THE GEORGE WASHINGTON UNIVERSITY

School of Medicine & Health Sciences

FACULTY ASSEMBLY

Monday, October 5, 2020 -- 5:00 pm
Via WebEx

MINUTES

FACULTY PRESENT: Artino, Anthony; Barzani, Yousif; Bass, Barbara; Birkmeier, Marisa; Bosque-Pardos, Alberto; Brown, Kirsten; Butler, Joan; Ceryak, Susan; Chapman, Jennifer; Chiappinelli, Katherine; Chiaramello, Anne; Choi, Brian; Cole, Keith; Costello, Ellen; Cymrot, Cliff; DeVaul, Nicole; Deyton, Lawrence; Efimova, Tatiana; Firmani, Marcia; Frame, Leigh; Ganjoo, Rohini; Garber, Matthew; Haywood, Yolanda; Herrmann, Debra; Johnson, Kurt; Jonely, Holly; Kind, Terry; LeLacheur, Susan; Li, Rong; Maring, Joyce; McCaffrey, Timothy; Mendelowitz, David; Miller, Robert; Moody, Sally; Mortier, Nicole; Mortman, Keith; Peusner, Kenna; Plack, Margaret; Polter, Abigail; Rao, Raj; Rentas, Carol; Ritsema, Tamara; Robinson, Sean; Sarvazyan, Narine; Scalzitti, David; Schwartz, Lisa; Shanmugam, Victoria; Shibata, Maho; Shook, Brett; Shworak, Nicholas; Sidaway, Anton; Silver, Sylvia; Simons, Richard; Spencer, Marc; Stepp, Mary Ann; Teach, Stephen; Vail, Marianne; Ward, Maranda; Wardlow, Nate’le’ge; Wasserman, Alan; Weglicki, William; Wright, Karen; Zapanta, Philip.

I. Call to Order
The meeting was called to order by the Chair of the Faculty Assembly, Dr. Barbara Bass (Vice President for Health Affairs, Dean, School of Medicine and Health Sciences, and Chief Executive Officer, Medical Faculty Associates), at 5:07 pm.

A quorum of 50 faculty members was established. This number met the requirements for conducting Assembly business (25) and for approving changes to the Bylaws (50).

The new rule, authorizing virtual meetings of the Faculty Assembly, pursuant to the Guidance published by the Provost in March 2020 regarding online meetings, and passed by the Executive Committee on April 28, 2020, was read into the record. Professor Steve Charnovitz of the School of Law was named Parliamentarian by unanimous consent.
II. Approval of Minutes
The minutes of the March 9, 2020 SMHS Faculty Assembly meeting were unanimously approved.

III. Election of Member of the Executive Committee of the Faculty Assembly. Three-year terms unless noted.

Regular Faculty from Health Science Department
- Lisa Schwartz, Biomedical Laboratory Sciences

IV. Dean’s Report – Barbara Bass, MD
Financial Update:
- University Mitigation
  - The revised budget will be available in April 2020
  - SMHS has an additional burden to address and will work with Budget and Finance Officers, Nancy Rambo and Lance Kaplan to address
  - The deferred separation plan for tenured faculty is still being worked on and will be unveiled in the Spring

Chair Searches:
- The search committee for the permanent chair of the Department of Dermatology has been seated and will begin work soon.
- A search for a new chair of the Department of Orthopaedic Surgery will commence shortly with a call out for nominations from the Office of Faculty Affairs.

Learner Mistreatment:
- Dr. Simons will give a report shortly on the 2020 MD Program graduation survey which includes information on student mistreatment. The SMHS continues to be above the national average in this area and will work diligently to eliminate this problem from its culture. Dean Bass stated that she will take a zero-tolerance stance in this area and hopes that all faculty and staff will take this opportunity to reset our professional standards with all members of our community.

Faculty Awards & New Faculty:
- We are pleased to announce that we will be celebrating the various achievements of our faculty with SMHS Awards Week to be held from November 16th to the 20th. Faculty should have received a request
for nominations, so please submit yourself or your colleagues to be recognized for their outstanding work.

