

General Faculty and Staff Meeting

February 7, 2023

Agenda

Distinguished Faculty & Staff of the Month

Faculty Affairs Update

- Hee-Young Park, PhD

Dean's Update

- Karen Antman, MD



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**

Distinguished Faculty of the Month

April 2023

Judith Saide, PhD

Associate Professor of Physiology & Biophysics



- **For 30+ years, Dr. Saide has been at the forefront of physiology education! She has been active in its teaching to thousands of students in our MD, MAMS, DMD/OHS, and PA programs.**
- **Committed to student success, spending countless hours meeting with students.**
- **Provided mentorship to faculty who teach by supporting the mastery of content, the development of teaching materials, and the building of classroom teaching skills**
- **Trained and shaped a whole generation of successful, leading researchers and healthcare professionals to think deeply and critically.**

Distinguished Faculty of the Month

May 2023



Kevin Donnelly-Boylan, MD
Assistant Professor of Psychiatry

- **Wears many different hats on the Clinical Service (service director, clinical work, systems-level interdisciplinary work), and yet he ensures that every clinical encounter is educational for the entire team & finds clinical pearls to pass on to medical students, residents, and fellows.**
- **Consistently meets learners where they are at, both in terms of their interests as well as their level of experience.**
- **Kindest, most patient, and observant teacher.**
- **Is an intensely humane, thoughtful, and caring person who has ensured that those around him are exceptionally well-supported and cared for.**

Distinguished Faculty of the Month

June 2023



Katelyn Bird, MD
Assistant Professor of Neurology

- **Passionate about teaching since resident in neurology at BMC & continue to be a devoted teacher as faculty: Students' comments"**
 - "Amazing instructor who is fun to be around yet continually challenges us and drops knowledge like no one's business."
 - "Working with Dr. Bird was a highlight of my neurology rotation. She gave me autonomy with patients and I was also able to observe her counseling patients- a hard balance to strike! After my day working with her I felt like I had improved my history taking, physical exam skills, and note writing. Rarely do I get to work on all three of these things in one day."
 - "Provided great feedback throughout and clearly was loved by her patients and staff. she made neurology more appealing"

Distinguished Staff of the Month

April 2023



Kimberly Arena, Ed.M.
Director of Graduate Affairs
Graduate Medical Sciences

- **Planned in-person orientation over 400 in attendees, working closely with GMS student organizations for fall programming, working between the schools on the medical campus for joint-events, and planning her own welcome events for Student Affairs.**
- **Took on a leadership role within the GMS Community Catalyst Center team and helping programming and mentorship with first-year students.**
- **Provides professional mentorship and training to new staff in the GMS office and working to help them feel welcomed, confident, and prepared to do their tasks and responsibilities independently**

Distinguished Staff of the Month

May 2023



Michael Glumac

Central Scheduler – Lead
BUMC IT – Educational Media

- **Michael is not only excellent at his job, but goes far beyond such as late rescheduling of courses and last-minute requests for space.**
- **COVID presented a great many challenges with regard to having space that allowed for appropriate distancing. Anxiety about this has continued amongst students and faculty and he continued to honor and accommodate all scheduling requests.**
- **Accommodates all requests with a smile and a "no problem" even when we know that we're asking for last-minute changes due to a new conflict. He responds quickly and never makes us feel as though we're bothersome, even when we probably are.**

Distinguished Staff of the Month

June 2023

Louise Gant

**Human Resources Business Partner
Human Resources, BU**



- Frequently adjusts her schedule to accommodate the individual's schedule, provides care and support to individuals beyond her job requirements because she wants to ensure her clients receive the attention and information they need. Although her role is to support staff, she never turns away anyone who has a question or an issue to be resolved.
- Projects *ZEN* in a way that makes you want to sit next to her and soak it up! If you are in an escalated situation, Louise is the one making helpful and smoothing comments until the group as a whole is able to move forward.
- Respectful of all who she interacts with, and carries herself calmly with confidence, and flexibility.

Faculty Affairs

Annual Update

Hee-Young Park, PhD
Associate Dean for Faculty Affairs
February 7, 2023

Personnel

Danielle White:

Manager of Faculty Affairs

dawhite@bu.edu

Daniella Adrien:

