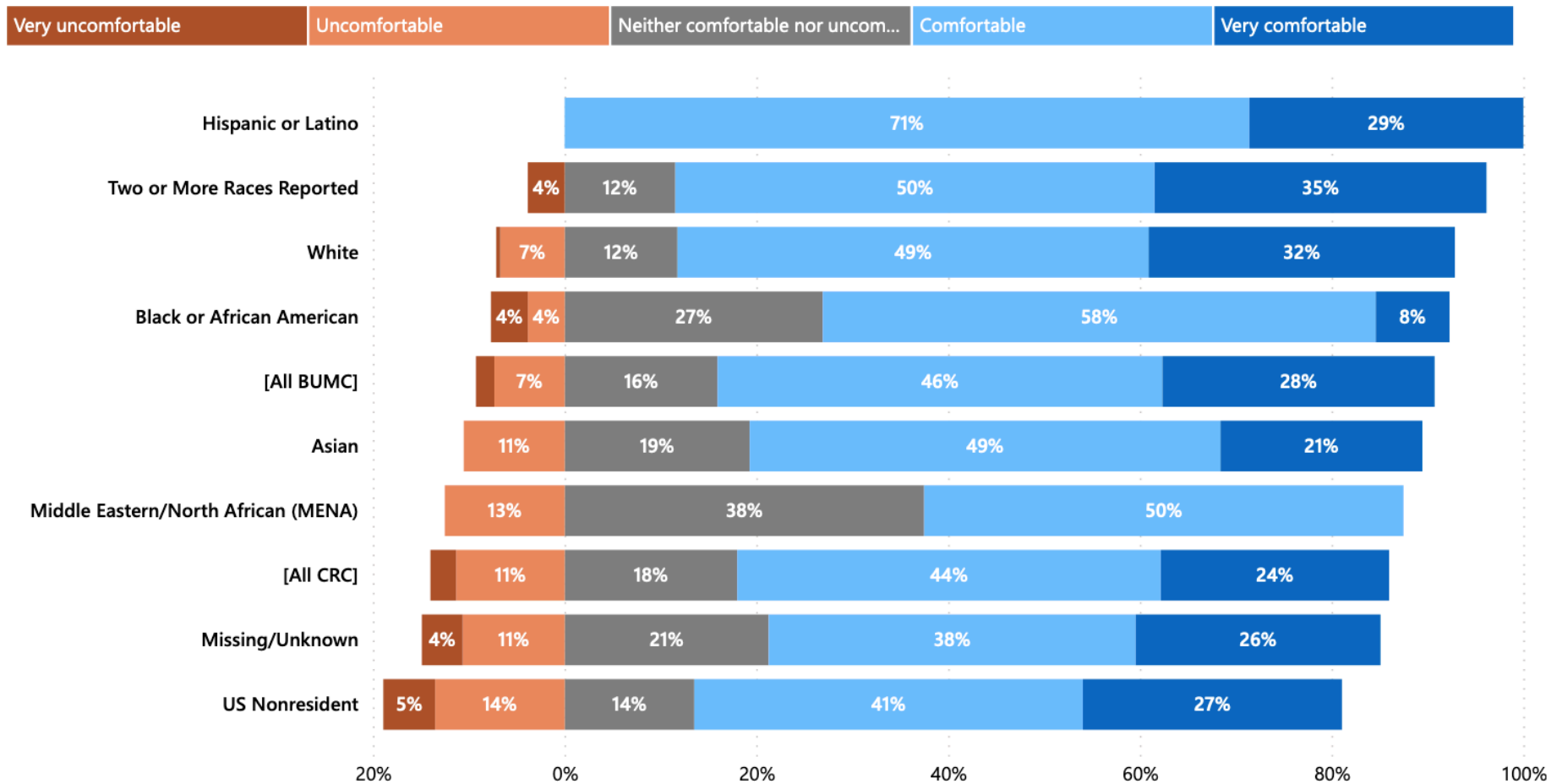
CA Med Student comfort by race/ethnicity



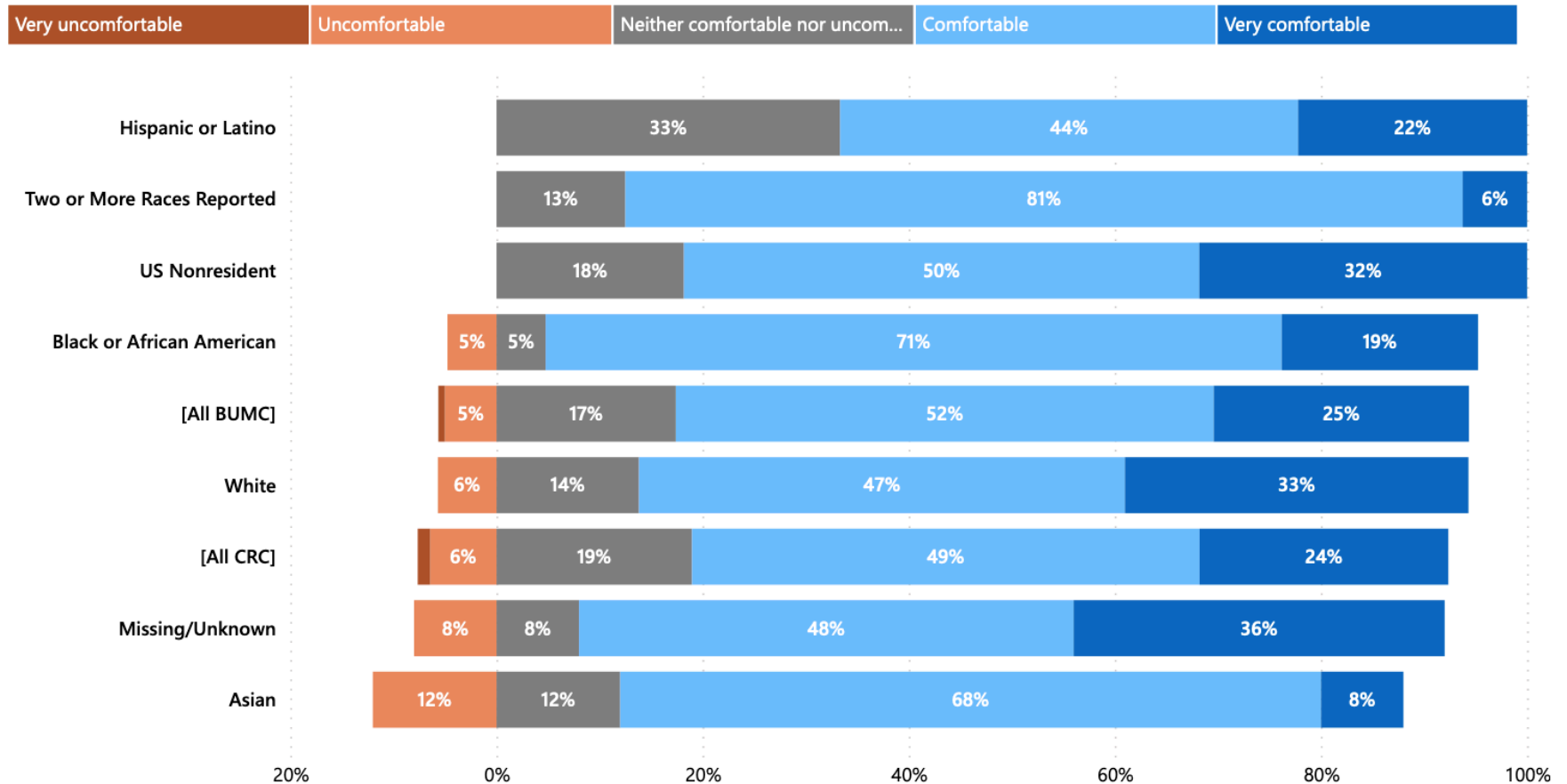
Black & Non US resident students lack a sense of belonging.