- We also want to welcome all our new faculty members who have joined us since we last met. We are glad to have you all here and hope to be handing out awards to you all in the near future.

**Other notes:**

- Flu shot clinics will be operational soon out of the department of occupational health
- Dr. Nilda Saláman, Assistant Professor of Anesthesiology & Critical Care Medicine passed away on September 17. A communication regarding her memorial will be sent out.

**Strategic Plan:** Dr. Lawrence Deyton, MD

- Dr. Deyton went over the charge of the five-year strategic plan Drafting Team by Dean Bass; introduced the members of the team; and solicited suggestions, ideas, and other input from the Faculty Assembly.

**UHS Security Breach:** Dr. Brian Choi, MD

- On 9/27, UHS, the parent company of the hospital was hit with a Day Zero piece of ransomware the mechanisms of which are not yet known or being disclosed. It is the largest cyber-attack on hospital systems across the United States. Every Windows 10 machine was bricked and unable to be used. Such malware is typically delivered by socially engineered email seemingly from someone you know. If it is a known variant, then we have the means to fight it but if it is novel then there is no immediate recourse. In the process of replacing every single computer or have them reimaged, which is complicated due to older machines that weren’t running Windows 10. A number of operations have been slowed or still impeded at this time.
- Steps individuals can take to prevent something like this from happening in the future:
  - Don’t connect personal devices to the GWU-H network
  - When you receive an email from outside the organization, check that there is a note saying that it comes from outside the organization
  - Use your MFA or GWU-provided email
  - No data was extracted during this attack, but it is still recommended that you change your passwords if the same at the hospital
Don’t click on any links or attachments that seem strange

V. Research Update – Robert Miller, PhD
Dr. Miller gave a presentation (appended) updating the Faculty Assembly on the FY20 research statistics, the research administration, and the strategic plan.

VI. Report on MD Programs Graduation Questionnaire – Richard Simons, MD
Dr. Simons gave a presentation (appended) on the results of the 2020 AAMC Graduation Questionnaire.

VII. Executive Committee Report
The report of the Executive Committee was presented as circulated in advance of the Assembly by Dr. Keith Mortman, Chair of the Executive Committee.

VIII. GWU Faculty Senate Report – Ellen Costello, PhD
• The University Faculty Assembly meeting has been delayed to further explore polling features with the ability to separate voting members from the rest of the general assembly.
• Dr. Costello gave an overview of the resolutions that have gone through the Faculty Senate (a summary is provided in the appended slides) including the resolution to censure President LeBlanc regarding the hiring of Heather Swain
  o Discussion followed on the censure resolution which has been sent back to committee regarding the precedent for such a resolution given that university presidents make poor hiring decision all the time.
  o Considering our current environment with the “MeToo” and “Black Lives Matter” movements, etc. this particular hiring garnered a lot of local and national press. And the fact that the President cannot provide satisfactory answers to questions from the Senate committee due to legal constraints also contributes to the heightened tensions.
• An update on COVID-19 Campus testing was also provided. As of October 1st:
  o 15,146 tests administered
  o 22+ cases
○ 7-day rolling average

**IX. New Business**
No new business was brought before the Assembly.

The meeting was adjourned at approximately 6:30 pm.

Respectfully submitted:

Nadia Cureton  
Director, Faculty Administration, SMHS
Faculty Assembly of the SMHS
October 5, 2020

AGENDA

I. Call to Order
Barbara Bass, MD, Vice President for Health Affairs and Dean, School of Medicine and Health Sciences; Chair, Faculty Assembly

II. Election of Parliamentarian (Professor Steve Charnovitz)
Barbara Bass, MD

III. Approval of March 9, 2020 SMHS Faculty Assembly Minutes
Barbara Bass, MD
IV. Election of Member of the SMHS Executive Committee from Health Sciences

Nominations from the floor are welcome:

Nominees are:

• Leigh Frame, Assistant Professor, Clinical Research & Leadership
• Lisa Schwartz, Associate Professor, Biomedical Laboratory Sciences
• Nomination from the floor
AGENDA