Administrative Assistant

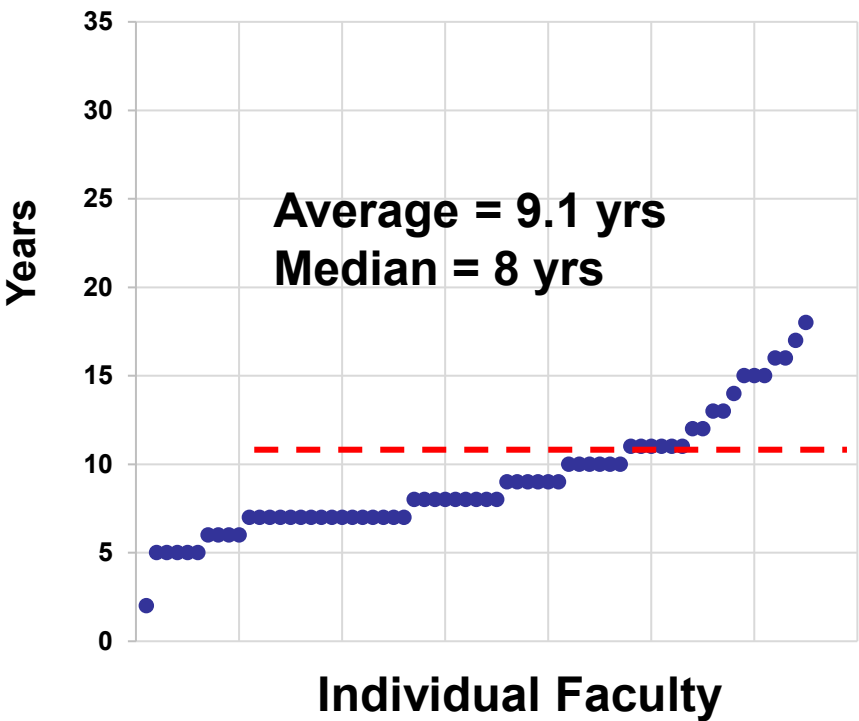
dadrien@bu.edu

Faculty Affairs

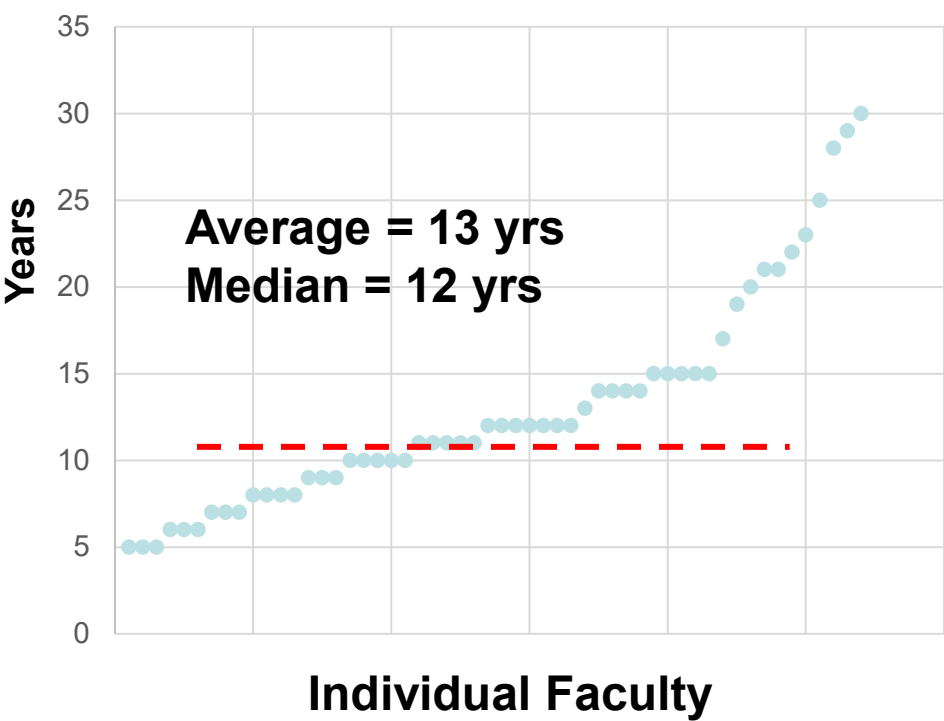
<https://www.bumc.bu.edu/busm/faculty/>

Years in Prior Rank (Jan 2019 to Nov 2022)

Promoted to Associate Professor

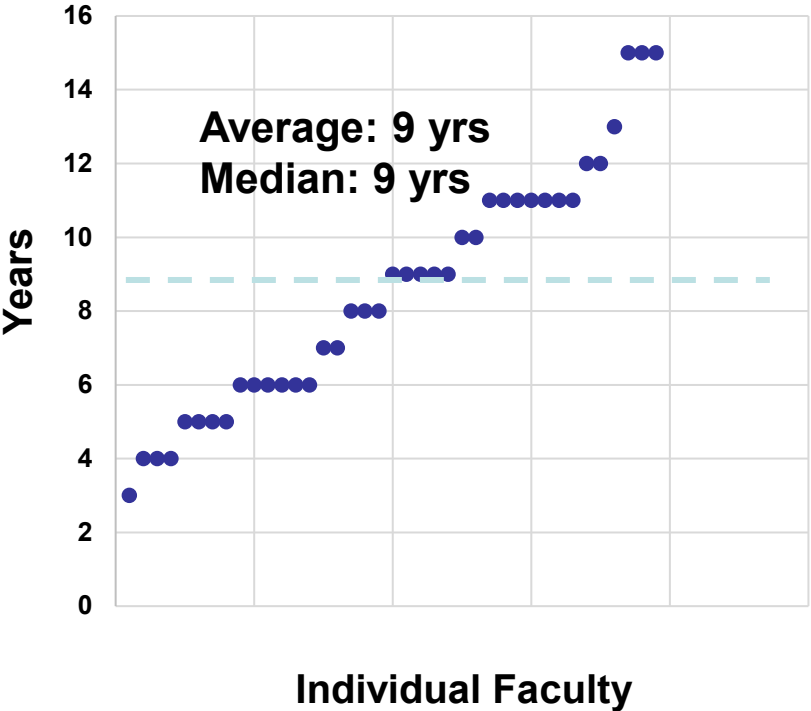


Promoted to Clinical Associate Professor

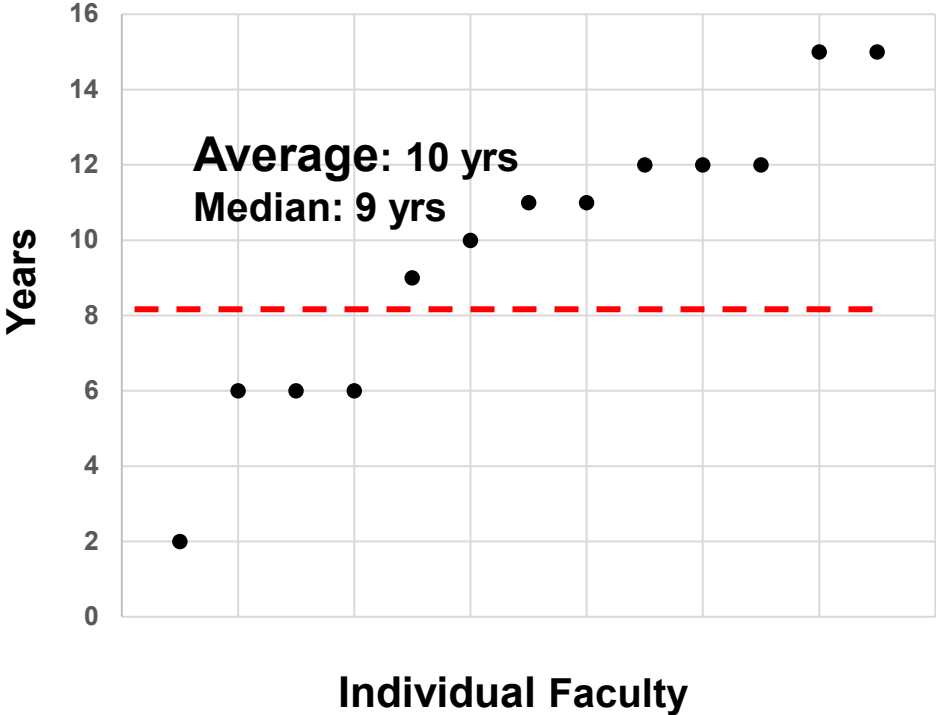


Years in Prior Rank (Jan 2019 to Nov 2022)

Promoted to Professor



Promoted to Clinical Professor



Promotions (Unmodified) (Jan 2019 to Nov 2022)

Faculty Rank	Years in Rank		# Publications	
	Range	Average /Median	Range	Average /Median
Professor	3 - 16	9/9	22 - 197	67/55
Associate Professor	2 - 16	8/7	10 - 118	40/36

BU Profiles



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Emelia J. Benjamin, MD, ScM

 [Hear my name](#)



Associate Provost for Faculty Development
Boston University Medical Campus

MD, Case Western Reserve University
ScM, Harvard School of Public Health

Pronouns: she/her/hers

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 Whitaker Cardiovascular Institute Training Program

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 ResearchGate

 Building Your CV and Criteria for Academic Promotion | Presentation

ORCID  : 0000-0003-4076-2336

Overview

DEIA

Other Positions

Research

Publications

Social/Media *RECENT*

Honors

Keywords

Mentoring

Contact Info

Benjamin's Networks

Click the "See All" links for more information and interactive visualizations

Concepts 

- Atrial Fibrillation
- Cardiovascular Diseases
- Heart Failure
- Risk Factors
- Stroke

[See all \(1194\) concept\(s\)](#)

Media Mentions 

- TCTMD 
- Medical Xpress 
- Urban Health

BU Profiles

Recent Additions

- **Record the Name:** [“Hear My Name”](#) you can now share your name pronunciation, in your own voice, on BU Profiles.
- **DEIA Statement Tab**

ORCID iD

(Open Researcher and Contributor ID)

Sign up if you do not have an ORCID

- Required for PIs on individual NIH fellowships and career development application
- Record includes professional affiliations, funding, publications, honors and awards, service (peer reviews, advisory committees, etc.), and other accomplishments.
- Certain manuscript and proposal submission systems.