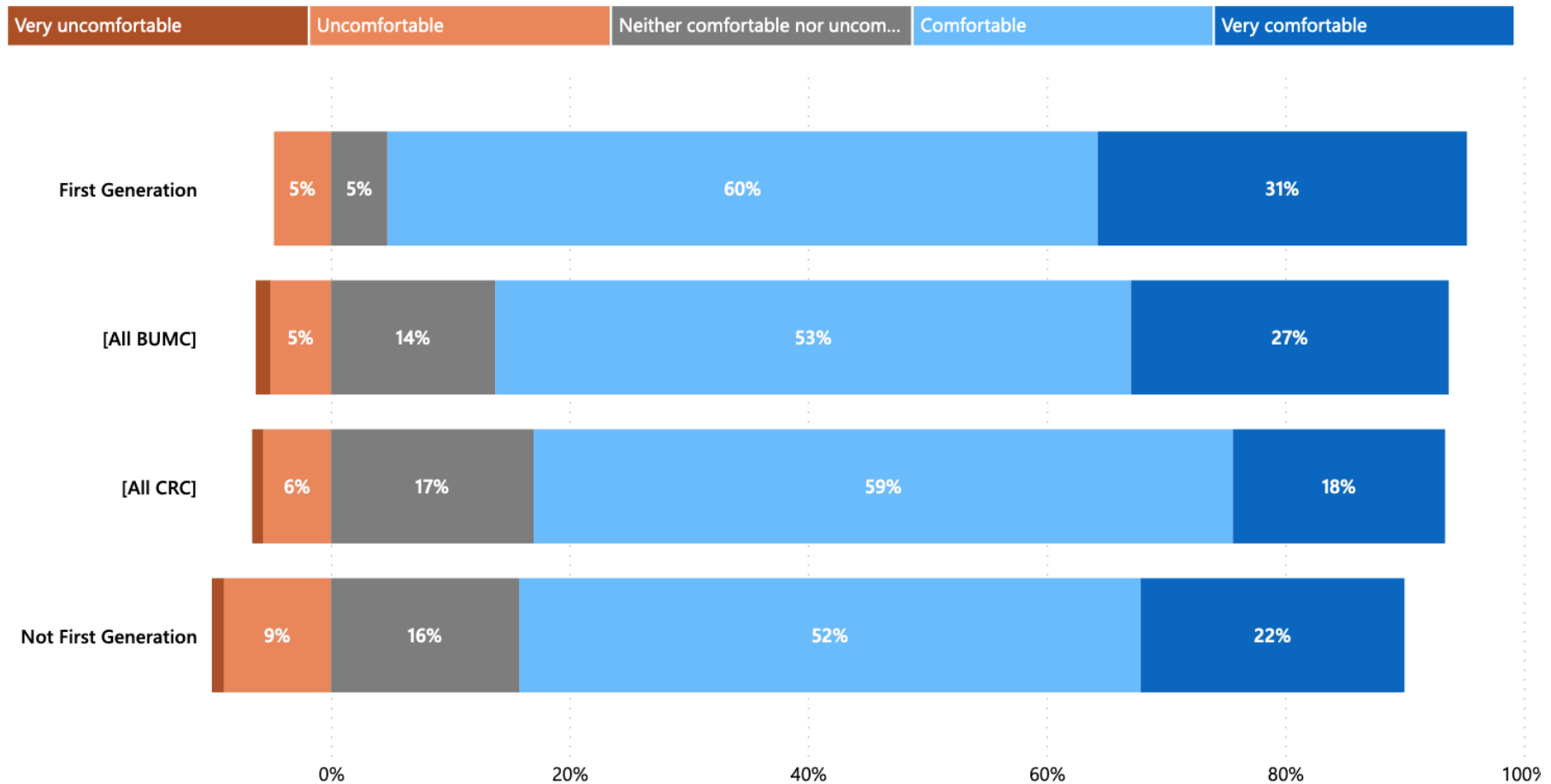
Faculty overall comfort by race/ethnicity