V. Dean's Report – Barbara Bass, MD

- Financial Update
- Chair Searches
- Learner Mistreatment
- SMHS Strategic Plan
- Faculty Awards & New Faculty
- Other notes

School of Medicine
& Health Sciences

Major Updates

• Update on Chair Searches
  – Dermatology
  – Orthopaedic Surgery
• Learner Mistreatment
  – Above the national average
  – Zero tolerance

School of Medicine
& Health Sciences
Dean Bass’ Charge

• Create a 5-year Strategic Plan built on our existing strengths that reflects our collective vision and priorities for our future
• Build on accomplishments of the GW SMHS 2015-2018 Strategic Plan
• Product to serve as guide for academic initiatives of GW SMHS and GW MFA as a cohesive academic clinical enterprise
• Integrate new or revised themes to enhance our ability to succeed in our collective missions
• Create a streamlined process that will maximize faculty, staff, student and stakeholder engagement
Phase 1: Create the Strategic Plan with a thorough and streamlined process with multiple opportunities for input, ideas and feedback:

- Drafting Team will create discussion drafts
- Leadership, faculty, staff, students, stakeholders and community will be engaged in the process
- Revisions will be based on a series of opportunities for input, ideas, and feedback

Phase 2: Implementation by Department Chairs and Deans

Timeline: 6 months to delivery of Phase 1

Drafting Team:

- Anne Banner
- Sharon Boyd
- Reamer Bushardt
- Jill Catalanotti
- Bopper Deyton
- Hal Frazier
- Alison Hall
- Yolanda Haywood
- Terry Kind
- Rong Li

Executive oversight: Dean Barbara Bass and Vice Dean Robert Miller

Drafting Team will meet October 8 and develop a timeline and further refine the process – stay tuned, everyone will be involved

ANY questions, ideas, input or suggestions please let me know at: LDeyton@gwu.edu
SMHS Faculty Awards Week

- November 16 – 20
- Submit your nominations by October 16 via email to smhsfacaffairs@gwu.edu
- Awardees will be highlighted each day of the week via email and social media
- Additionally, Emeritus and recently promoted faculty will be recognized

New FT Regular Faculty (March 1-Sept 30)

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<tr>
<th>Department</th>
<th>Title</th>
<th>Name</th>
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<tr>
<td>Anatomy &amp; Cell Biology</td>
<td>Assistant Professor</td>
<td>Abshar Fazlulbhoy</td>
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<td>Anesthesiology and Critical Care Medicine</td>
<td>Assistant Professor</td>
<td>Richard Harbut</td>
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<td>Biochemistry &amp; Molecular Biology</td>
<td>Associate Professor</td>
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<td>Monitoring and Risk Management</td>
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<td>Neuroradiology</td>
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<td>Obstetrics and Gynecology</td>
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School of Medicine & Health Sciences

THE GEORGE WASHINGTON UNIVERSITY
VI. Research Update

Robert Miller, PhD, Interim Vice Dean for Research and Academic Affairs
Overview

- FY20 research statistics
- Research Administration update
- Strategic Plan updates
Total expenditures & IDCs:
Federal & non-Federal

Total expenditures:
Federal & Foundation
Research Admin. update

- POD3: SMHS, SEAS, NURS
  - Structure
    - Jessica Hanff, Manager (email: jesshanff@gwu.edu)
    - 11 administrators
    - Pre- and Post-Award
  - Functions
    - Basic science depts
    - OVPR
    - Contracts
  - Clinical Research Center
    - Clinical depts
    - CTSA
    - Clinical Trials unit

Strategic Planning update

- GW Cancer Center
- Clinical Research
  - Clinical Research Center
  - Clinical Trials Unit
  - CTSA
  - KL2
- CTSA
  - Informatics
  - Compliance
  - Statistics
  - REDCap
- KL2 Mentored Career Development
  - 2 years
  - Training pathways
  - Mentoring
  - Multi-disciplinary research
  - Ongoing evaluation
VII. Report on MD Programs Graduation Questionnaire
Richard Simons, MD, Senior Associate Dean for MD Programs
AAMC Graduation Questionnaire 2020