Academic Promotion Workshops

(In Collaboration with Faculty Development Office)

- **Offers 4 times/year - virtual**
(>150 faculty attended in 2022)

- **Next two sessions**
 - **March 23, 2023: 12noon-2pm**
Didactic session & individual CV review

 - **June 22, 2023: 3pm-5pm**
Panel discussion & individual CV review

Individual CV review by FAP members

Submit CV to Danielle White

**One or two of Chobanian & Avedisian SOM
FAP members will review and provide
comments**

Upcoming Faculty Compliances

Deadline: August 31, 2023

Faculty Annual Review

- Meet with chair/supervisor and strategize Academic Advancement

External International Activities Report (EIAR)

- Report activities outside of BU/School

Faculty Checklist

www.bumc.bu.edu/FacultyChecklist

Website with list of required compliances

Nominate: Annual Awards

<https://www.bumc.bu.edu/busm/faculty-awards-nomination-criteria/>

Educator of the Year Award – Recognizes faculty who deliver exceptional education to medical and/or graduate students, including didactic teaching, clinical teaching or mentoring.

Stanley Robbins Award – Acknowledges scholars, teachers or innovators in medical student education.

Diversity, Equity, Inclusion & Accessibility (DEIA) – Recognizes **faculty and staff** who do an extraordinary job of addressing and improving diversity and a culture of inclusion, equity and accessibility throughout the Chobanian & Avedisian SOM community.

Resident Educator of the Year – Recognizes interns/residents at clinical sites, including BMC and affiliated sites, who deliver exceptional education to BU medical students during their clerkship year through their clinical teaching, feedback and mentoring.

Leonard Tow Humanism in Medicine Award – Presented by The Arnold P. Gold Foundation, the award recognizes the value of humanism in the delivery of care to patients and their families.

Submit 1-2 page nominations to busmfao@bu.edu by Friday, Feb. 17, 2023.

Finance and Research Administration Management A Workshop for Faculty, Staff and Students

**Wednesday, Feb. 15
Noon-1 p.m.
L203**

Topics:

Table 1: School Finances, Budget

Table 2: Academic Research Job Family, other HR issues

Table 3: Research Administration (Pre- and Post-Award)

Table 4: Research and Compliance

Register [here](#)

Updates on BU Hiring Procedures

- **Background check for Federal Regulation**

This position may be subject to federal screening requirements; for further information, please see here: <https://www.bu.edu/researchsupport/compliance/federal-screening/>

Sexual Misconduct Background Checks

Implementation Dates

Phase 1 - effective for new *offers* initiated on or after **March 1, 2023:**

Those with professorial titles of assistant, associate, and full professor in the School of Public Health, Goldman School of Dental Medicine, [Chobanian & Avedisian School of Medicine](#) (not including BU Medical Group), and all schools and colleges on the Charles River Campus; and
Executives with faculty appointments

Phase 2 – (AY 23-24) effective for new offers initiated on or after January 1, 2024

Those with modified titles (clinical, research, of the practice), medical school and BUMG faculty, staff

Phase 3 - (AY 24-25) - effective for new offers initiated on or after January 1, 2025

Lecturers, Instructors, Visiting Professors

Phases 2 and 3 could be as early as July 1, depending on experience in Phase 1

Offer letter language:

The AAU has adopted [Principles on Preventing Sexual Harassment in Academia](#). To assist us in implementing these and to help build a community free from sexual harassment, you agree to complete, promptly upon receipt, an Authorization to Release Information form for each employer for whom you have worked in the past 7 years, and you understand that before you begin work at Boston University, the University will contact each employer to determine if you have been found responsible for violating the employer's policies that prohibit sexual misconduct. You warrant that there will be no such findings or that you will disclose any such findings, and agree that if findings are discovered after hiring, they may result in corrective action by BU, up to and including termination of employment. Failure to complete and return the Authorization to Release Information form within 14 days may result in withdrawal of this offer.

Advertising Text/Job Posting

All open position/job posting announcements (including advertisements) for faculty and staff positions (within the applicable implementation group—referred to as “covered positions”) should contain the following statement:

BU conducts a background check on all final candidates for certain faculty and staff positions. The background check includes contacting the final candidate’s current and previous employer(s) to ask whether, in the last seven years, there has been a substantiated finding of misconduct violating that employer’s applicable sexual misconduct policies. To implement this process, the University requires a final candidate to complete and sign the form entitled “Authorization to Release Information” after execution of an offer letter.

Questions?

Chobanian & Avedisian School of Medicine

Dean's Report 2023

New name & heartwarming story
Big investment!

New Leadership

New Faculty Lounge

Revised curriculum in new learning lab.

Major NEIDL paper (& uproar!)

International Rankings

2 day Leadership Programs

175th anniversary in 2023!



Tony Hollenberg, MD

Chair of Medicine

- Arrived 11/15/2
- Was Medicine chair at Cornell in NYC (previously professor at Beth Israel in Boston).
- NIH grant funded Endocrinologist & CReM. collaborator
- Very large investment in research and clinical recruitment funds.



Vanna Zachariou, PhD

Chairs of Pharmacology-Physiology



- Arrived 12/16/22 from Mt Sinai in NY
- Role of neurotransmitter receptors, RGS proteins in depression, chronic pain & addiction.
- Serves as EJN section editor & on NIH study sections.
- Again, major investment with multiple recruitment slots.

Nancy Sullivan, PhD, cell biologist & viral immunologist

NEIDL Director, Professor of Microbiology & Biology



- **Succeeding Ron Corley, director since 2014.**
- **Biodefense Research Section Chief, NIAID's Vaccine Research Center**
- **3 NIH Director's Group Awards for contributions to COVID-19 vaccines development and treatments.**
- **Longtime focus: Ebola, Marburg, and other hemorrhagic fever viruses. 1st successful Ebola vaccine in primates & launch of US & Ugandan human trials; discovered protective monoclonal antibody, mAb114, used in Ebola treatment.**
- **Formed technology transfer & training program partnerships in the Congo**
- **BS at Merrimack College; PhD Harvard SPH.**