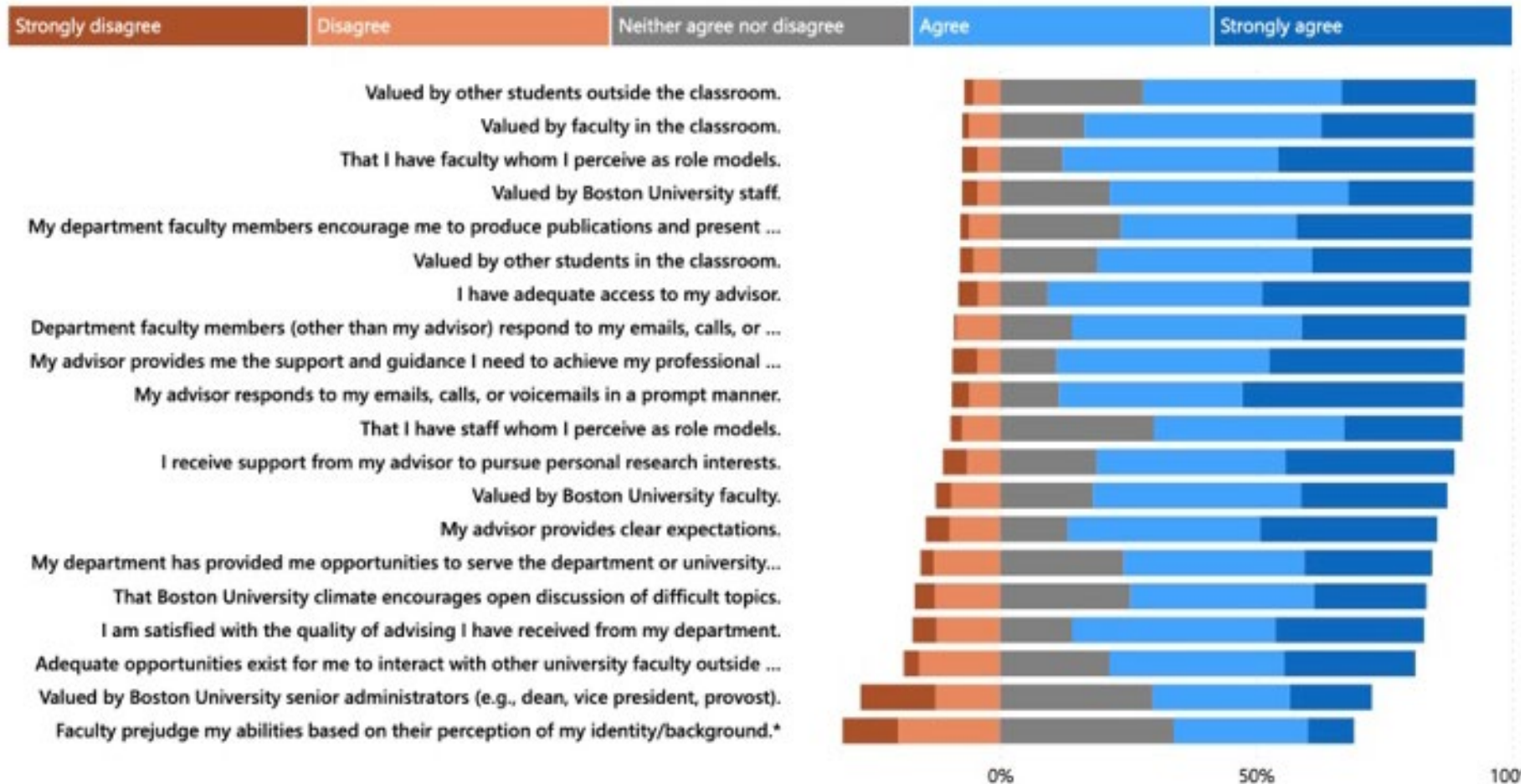
Staff comfort by race/ethnicity



Students Overall Comfort by First Generation

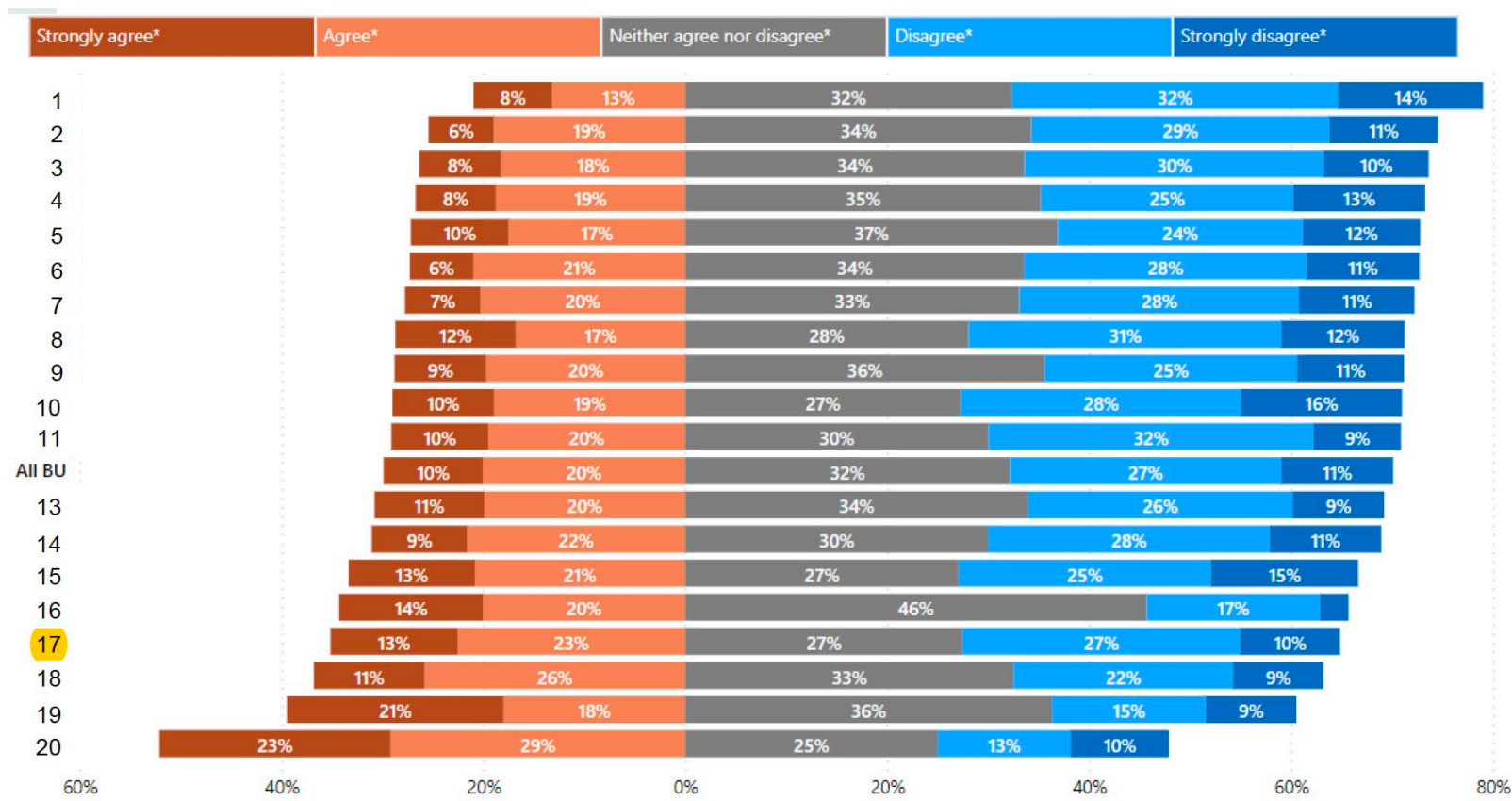


GMS students feel prejudged based on their identity

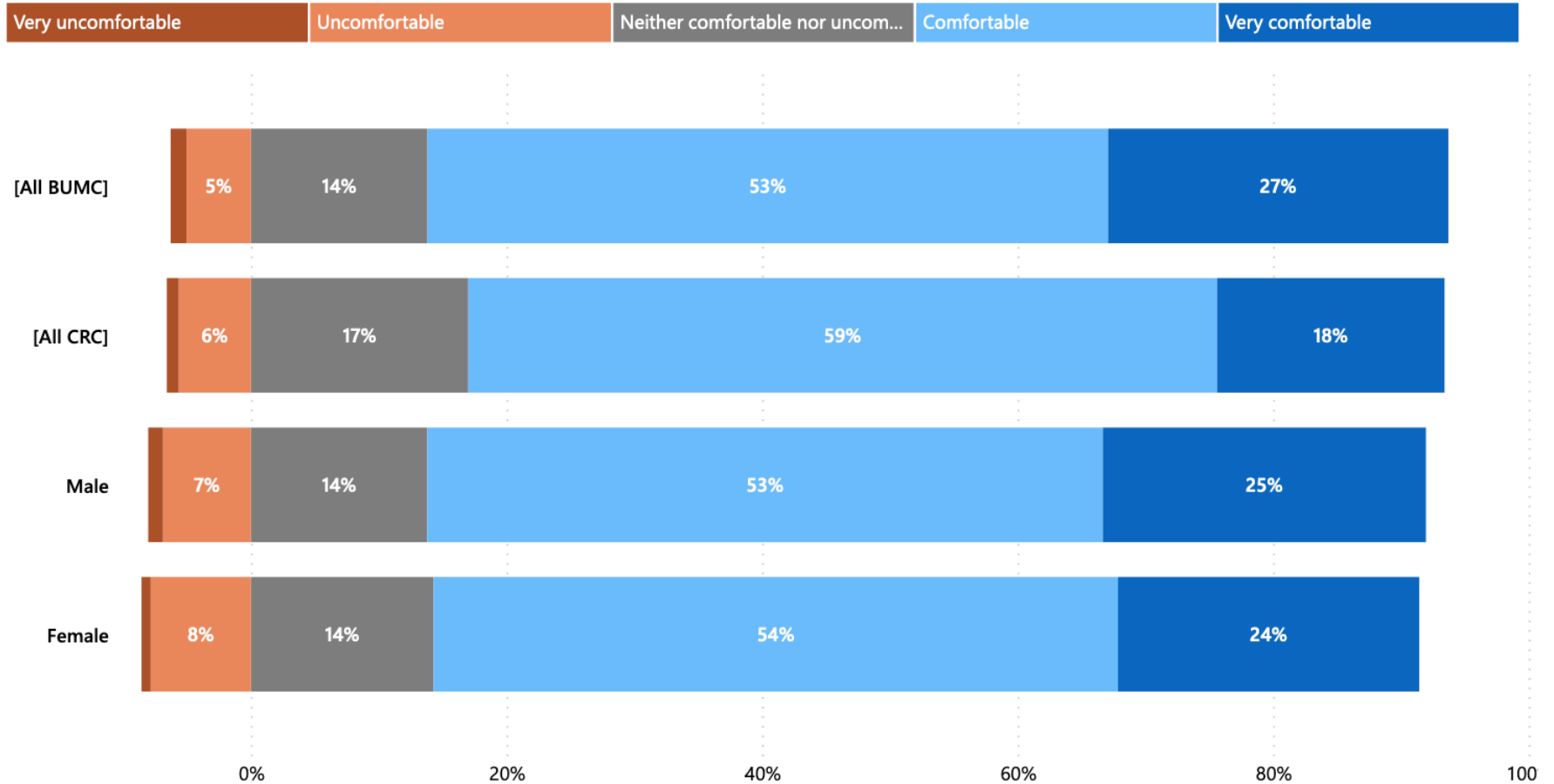


Faculty prejudice my abilities based on their perception of my identity/background