- Administered in Spring of 2020
- Response rate impacted by COVID-19
  - 149 students responded out of 171 = 87.1%
  - 158 students responded out of 164 = 96.3% in 2019

Academics

“Overall, I am satisfied with the quality of my medical education”

GW = 82.5% (GW at around 82% last three years)
All schools = 88%
Academics

“I am confident that I have acquired the clinical skills required to start a residency program”

**GW = 89.5% (improved from 2019 @ 88%)**
Other schools = 89.8%

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Academics: Basic Science – Clinical Relevance

- Similar to last year, most GW students felt that basic science courses had "sufficient illustrations of clinical relevance"
  - **79.8% vs 75.7% nationally; and**
  - **85.8% of our students felt that “required clinical experiences integrated basic science content” compared to 80% of students at all schools**
Academics: Basic science preparation for clerkships

- Biostats, Histology, ICM, Micro, Neuroscience, and Pathophysiology were comparable to other medical schools (within 3%)
- Biochemistry, Genetics, Immunology and Behavioral Science rated higher when compared to all schools
- Anatomy (81.7% vs 86.3%) Pathology (77.4% vs 83.9%), Pharmacology (75.4% vs 80%), Physiology (85.6% vs 89.7%) rated lower compared to other medical schools

Academics: Honorable Mention

- Biochemistry was well above nat'l avg (75.3% to 63.1%)
- Immunology was above nat'l avg (85.6% vs 80.7%)
Academics: Quality of Clinical Clerkships

- **Pediatrics (95.2% vs 87.3%)** rated significantly higher than the national mean
- **Internal Medicine, Neurology, and Psychiatry** rated favorably/higher to other schools with **Emergency Med** comparable to other schools.
- **Family Medicine (75.4% vs 85.3%), Ob/Gyn (74.2% vs 78.6%)** and **Surgery (70.8% vs 81.9%)** rated lower than the national mean

Academics: Observation and Feedback During Clerkships

For most clerkships, GW students reported comparable or higher rates of direct observation of clinical skills and receiving mid-clerkship feedback compared to all schools **

**Neurology below nat'l avg (84.7 vs 90.2)
USMLE Step 2 Clinical Knowledge

First time takers July 2019 to June 2020 (n=149):

Percent passing GW 98%
Percent passing Nationally 98%

Mean score GW 248 (SD 16)
Mean score Nationally 245 (SD 16)
Scholarly Productivity of Students and other Experiences*

- Research with faculty: GW 88.8% National 80.4%
- Authorship: GW 80.4% National 55.7%
- Learned new language: GW 43.4% National 25.6%
- Global Health Experience: GW 17.5% National 22%
- Home care experience: GW 9.8% National 30.4%
- Nursing home experience: GW 18.2% National 27.9%

*Numbers consistent to prior year

Student Support Services

In general, students satisfied with:
- Guidance of selection of electives: 76.6% vs 72.9% nat'l avg.
- Information about alternative medical careers: 42.4% vs. 39.2% nat'l avg.
- Mental health service: 76.1% vs 74.7% nat'l avg.
- Financial aid/debt management: 78.1% vs 73.7%; 79% vs 64.7% nat'l avg.
- Library: 90.4% vs 87.4% nat'l avg
- Computer resources: 89.3% vs 85% nat'l avg
- Study and Relaxation Space: 86.3% vs 81.2%; 71.3% vs 68.7% nat'l avg.
Student Support Services—(below nat'l avg.)