Current Leadership Searches

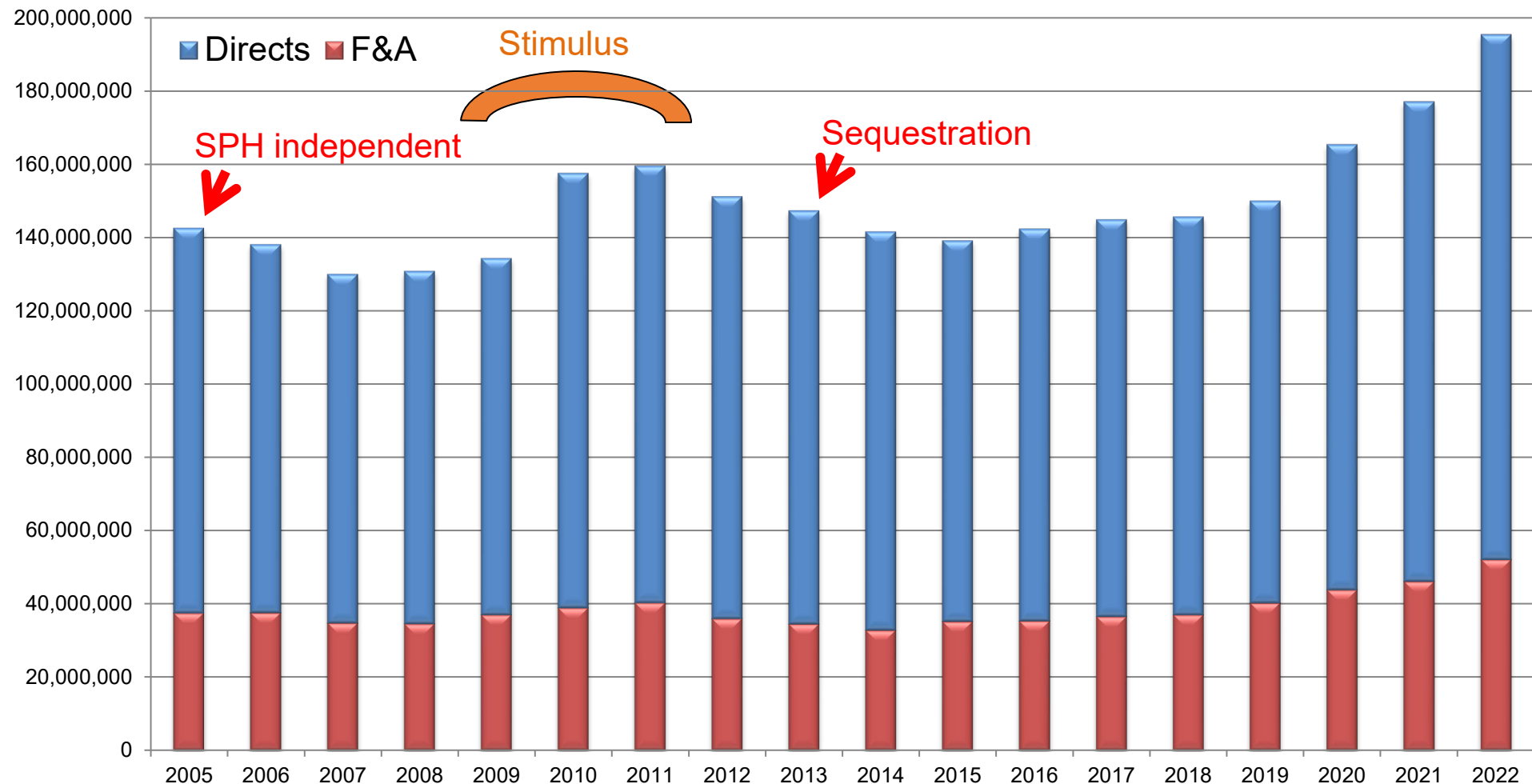
Chairs

- **Pediatrics search launched**

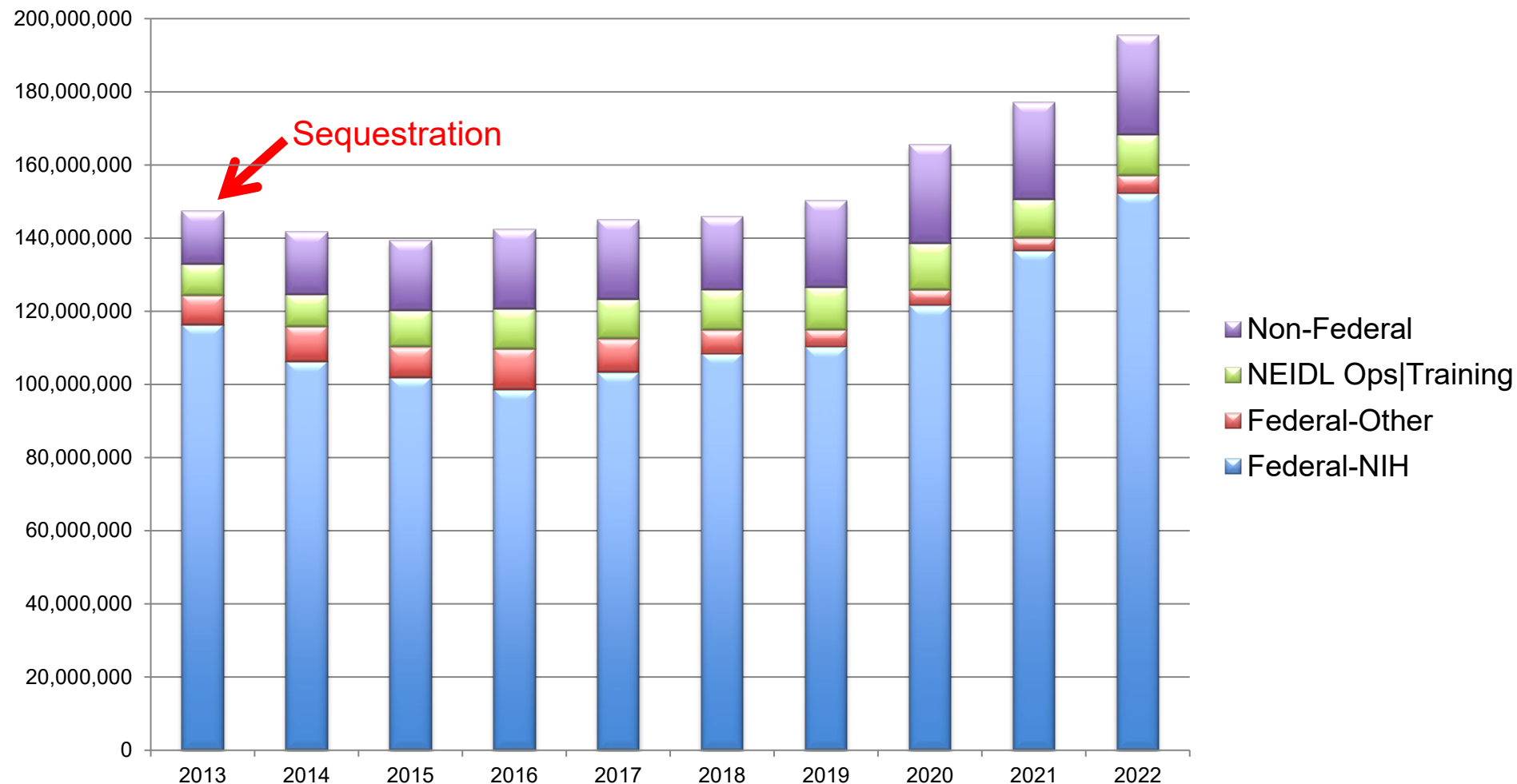
Center Directors/Section Chiefs

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

Chobanian & Avedisian SM Expenditures



Chobanian & Avedisian Expenditures By Source

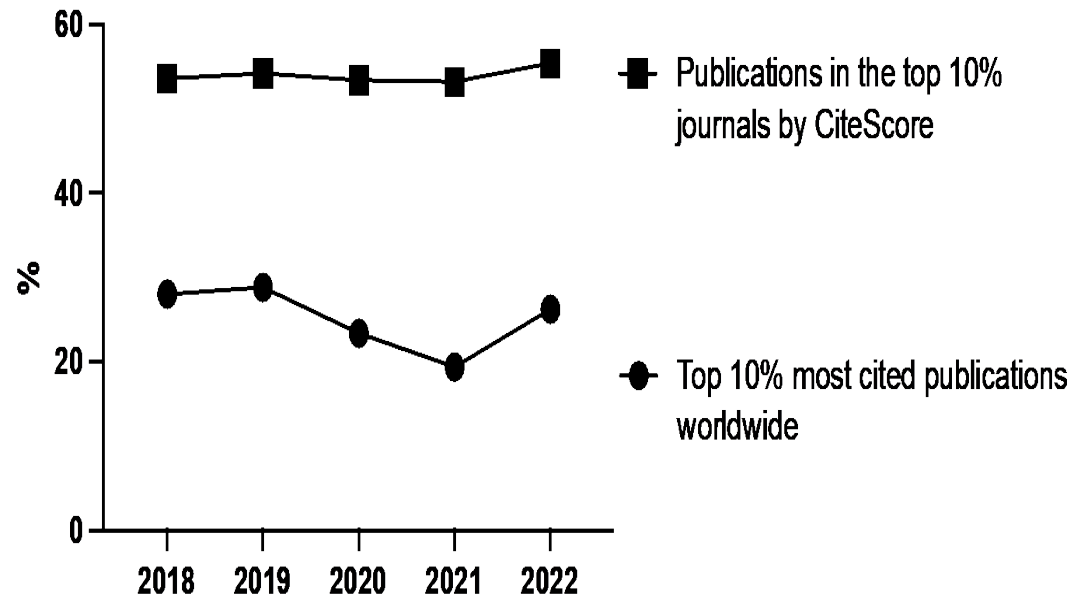
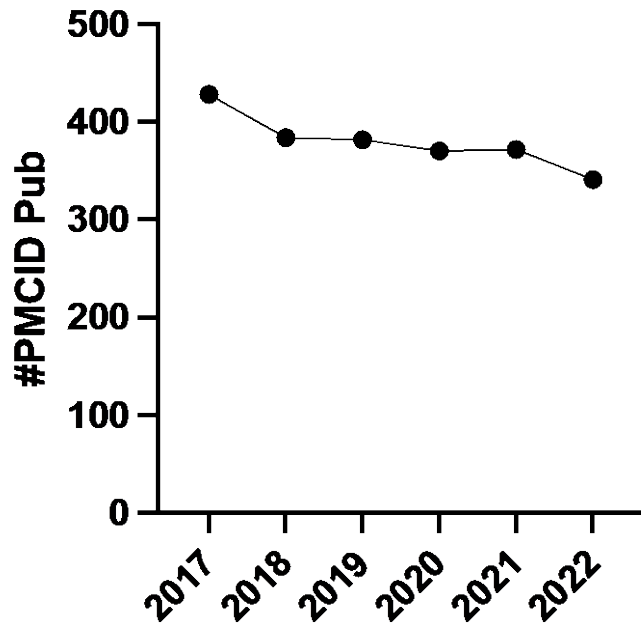


December 2022 USNWR BUMC *Global* Rankings