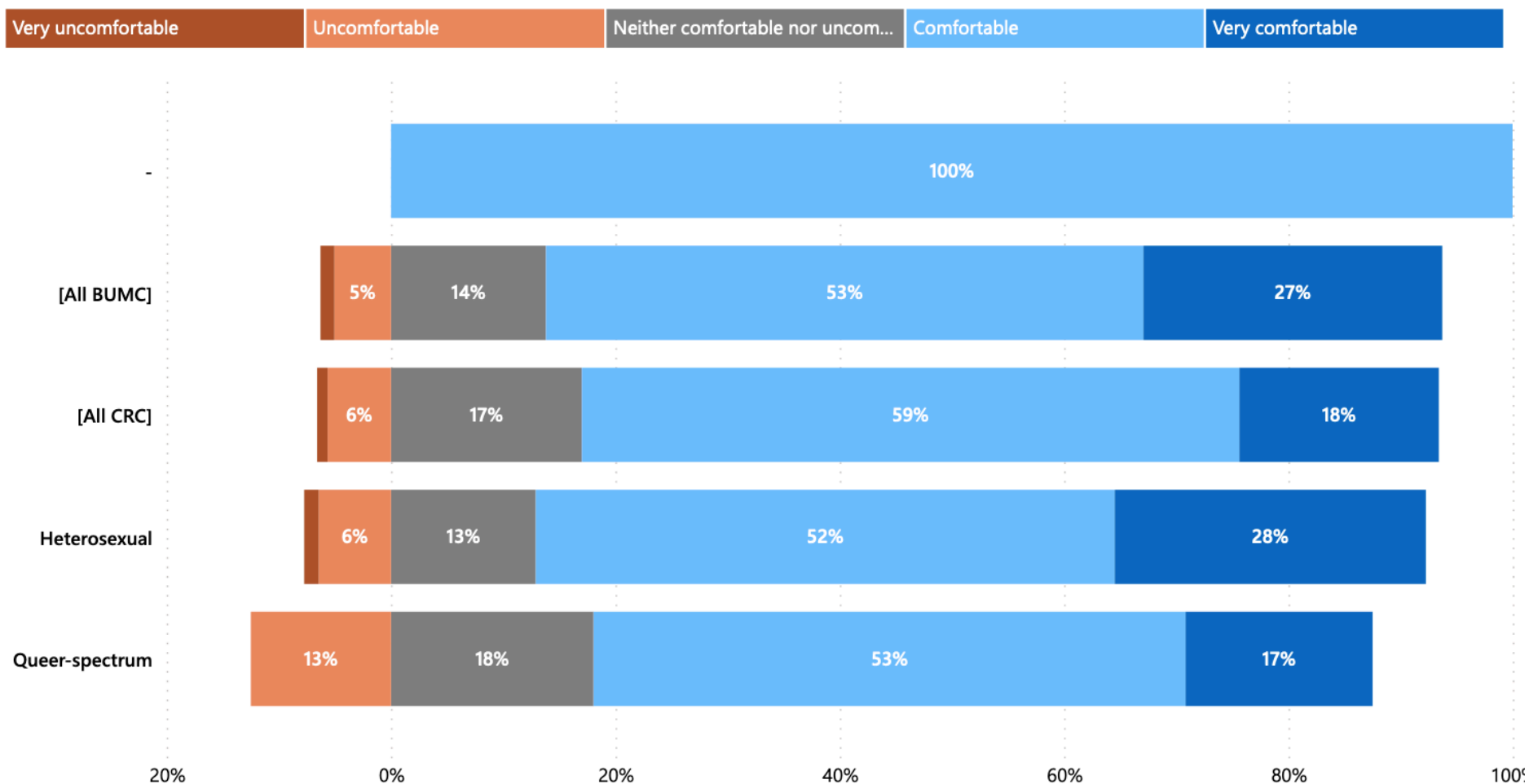
CAMed vs other BU schools



Students Overall Comfort by Gender

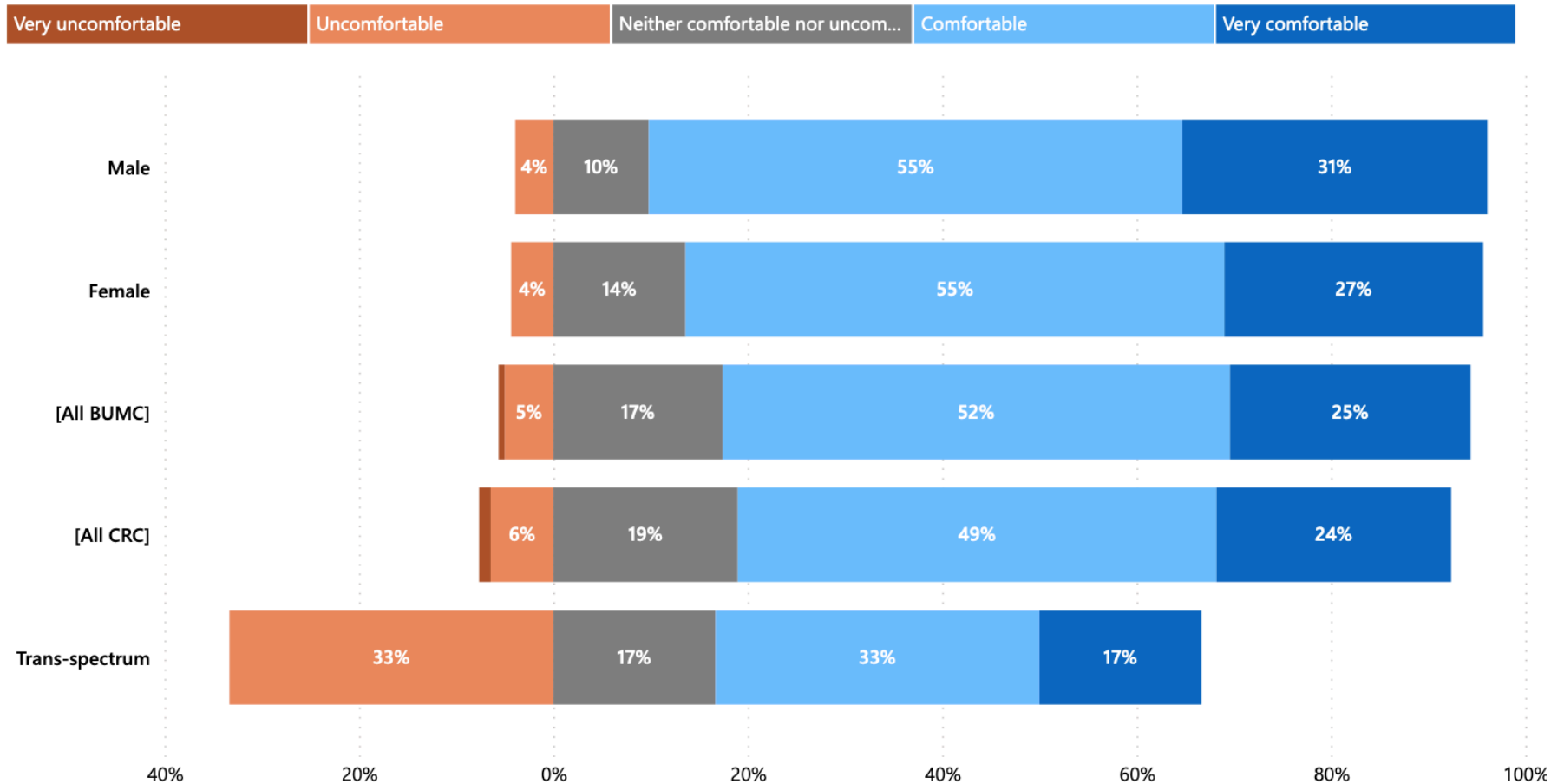


Students Overall Comfort by LGBT spectrum

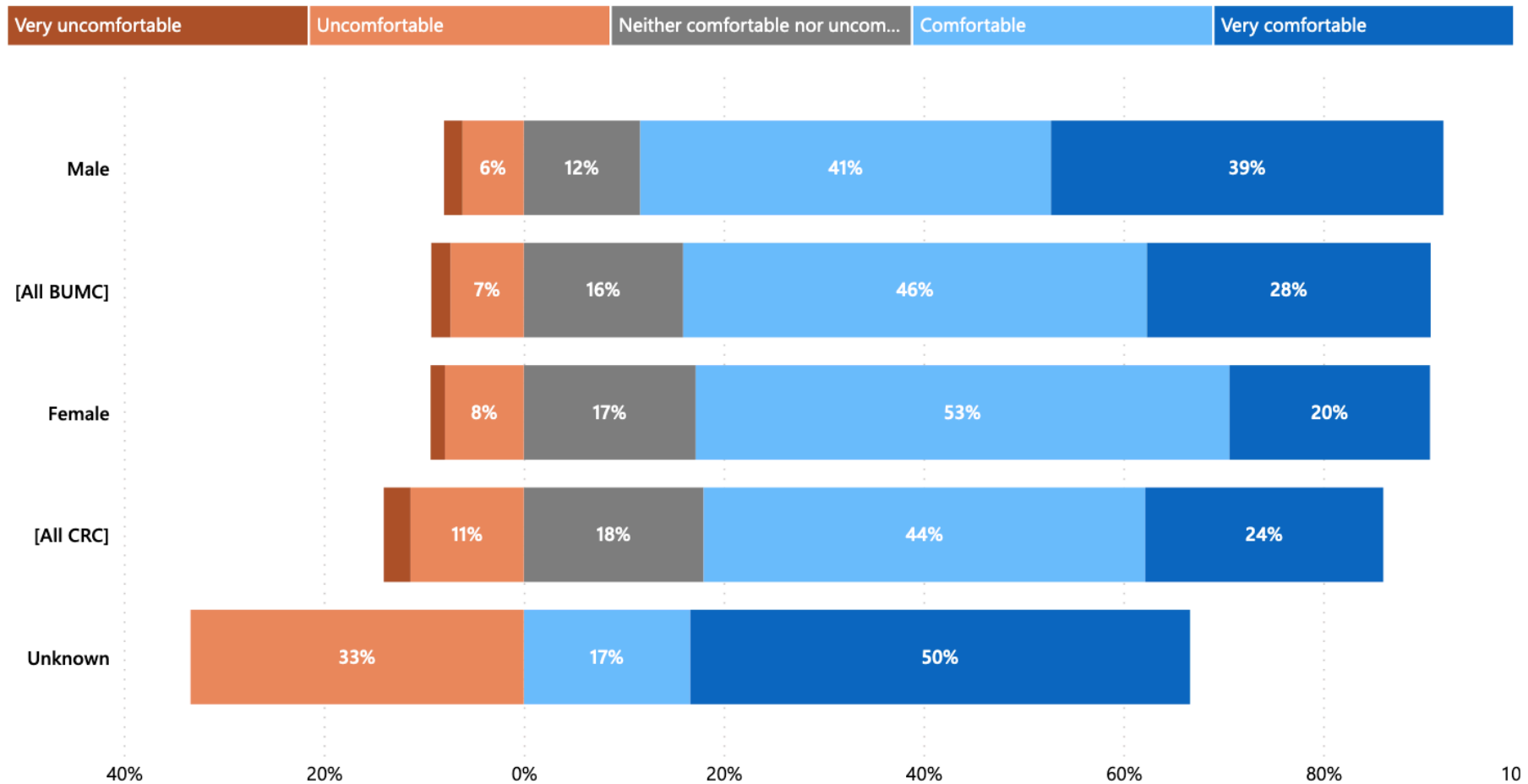