- Awareness of student concerns and problems (student affairs & curricular deans): 63.7% vs 72%; 65% vs. 69.2%
- Responsiveness to student problems—student affairs: 54.7% vs 69.4%; curricular affairs: 58.1% vs 66.5%
- Academic counseling: 61.3% vs. 73%
- Career preference assessment: 57.2% vs 63.1%
- Information on specialties: 62.1% vs 72.3%
- Tutoring: 35.8% vs 71.7%
- Student health services: 71.6% vs 80.7%
- Faculty mentoring: 76.2% vs 80.4%

Student Support Services… comparable to nat'l avg.*

- Student Accessibility to curricular deans.
- Student participation in key medical school committees
- Personal Counseling
- Senior loan exit interview
- *within 3% points of nat'l avg.
Diversity at GW

• **83.5% of GW** students reported that diversity within their medical school class enhanced their training compared to **70.5%** of students from other schools.

Student Mistreatment

• Similar to last year, **97.8%** of GW students aware of policies (97.6% nat'l avg.);
• **97.1%** of GW students know procedures for reporting (89.5% at all schools)
• **43.4% of GW** students report being mistreated (excluding publicly embarrassed) vs. 39.6% at other schools-(down from last year 46.5%, but still above nat'l avg.)
• **24.3% of GW** students report being publically embarrassed compared to 21.2% at other schools (down from last year 31.2% but still above nat'l avg.)
# Student Mistreatment

Source of publicly humiliated:

- Pre-clerkship faculty 2.2 GW 1.0 All Schools
- Clerkship faculty 1.9 1.2
- Clerkship faculty 15.4 13.9
- Resident/intern 12.5 9.1
- Nurse 4.4 4.1
- Other 1.5 1.5
- Student 1.5 1.4

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**Student Mistreatment**

Satisfied with outcome of reported behaviors: **Very Dissatisfied-25%** GW vs 14.6% nat'l avg -

Reason for not reporting mistreatment:
*I did not think anything would be done about it:* 47.5% GW vs 39.1% nat'l avg.

Did you witness other students subjected to behaviors? **27%** GW vs 21% nat'l avg.
Financing/Medical School Debt

• Median medical school debt:
  GW - $264,000  All Schools - $200,000 (much higher than last year at $200K). (actual median debt was $211K)

• Median GW scholarship was $54.5K vs $25K at other schools (among students with scholarships)

My take . . .

1. Overall, 2020 GW continues to show lower satisfaction with the quality of education than all schools (similar to 2019).
2. Recommended changes to pre-clinical curriculum delayed due to COVID-19. While many improvements were noted, certain disciplines (Anatomy, Path, Pharm and Physiology) – need more work. Recent phase 1 internal survey shows positive trend!
3. Three clerkships ranked lower than national mean (Family Medicine, Ob-Gyn, Surgery). On-going effort to find alternate sites to address capacity.
4. Key student support services in tutoring, academic advising etc need improvement. Comprehensive student survey scheduled for 2021.
5. Learning environment showed some improvement, still not at nat'l avg. More work to be done. We need everyone’s attention to this issue!
My take.....

6. **On-going** monitoring of Student Debt (FAQ will be issued on 9/11/20)
7. GW SMHS students have the acquired clinical skills to begin a residency program....(and the communication skills to interact with patients and other health professionals, and the understanding of common clinical conditions and their management etc.)
8. LCME submission in 2023. Lots of work to do!

AGENDA

VIII. Executive Committee Report
Keith Mortman, MD, Chair

**ACTIONS TAKEN SINCE LAST ASSEMBLY MEETING**

- Established a Search Committee for Chair of the Dermatology Department
  - Henry Kaminski, Chair - Chair and Professor of Neurology
  - Sharad Goyal, Professor of Radiology
  - Tenagne Haile-Mariam, Assistant Professor of Emergency Medicine
  - Vishal Patel, Assistant Professor of Dermatology
  - Neal Sikka, Professor of Emergency Medicine
  - Jonathan Silverberg, Associate Professor of Dermatology
  - Marianne Vail, Assistant Professor of Physician Assistant Studies
  - Alan Wasserman, Chair and Professor of Medicine
  - Joseph Zahn, Assistant Professor of Dermatology
VII. Executive Committee Report (continued)

Appointments Made to the Standing Committees of the SMHS Faculty Assembly (three-year terms unless noted):