Global	US	Category
27	12	Public, Environmental and Occupational Health
27	14	Cardiac and Cardiovascular Systems
41	14	Infectious Diseases
43	19	Endocrinology and Metabolism
45	23	Neuroscience and Behavior
45	25	Psychiatry/Psychology
57	29	Clinical Medicine

School's Publication Trends

Compiled by David Flynn



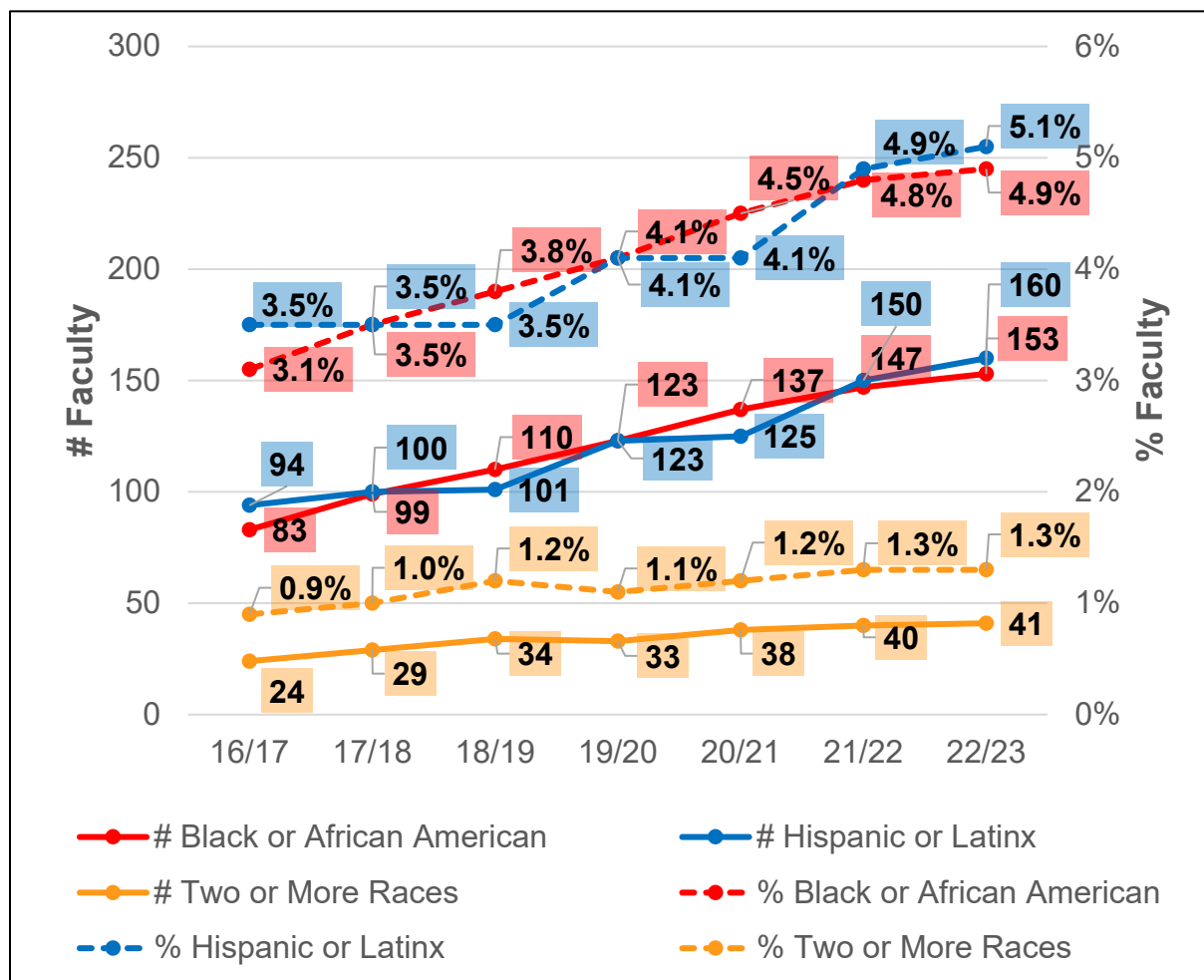
The Washington Post January 18th, 2023

“Lab-leak fears are putting virologists under scrutiny”