Boston University Chobanian & Avedisian School of Medicine

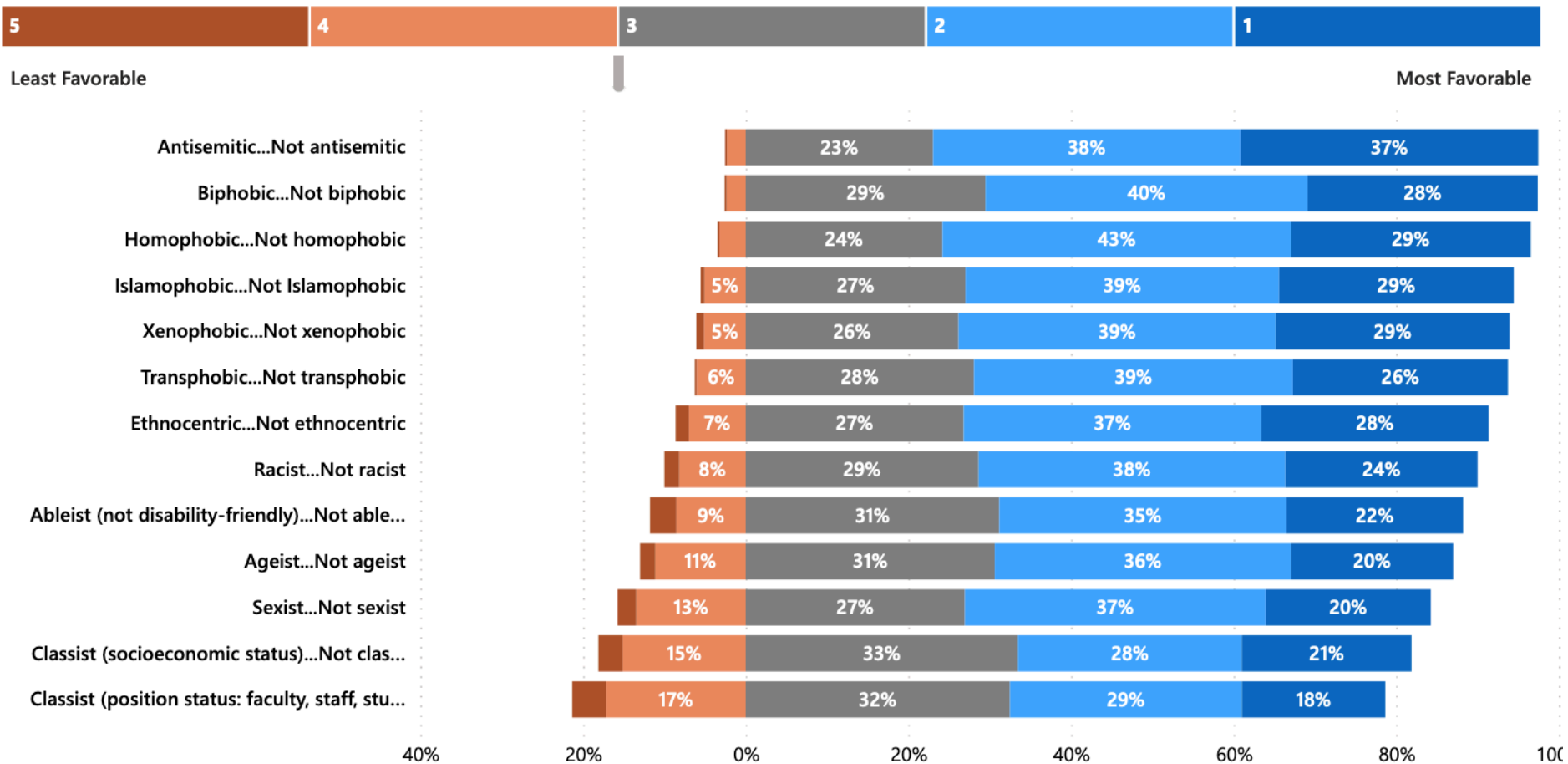
Staff Comfort by gender identity



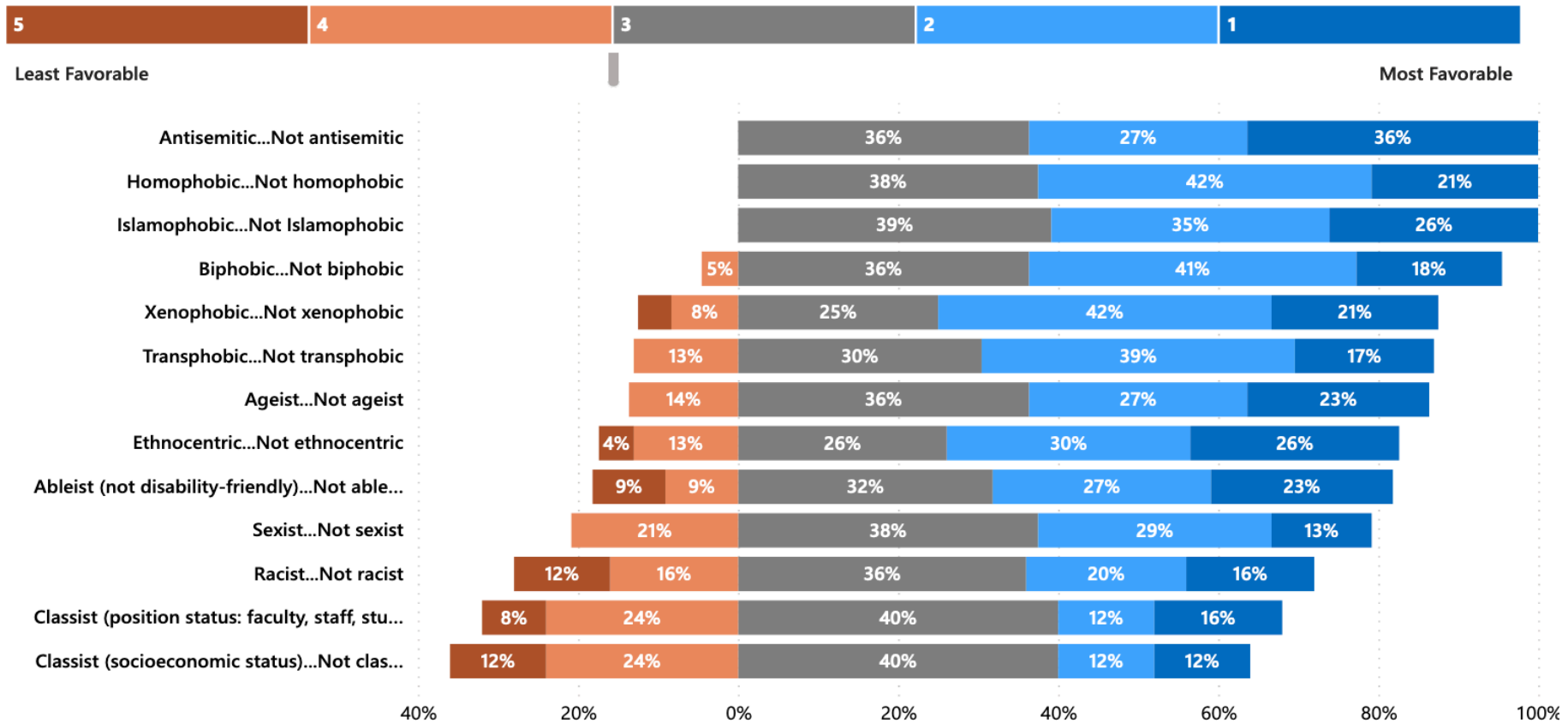
Faculty overall comfort by gender identity