Committee on MD Program Admissions
- Saira Bilal, Medicine
- Tamara Gayle, Pediatrics
- Angelike Liappis, Medicine
- Damali Nakitende, Emergency Medicine
- Sangeeta Sule, Pediatrics (one-year term)

Committee on Appointments, Promotions, and Tenure (APT)
- Arturo Artino, Health, Human Function, and Rehab Sciences
- Janice Blanchard, Emergency Medicine
- Michael Bukrinsky, MITM
- Joyce Maring, Health, Human Function, and Rehab Sciences
- James Scott, Emergency Medicine
- Randi Streisand, Psychiatry & Behavioral Sciences and of Pediatrics

Committee on Health Sciences Curricula
- Yousif Barzani, Biomedical Laboratory Sciences
- Tamara Ritsema, Physician Assistant Studies

Committee on Undergraduate Medical Education Curriculum (CUMEC)
- Manjari Dimri, Biochemistry & Molecular Medicine
- Teresa Doerre, Orthopaedic Surgery
- Ndelala Mbuyi, Medicine

Committee on Health Sciences Student Evaluation
- Souheil Ghannouchi, Physician Assistant Studies
- Melissa Tice, Clinical Research & Leadership

Committee on Medical Student Evaluation (MSEC)
- Susan Bathgate, Obstetrics & Gynecology
- Salim Lala, Surgery
- Huadong Pei, Biochemistry & Molecular Medicine
- Jamie Rosenthal, Medicine
- Xiaoyan Zheng, Anatomy & Cell Biology
VII. Executive Committee Report (continued)

Committee on Research
- Aileen Chang, Medicine
- Mardi Gomberg-Maitland, Medicine
- Andrew Meltzer, Emergency Medicine
- Marcee Wilder, Emergency Medicine

Committee on the Learning Environment
- Tenagne Haile-Mariam, Emergency Medicine
- Angelike Liappis, Medicine
- Xian Zhao, Pediatrics

Committee on Conflicts
- James DeBritz, Orthopaedic Surgery

- Elected Keith Mortman, Surgery as Chair and Michael Bukrinsky, MITM as Vice Chair of the Executive Committee for the 2020-21 academic year
- Endorsed enacting a new Rule, on behalf of the Faculty Assembly, to allow the Dean, when exigent circumstances arise, to convene a Regular of Special Meeting of the Assembly as a remote electronic meeting with its quorum and voting to be done online. (The Rule could also give the same discretion to the Executive Committee for a Special Meeting.)
- Heard reports from the APT, Health Sciences Student Evaluation, and Learning Environment committees

IX. GWU Faculty Senate Report

Ellen Costello, PT, PhD
- University Faculty Assembly has been delayed
- Faculty Senate Meetings (https://facultysenate.gwu.edu/)
  - Special summer meetings (May, June, July, August)
- Campus testing
  - https://coronavirus.gwu.edu/dashboard
  - As of October 1:
    - 15,146 tests administered
    - 22+ cases
    - 7-day rolling average

September 21, 2020 Faculty Senate Meeting | October 4, 2020 Faculty Senate Meeting
-------------------------------------------|-------------------------------------------
Resolution 21/11: unanimously approved (faculty salary increase with recent promotion) | Resolution 21/13: OF Censure of President Thomas LeBlanc Regarding the Appointment of Heather Swain (voted to recommit back to committee)
Resolution 21/13: OF Censure of President Thomas LeBlanc Regarding the Appointment of Heather Swain | Contact your faculty senators to share your opinion regarding Resolution 21/13 prior to the 10/9 meeting
Resignation of Jessica Krug (History Department) |

Contact your faculty senators to share your opinion regarding Resolution 21/13 prior to the 10/9 meeting.

Health Sciences: Ellen Costello, eccostello@gwu.edu
Basic Sciences: Kurt Johnson, kurtjohnson@gwu.edu
MFA: Raj Ram, rajr@gwu.edu
Jannet Lewis, jlewis@mfa.gwu.edu
Marie Bordan, mbordan@gwu.edu
X. New Business (time permitting)

XI. Adjournment – Barbara Bass, MD