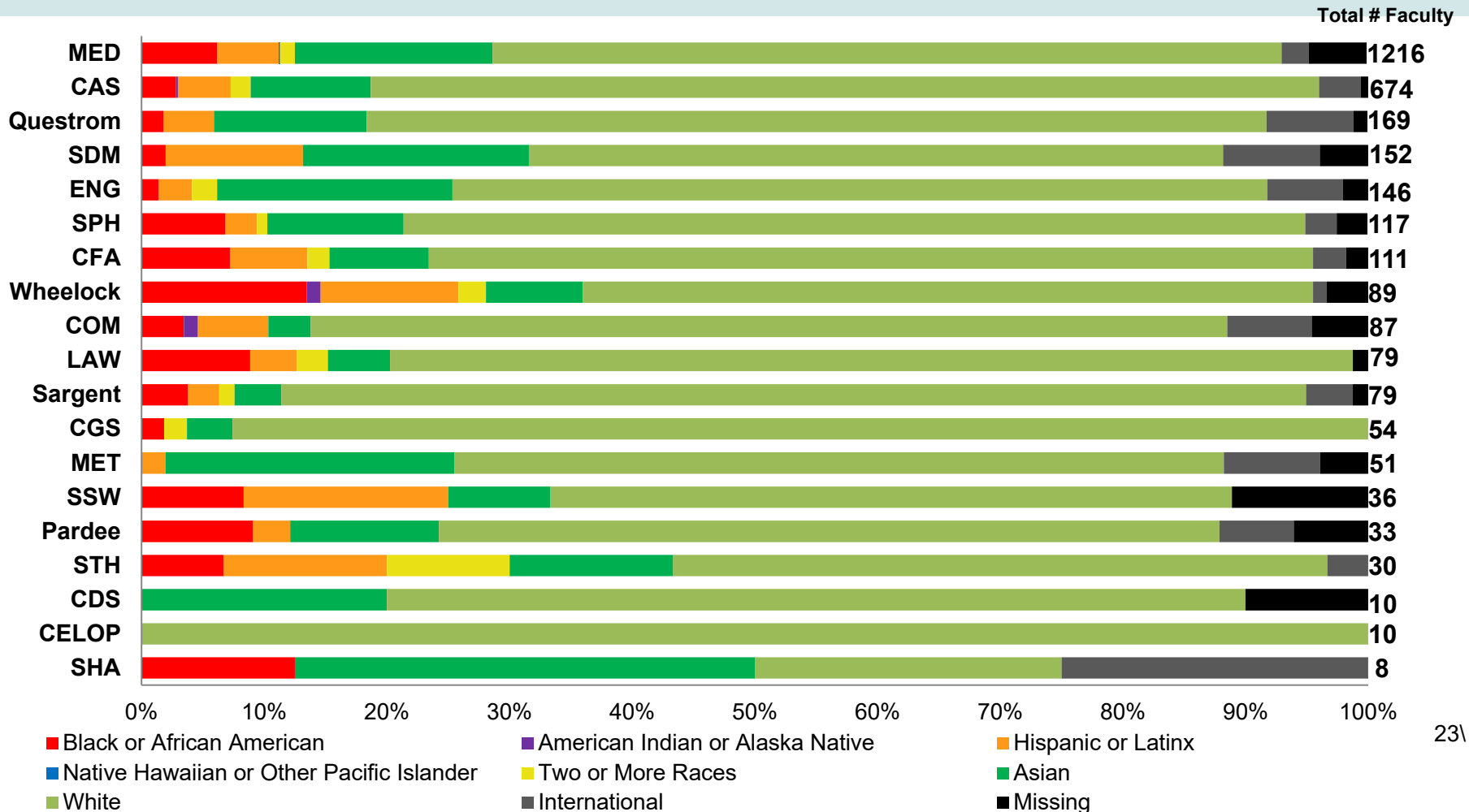
- **Why is the omicron variant less deadly than the original Wuhan strain?**
- **BU researchers created a new virus with the spike protein and the backbone of the ancestral strain.**
- **The chimeric virus was only a little less deadly than the Wuhan strain, killing 80% rather than 100 % of mice particularly sensitive to the virus. But still much deadlier than omicron. Was the change in spike protein the only element of omicron making it less lethal. Another mutation had to be playing a role.**
- **On Oct. 14, the researchers posted an early draft of their results online.**
- **The Daily Mail (UK) went viral “Experts slammed Boston lab where scientists have created a new deadly Omicron strain with an 80% kill rate in mice,”**
- **On January 11 the study, published in Nature identified a protein, nsp6, that also lessens the lethality of omicron.**

Diversity of the BU faculty over 7 Years



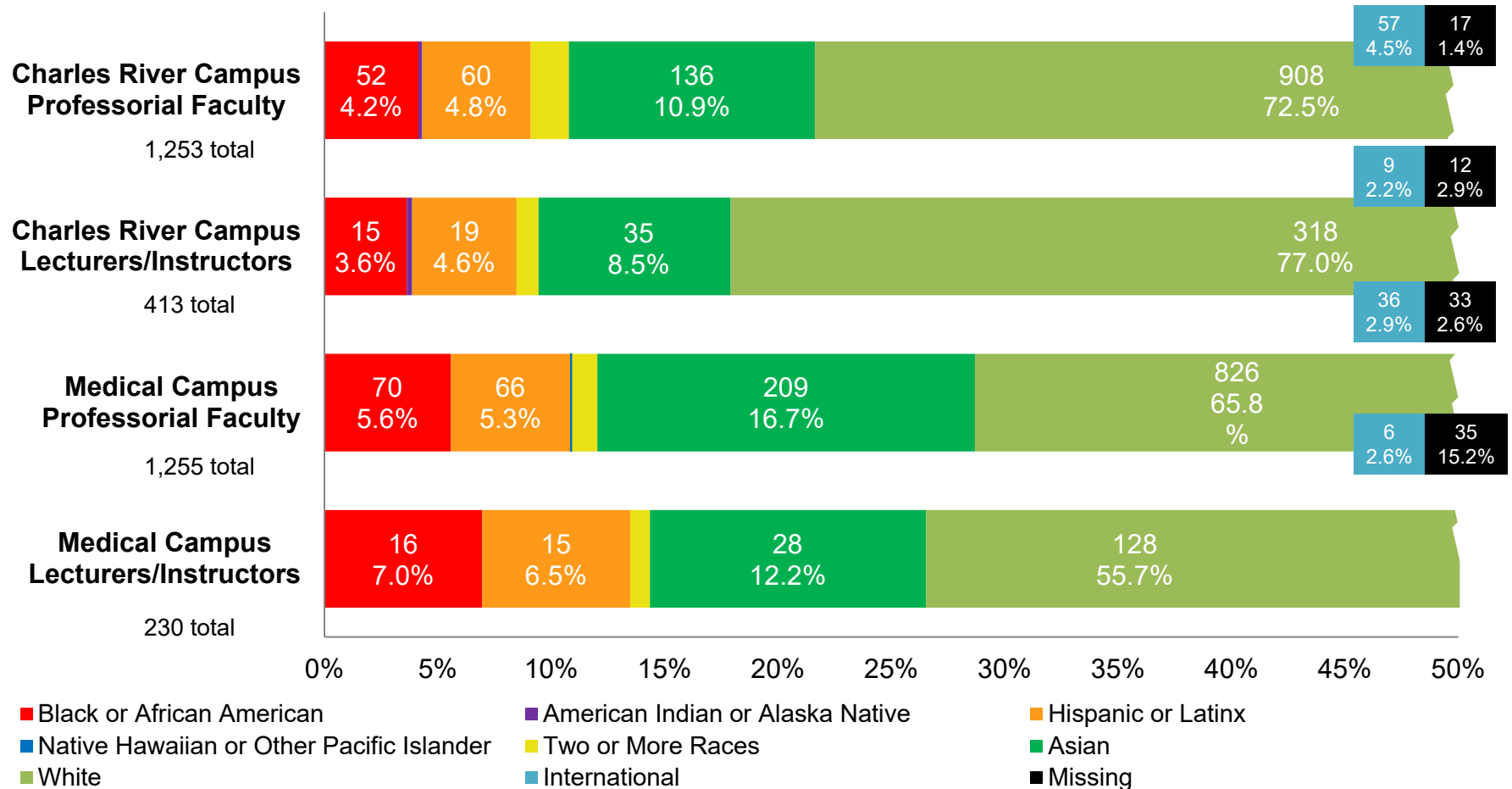
- Increase in Black faculty from 3.1% to 4.9% (83 to 153)
- Increase in Latinx faculty from 3.5% to 5.1% (94 to 160)
- Increase in Multiracial faculty from 0.9% to 1.3% (24 to 41)