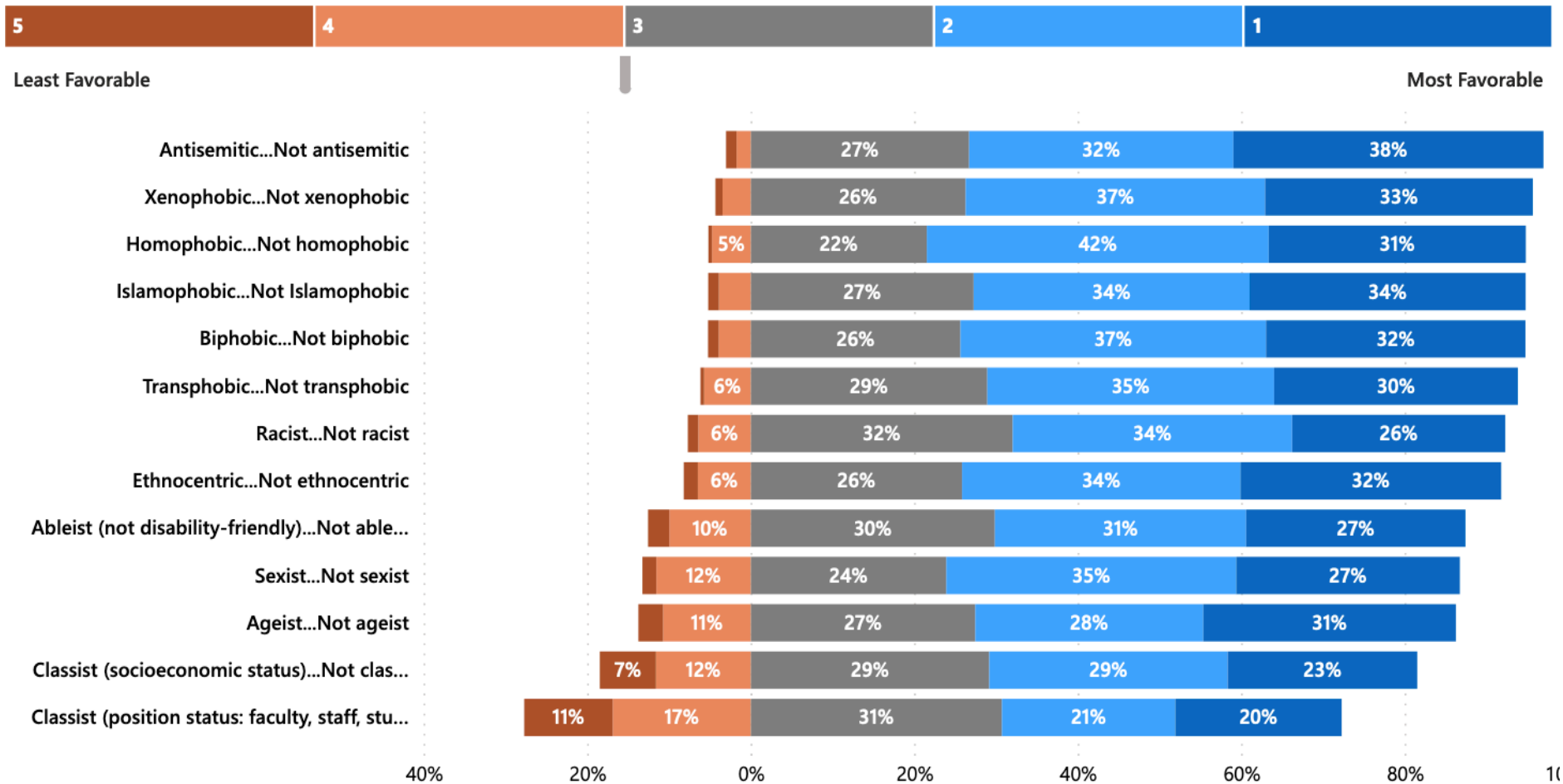
Faculty biases



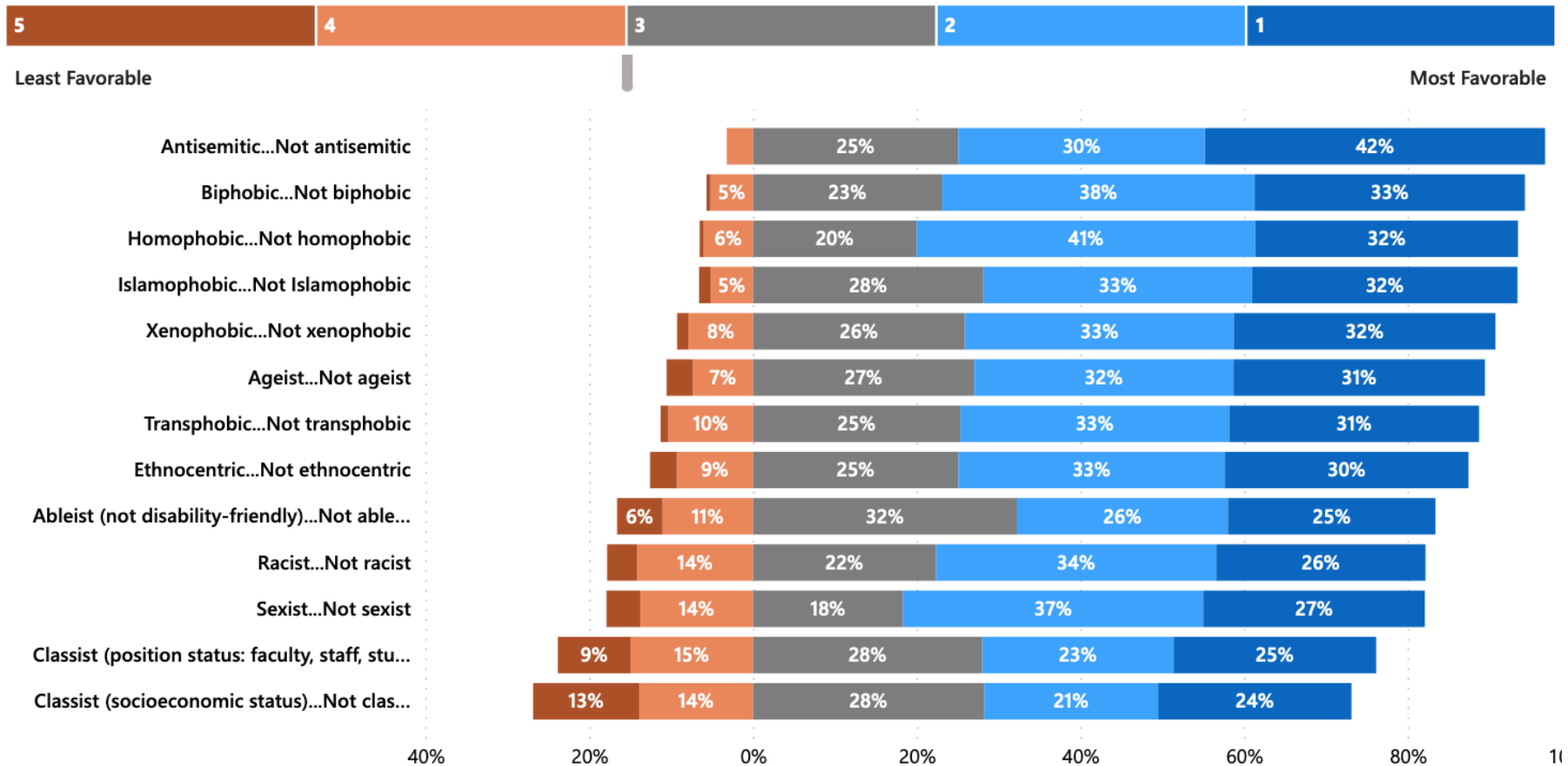
Black Faculty re Biases



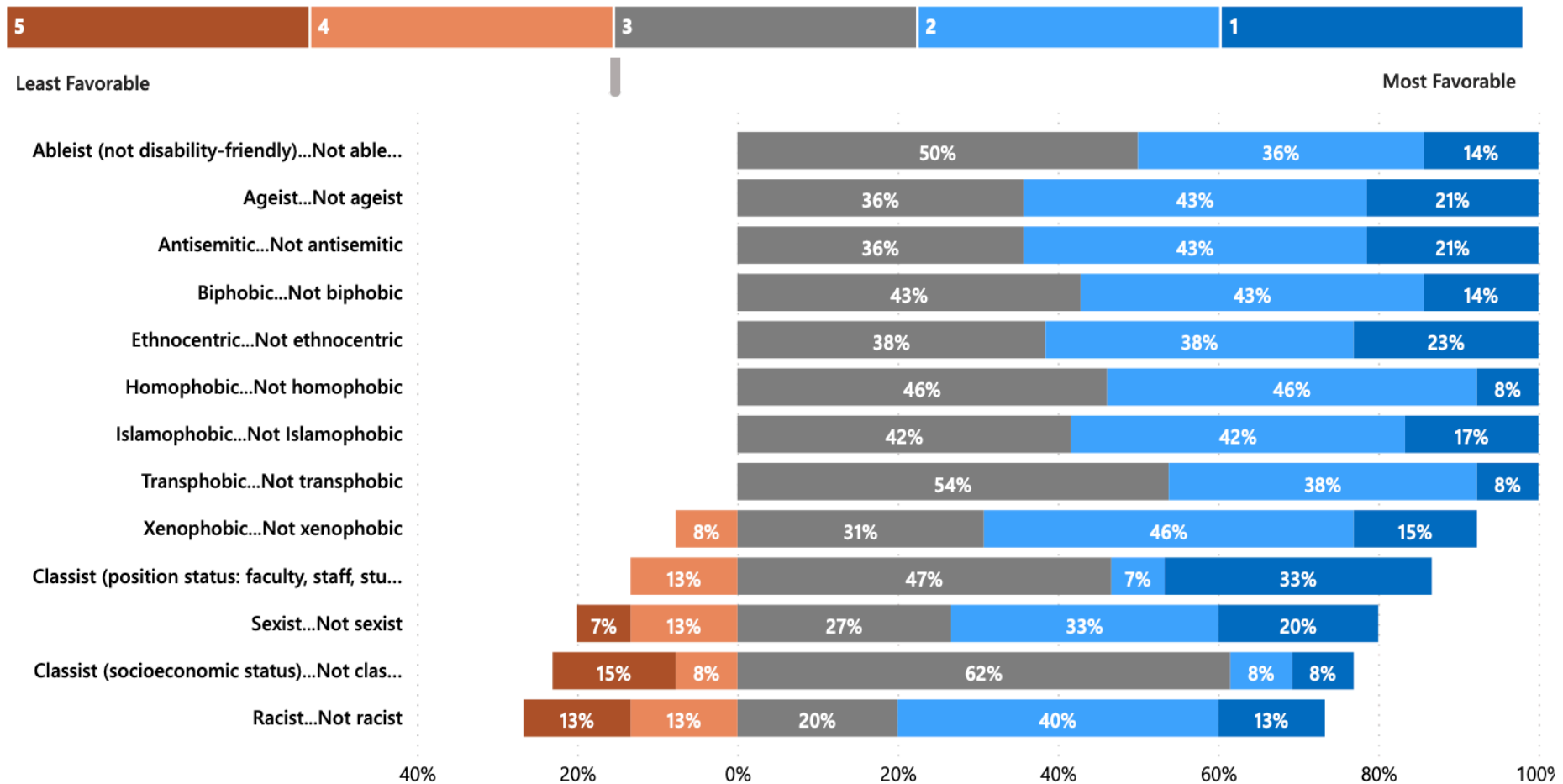
Staff agree with classist culture



Students also note classist biases



But Black Students rank racism biases top



Faculty Concerns by Rank

Faculty Affairs Office	High “Less Favorable” or concerns by Faculty Rank
All Ranks Low socioeconomic status Nonnative English speakers People who are not US citizen	Associate Professors Classist (position status) Ageist Classist (socioeconomic status) Non US citizens Negative for people with my political affiliation Low socioeconomic status Negative for people from my religious
Instructors Low socioeconomic people of color Non US citizens Classist (position status) Classist (socioeconomic status) Ableist	Professors Ageist Classist (position status) Low socioeconomic status People who are not US citizen Nonnative English speaker
Assistant Professors Low socioeconomic Nonnative English speakers Non US citizens Classist (position status)	Higher % experiencing exclusionary conduct: Women Black & US Non-residents Instructors Basis of being excluded: position Main source of exclusion: faculty, co-workers, colleagues

Current climate issues

- 1. Black students & Asian staff discomfort**
- 2. lower SES students, non-US citizens and even conservatives feel excluded.**
- 3. Universal access for hearing, mobility issues, dyslexia, ADHD, autism spectrum-- neurodiverse faculty, staff and students.**
- 4. Antisemitism v islamophobia: separating support for Palestine or Israel (protected speech) as distinct from antisemitism v islamophobia. Need to feel safe on campus.**
- 5. Food insecurity**

Boston University Medical Campus





CAMED Faculty Meeting

February 1, 2024

What's changing?