AY 2022-2023 % Faculty by Size of Academic Unit

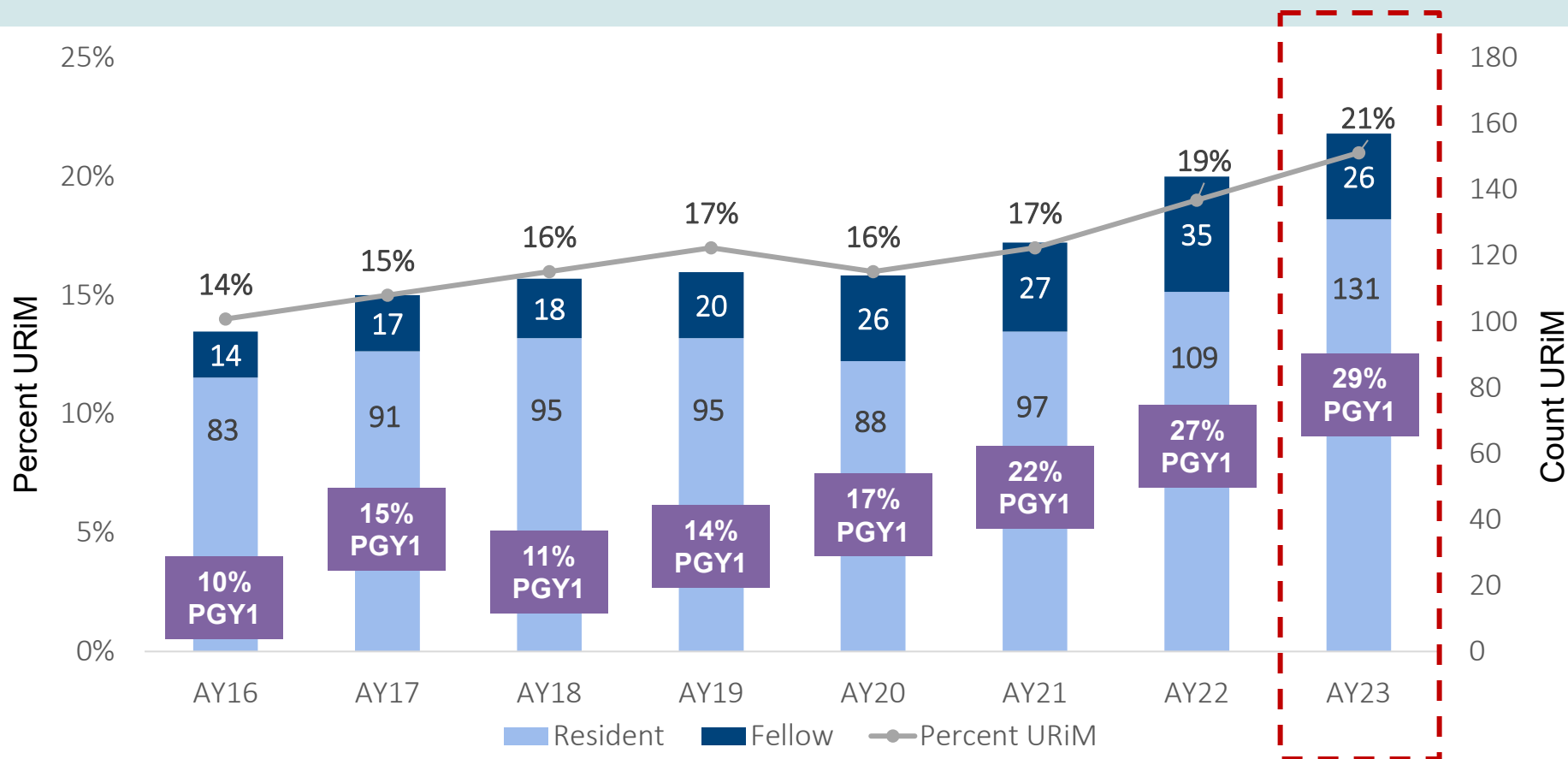


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Academic Year 2022-2023 Faculty by Campus



URM residents and fellows continue to increase



URiM = self-identified as African American or Black, Hispanic or Latinx, Native American or Alaska Native, and Native Hawaiian or Pacific Islander

Ongoing Renovations

- **L-14 Hiebert Updates**
- **E-B Clinical Skills Center**
- **E-1 and L-10 Bathrooms**
- **E-8 CTSI**
- **Vose building coming down (BMC)**

Chobanian & Avedisian School of Medicine Naming Endowment by year 5

\$100M in endowment generates:

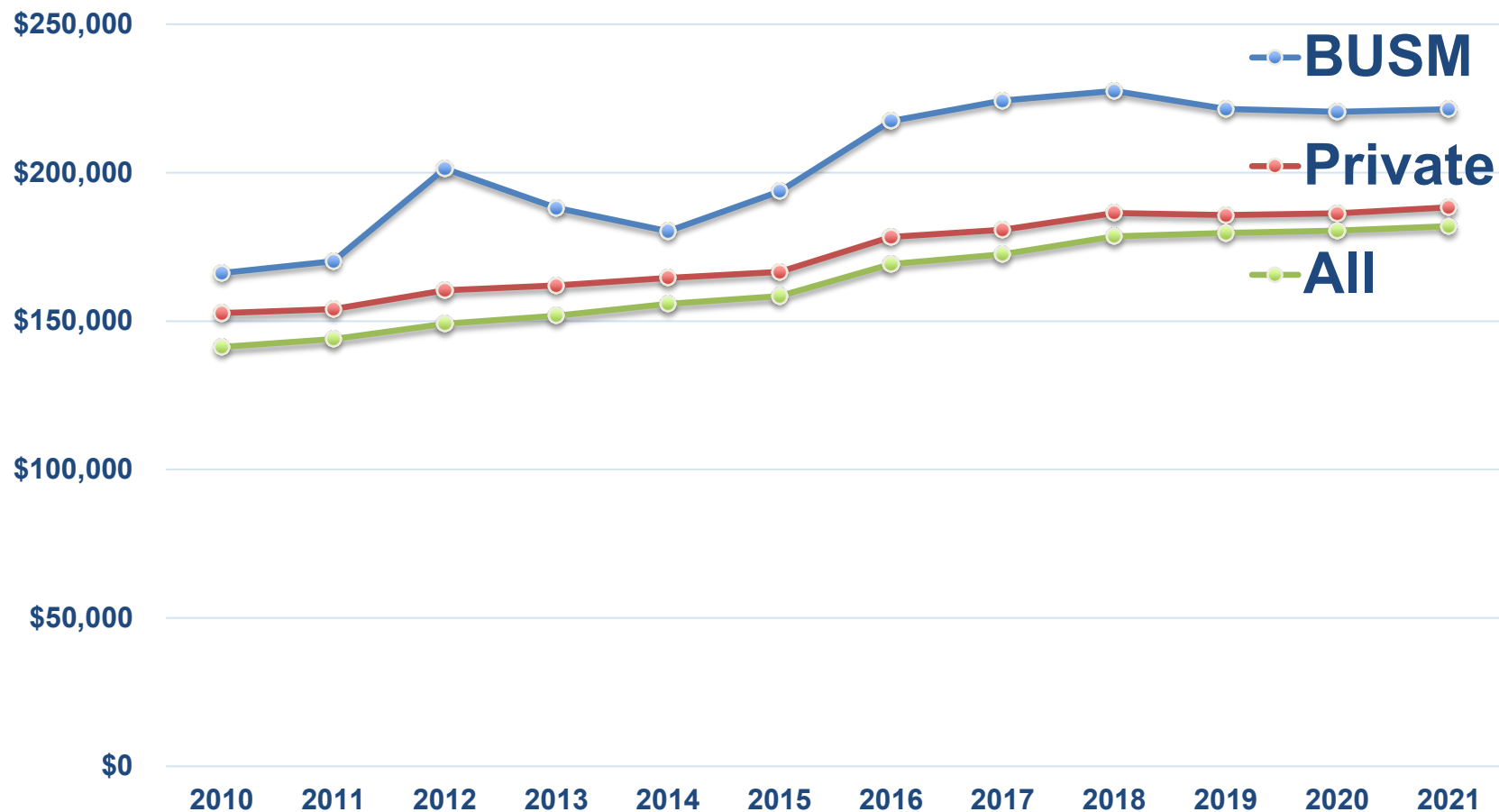
- **\$2M annually for scholarships**
- **\$1M annually for professorships**
- **\$1M annually for research and education programs.**