GMS Faculty, MED Directors & Coordinators

- There will be a new system supporting key academic functions, such as:
 - viewing your teaching schedule
 - reviewing your class rosters
 - ★ assigning final course grades
- Faculty and Faculty/Staff Link will be replaced with new interfaces and fully mobile

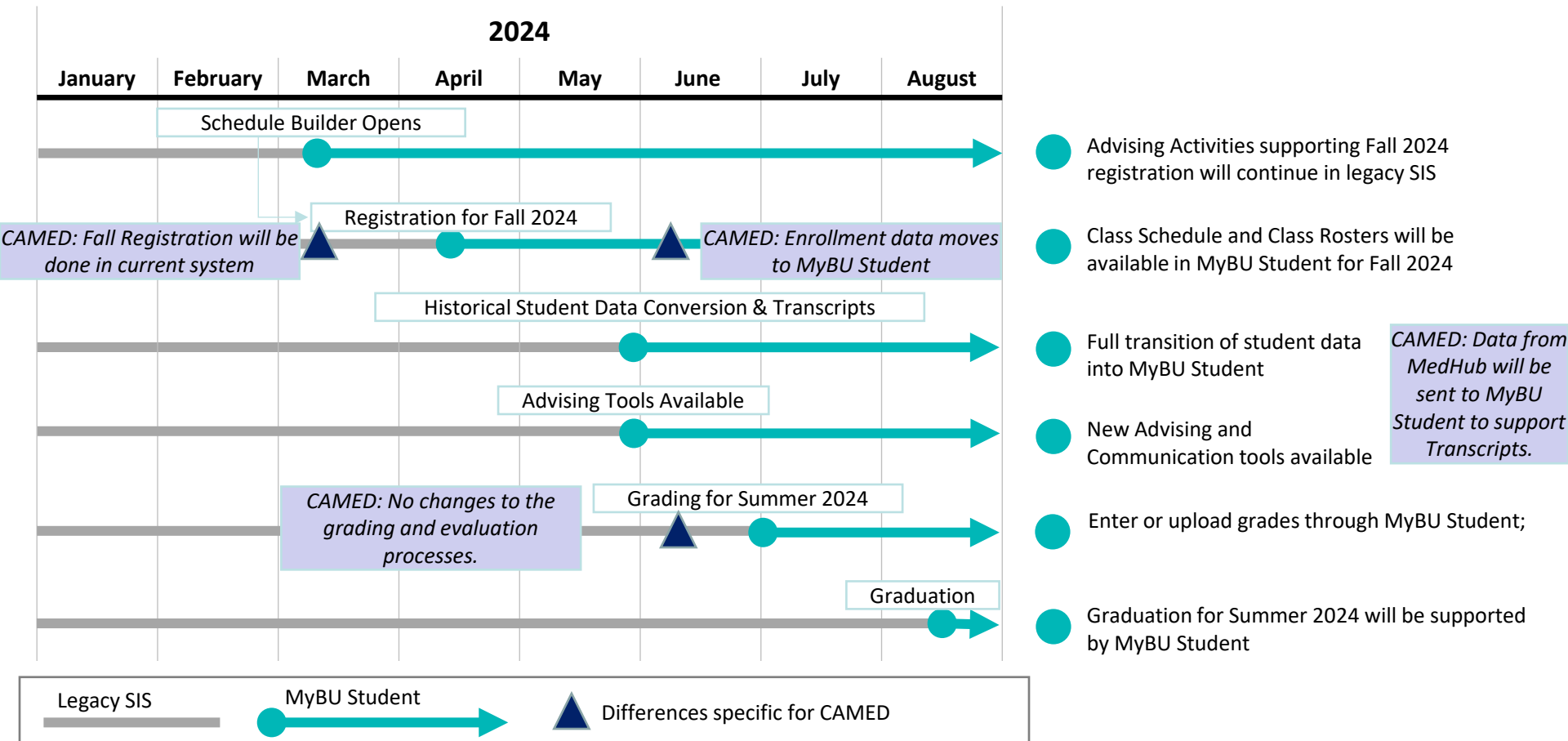
Student Advisors

- There will be improved advising and communication tools to enable engagement directly with students and advisees
- Student display names and pronouns will be used in student systems



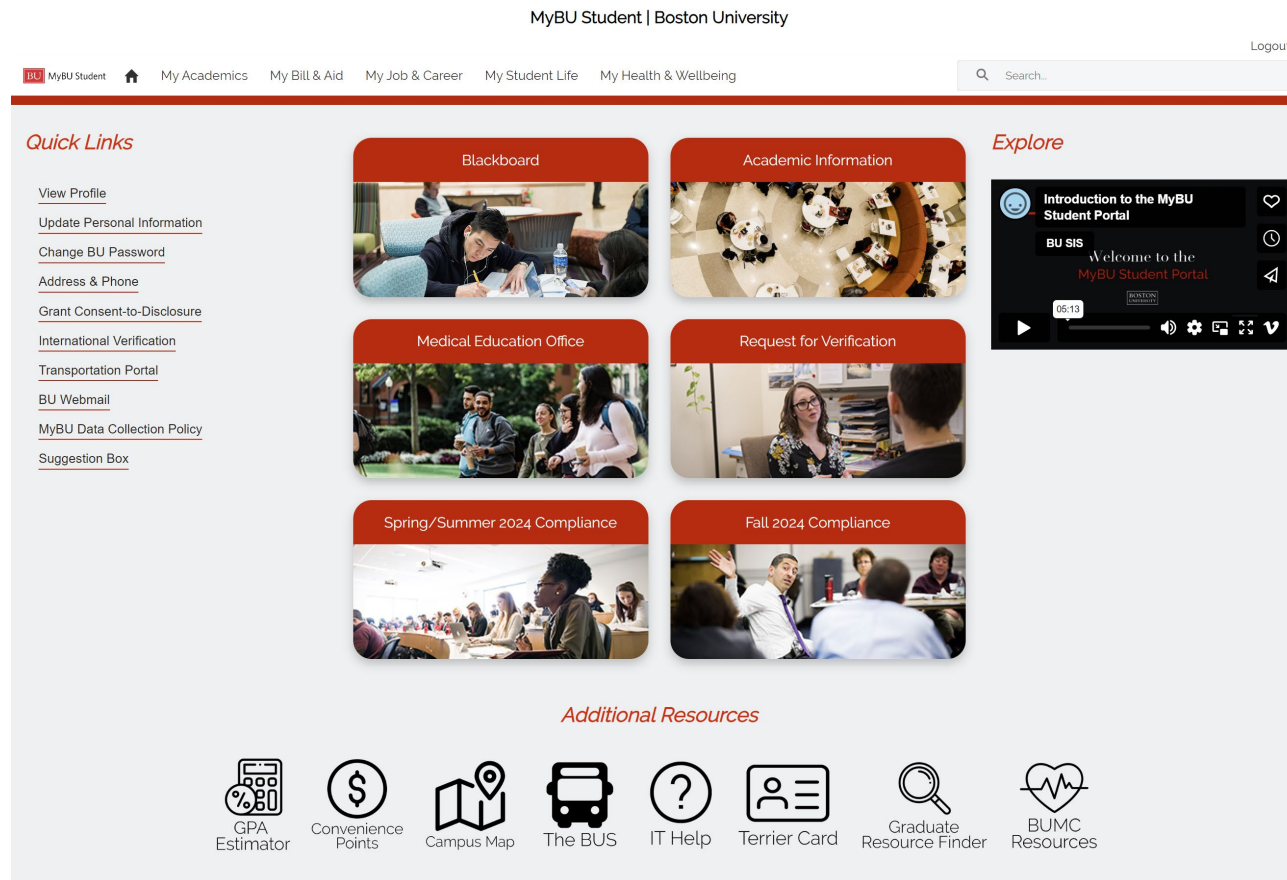
For GMS Faculty, the MyBU Student system will be leveraged to assign final course grades. CAMED will continue to leverage MedHub for final grading and grades will then be sent to MyBU Student to support transcripts.

Through 2024: Shift to MyBU Student



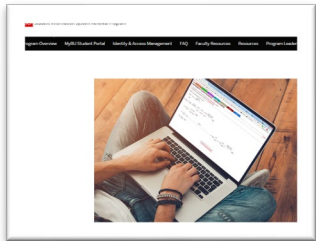
Student Portal Personalized for Medical Students

Sample/Mock Up





Webinars open to all Faculty and Staff to be held on February 14th, 15th & 20th. Sign up [here](#).



Visit our website, where we are continuing to post resources, such as short video clips highlighting the new functionality coming soon.

<https://sites.bu.edu/sisrenewal/>

Questions?

Contact Us



Jennifer King
jlking@bu.edu



Marylou O'Donnell-Rundlett
modonnel@bu.edu

Faculty Affairs

Annual Update

Hee-Young Park, PhD
Associate Dean for Faculty Affairs
February 1, 2024

Personnel

Jeffrey Wong:

Assistant Director of Faculty Affairs

jeffwong@bu.edu

Daniella Adrien:

Senior Administrative Assistant

dadrien@bu.edu

Faculty Affairs Office

<https://www.bumc.bu.edu/busm/faculty/>

[Learn more: Announcements & Events](#)

AAMC Salary Report

2022-2023 Salary Report is now available

Faculty Appointments & Promotions

Criteria, Guidelines and Forms

Faculty Handbook	▼
Faculty & Staff Awards	▼
Policies	▼
Meetings & Committees	▼
Faculty Resources	▼

Faculty

[Policies](#)

[Bylaws](#)

[AAMC Faculty Salary Survey](#)

[Health Treatment](#)

[Faculty Award Opportunities](#)

[Strategic Plan](#)

[Administration & Services](#)

[Research](#)

[Authorship Guidelines](#)

[Resources](#)

[Alcohol Guidelines](#)



Chobanian & Avedisian School of Medicine

Nominations: Annual BU Chobanian & Avedisian School of Medicine Awards

At the end of each academic year, the School recognizes faculty for their excellence in teaching and services.