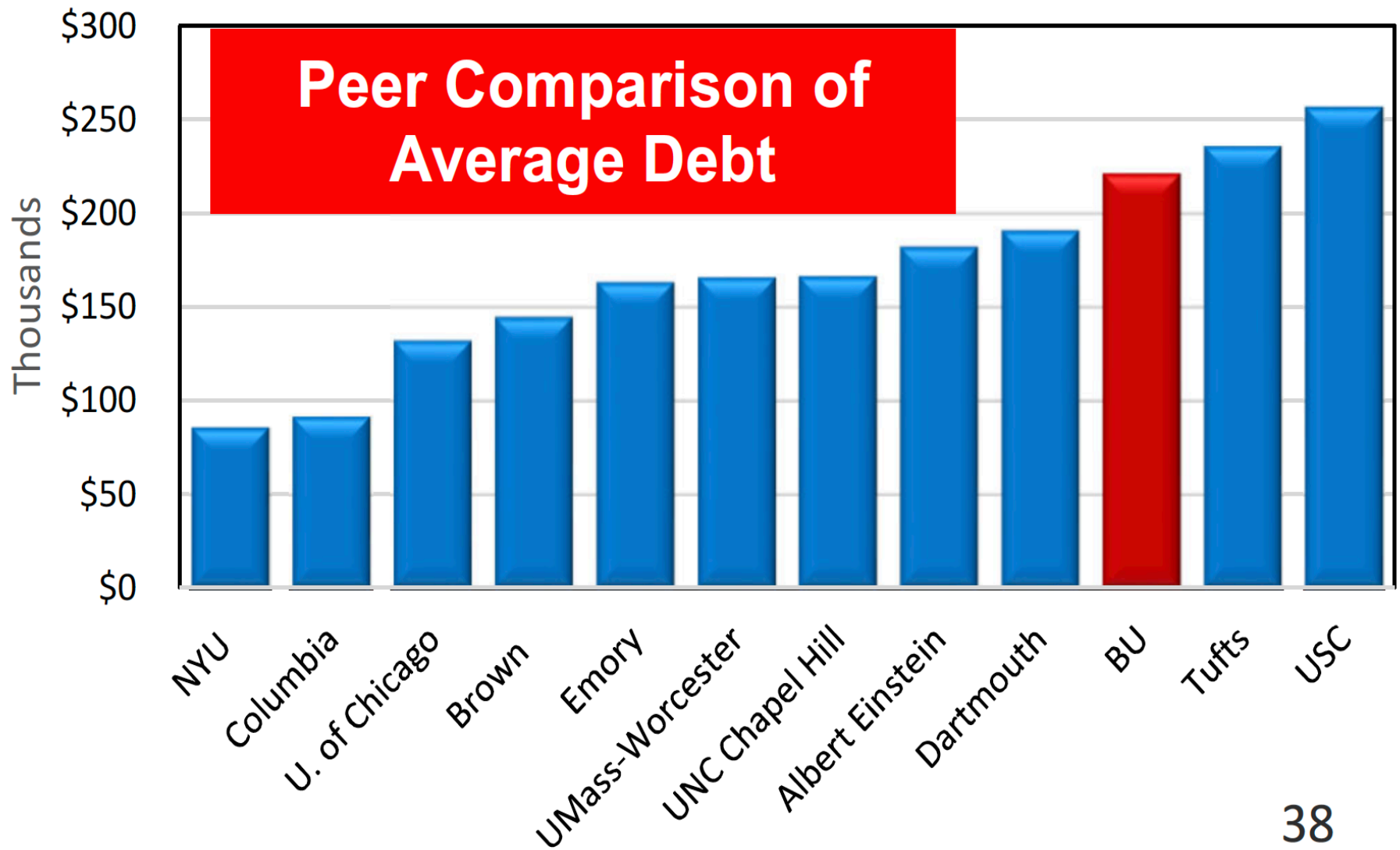
And then ideally, growth of the funds in the endowment over time

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





38

What would it take to meet full need?

Scholarship funds/year for all 4 classes: \$5.5M

To meet full need to cover tuition: \$7.9 M = \$13.4 million total needed

Endowment needed to generate \$13.4 M=\$335 M

With full Avedisian endowment in 2026, we will have \$110M total.

Pay differences for “comparable work” are only allowed if based on:

- A **system** that rewards seniority with the employer
- A merit **system**
- A **system** that measures earnings by quantity or quality of production, sales, or revenue
- The geographic location where a job is performed
- Education, training or experience if reasonably related to the particular job
- Travel if a regular and necessary condition of the particular job.

A “system” is a **plan, policy, or practice** that is **predetermined or predefined**; used by managers or others to make compensation decisions; and uniformly applied in good faith without regard to gender.

Compensation Plan Proposed for Basic Science Departments: $X + Y + Z$

X: Salary Base: a fraction of the AAMC salary by rank within the capacity of the department

Y: Productivity modifier: Based on 3 year average of grant + teaching effort (1 FTE = 200 teaching hours based on MD and GMS curriculum data):

10% more for support of $\geq 75\%$ of their salary

5% more for support of $\geq 85\%$ of their salary

Z: Bonus: 5% of the base to a discretionary fund for faculty with a 3-year average of $\geq 95\%$ salary supported by grants and teaching.

As the salary base rises over a 3 year interval, salaries below the number predicted by the model would be brought up to the model, so that by the end of ~3 years, the model should predict salary accurately.

Please use the Faculty Lounge on L1



Celebrating Boston University Chobanian & Avedisian School of Medicine