In the spirit of gratitude and reflection we invite you to nominate faculty for the following awards:

- **Educator of the Year Award**
- **Stanley Robbins Award**
- **Diversity, Equity, Inclusion & Accessibility (DEIA)**
- **Resident Educator of the Year**
- **Leonard Tow Humanism in Medicine Award**

Please submit 1-2 page nominations to **camedfao@bu.edu**
by

Friday, Feb. 23

**Visit the QR code for
nomination criteria**



BUMC Emerging Leaders Program

- **October 23 and 24, 2024**
- **Metcalf Trustees Ball Room: 8am-5pm**
- **Program**
 - **Leadership skills**
 - **Conflict managements**
 - **Negotiation**
 - **Finance management**
 - **Legal issues in higher education**

CV Reviews/Promotion Readiness

Submit CV to Jeff Wong

- (FAP committee will provide written evaluation of CV)

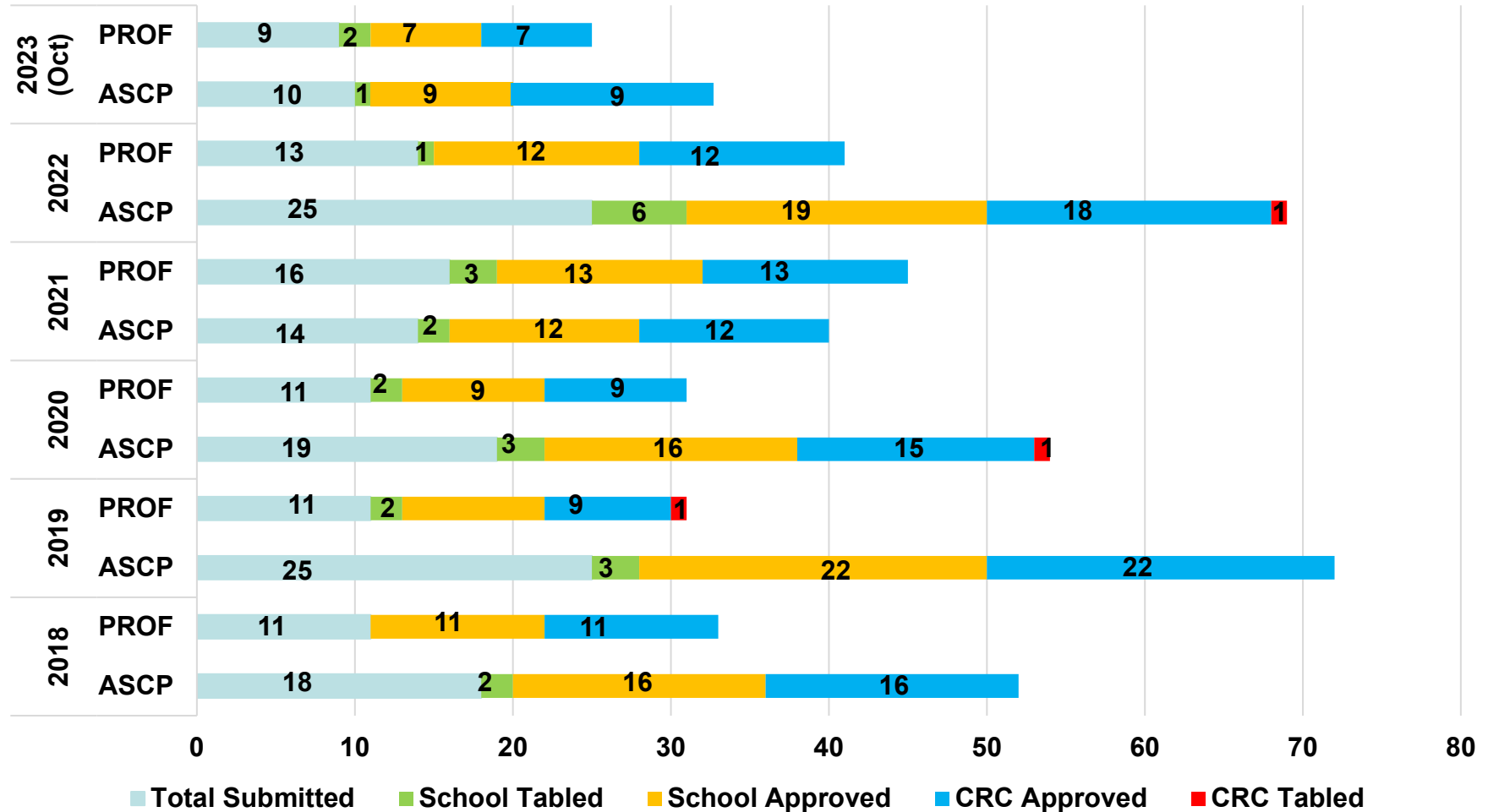
Promotion Workshops:

- March, June, October & December

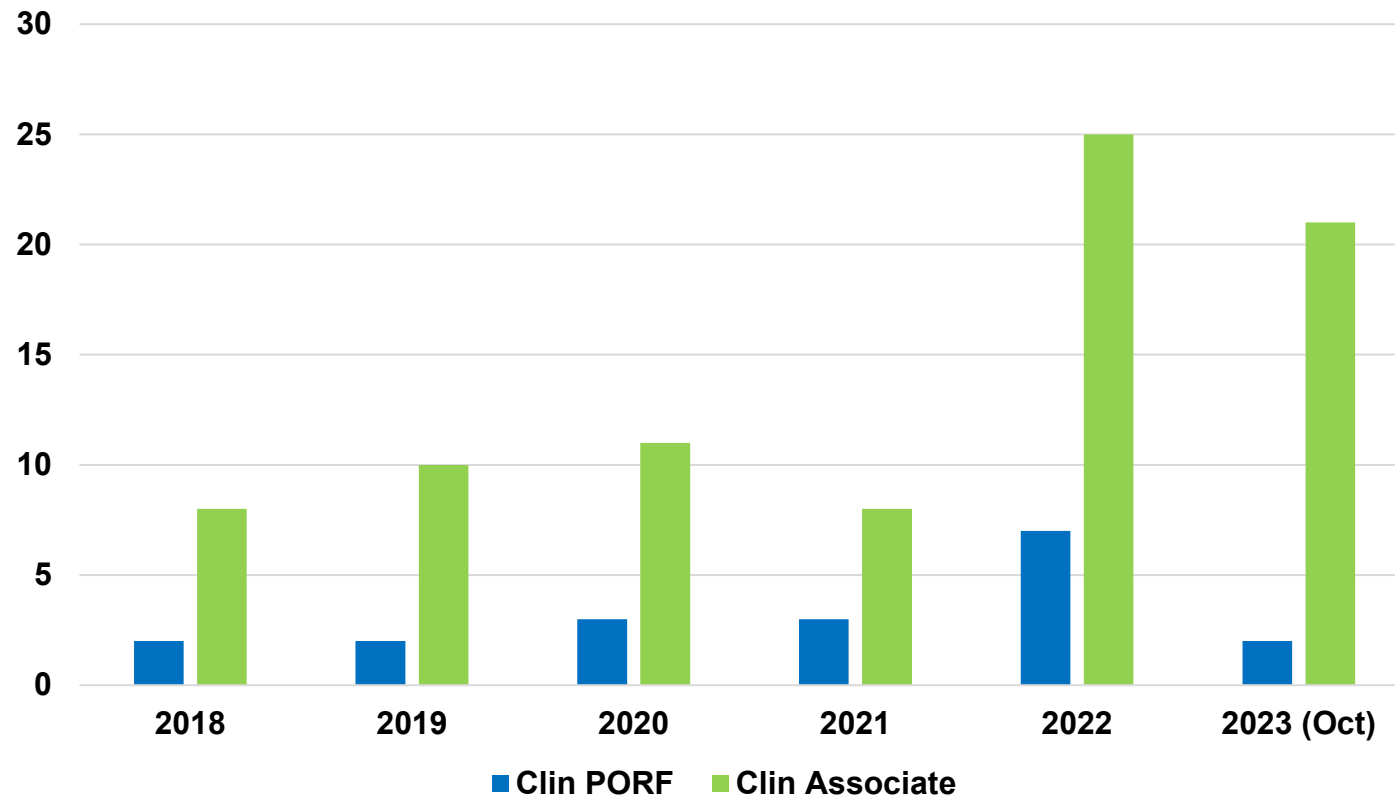
Details to follow

Questions?

Promotions (Unmodified)



Promotions (Modified)



Years in Rank & Publications (Unmodified)

Faculty Rank	Years in Rank		No. Publications	
	Range (yrs)	Average (Median) (yrs)	Range	Average (Median)
Professor	3 - 16	8 (8)	22 - 197	75 (69)
Associate Professor	2 -16	8 (7)	10 - 118	40 (36)