
THE GEORGE WASHINGTON UNIVERSITY

School of Medicine & Health Sciences

FACULTY ASSEMBLY

Monday, March 8, 2021 -- 5:00 pm
Via Zoom

MINUTES

VOTING FACULTY PRESENT: Bass, Barbara; Ahari, Jalil; Akin, Esma; Alkhatib, Maram; Artino, Anthony; Bagby, Lisa; Baram, Daniel; Bathgate, Susanne; Berg, Patricia; Berger, Jeffrey; Birkmeier, Marisa; Blatt, Benjamin; Bocchino, Joseph; Borum, Marie; Bosque-Pardos, Alberto; Brown, Kirsten; Bukrinsky, Michael; Bushardt, Reamer; Butler, Joan; Callier, Shawneequa; Ceryak, Susan; Chiappinelli, Katherine; Choi, Brian; Chowdhury, Jared; Cole, Keith; Costello, Ellen; Cymrot, Clifford; Davidson, Leslie; DeBritz, James; Delaney, Morgan; DeVaul, Nicole; Deyton, Lawrence; Diab, Khalil; Diemert, David; Dvorsky, Melissa; Figueiredo, Sabrina; Firmani, Marcia; Frame, Leigh; Frazier, Harold; Ganjoo, Rohini; Garber, Matthew; Goodman, Joseph; Griffith, James; Hall, Alison; Hawdon, John; Haywood, Yolanda; Herrmann, Debra; Huynh-Le, Minh-Phuong; Jablonover, Robert; Jayanthi, Vimala; Jonely, Holly; Kadrie, Mountasser; Khati, Nadia; Kind, Terry; Koutroulis, Ioannis; Latham, Patricia; LeLacheur, Susan; Lew, Susie; Lewis, Jannet; Li, Rong; Lynch, Rebecca; Lynn, Lei; Lypson, Monica; Mallinson, Trudy; Maring, Joyce; Martin, Lisa; Mazhari, Ramesh; McCaffrey, Timothy; McDonald, Paige; Mendelowitz, David; Miller, Robert; Moody, Sally; Mortman, Keith; Norris, Lorenzo; Onumah, Chavon; Parenti, David; Peusner, Kenna; Plack, Margaret; Polansky, Maura; Prather, Christina; Rapelyea, Jocelyn; Rentas, Carol; Ritsema, Tamara; Scalzitti, David; Sen, Sabyasachi; Schwartz, Lisa; Shanmugam, Victoria; Shibata, Maho; Shook, Brett; Shworak, Nicholas; Sidawy, Anton; Siegel, Robert; Silver, Sylvia; Simon, Gary; Simons, Richard; Straker, Howard; Thakkar, Punam; Thoma, Kathleen; Varnum, Catherine; Wardlow, Nate'le'ge'; Wasserman, Alan; Weglicki, William; Wright, Karen; Zapanta, Philip; Zeman, Robert.

OTHER FACULTY & GUESTS: Abate, Laura; Banner, Anne; Bowes, Rosemary; Boyd, Sharon; Carlson, Letitia; Charnovitz, Steve; Cureton, Nadia; Goodman, Karen; Lewis, Karen; Newmark, Jonathan; Robinson, Dena; Rousseau, Gail; Schwartz, Frederic; Tonn, Casey; Turner, Lisa; Wentzell, Erin.

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 5:01 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).

Professor Steve Charnovitz of the School of Law was named Parliamentarian by unanimous consent.

II. Approval of Minutes

The minutes of the October 5, 2020, SMHS Faculty Assembly meeting were unanimously approved.

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

After the nominations received were read and nominations from the floor solicited, an electronic ballot was sent via email to all voting members present. Voting members had until the end of the meeting to submit their ballots. The following were elected after all the votes were counted and results distributed via email on March 10, 2021.

Chair from Basic Sciences Department

- Rong Li, Biochemistry & Molecular Medicine

Chair from Basic Sciences Department

- Thomas Jarrett, Urology

Chair from Health Sciences Department

- Leslie Davidson, Clinical Research Leadership

Regular Faculty from Basic Science Department

- Colin Young, Pharmacology & Physiology

Regular Faculty from Clinical Department

- Hope Jackson, Surgery (two-year term)
- Juan Reyes, Medicine

Regular Faculty from Health Sciences Department

- Marisa Birkmeier, Health, Human Function & Rehab Sciences

IV. Election of Three SMHS Representatives to the University Senate

Nominees must be full-time, regular, active status members of the SMHS faculty, at the rank of associate professor or higher and have three years of service at GW. University rules require that when there is only one nominee for a seat on the Faculty Senate, the Faculty must approve going forward with just one nominee by a two-thirds vote. Because only one nomination was received for one seat from any clinical department, this ratio was not met. A motion to approve proceeding with the vote was passed by a unanimous voice vote. The following faculty were elected after all the votes were counted and results distributed via email on March 10, 2021.

- Kurt Johnson, Anatomy & Cell Biology* (Two-year term)
- Robert Zeman, Radiology (Two-year term, plus 2-month remaining term of incumbent)
- Shawneequa Callier, Clinical Research & Leadership (Two-year term)

**Decided on by coin toss to break a tie with Imtiaz Khan*

V. Approval of Changes to the SMHS Rules & Procedures

Dr. Yolanda Haywood, Interim Senior Associate Dean for Diversity and Faculty Affairs led the Assembly through proposed changes to the SMHS Rules & Procedures as follows:

Approval of Proposal to form a New Standing Committee as Endorsed by the Executive Committee of the SMHS Faculty Assembly

This proposal requests a change in the SMHS Rules & Procedures to establish a Committee on Equity & Inclusive Excellence as a Standing Committee of the SMHS Faculty Assembly. This proposal has been reviewed and endorsed by the Executive Committee of the SMHS Faculty Assembly.

k. Committee on Equity & Inclusive Excellence

The SMHS Committee on Equity & Inclusive Excellence shall advise the Dean and provide oversight of the institutional progress towards creating an inclusive institution. Specific charges include:

- Respond to directives from the Dean
- Evaluate and dismantle institutional systems that structure opportunity and assign value based on identity that unfairly disadvantage some individuals and unfairly advantage other individuals.
- Evaluate programs or strategies that create, support and facilitate an inclusive institution

- Develop strategies to collect and analyze data from internal and external sources that evaluate the inclusiveness of the institution.
- Initiate and approve policies related to the goal of creating an inclusive organization.

The Committee on Equity & Inclusive Excellence shall be comprised of eight (8) faculty members from clinical departments, at least two (2) members from Children's National; two (2) basic science faculty members, two (2) health sciences faculty members; four (4) residents or fellows, six (6) students from the MD program; four (4) students from the Health Sciences programs, two (2) students from the Biomedical Sciences and two (2) members of the SMHS staff. Faculty members may be at any professorial rank. Additionally, the Dean may appoint non-voting decanal and ex-officio members to the committee as deemed necessary to accomplish the charge of the committee. The dean(s) for diversity & inclusion will serve as an ex-officio member.

A motion was made and approved by unanimous consent to endorse the request to add a new standing committee as presented by Dr. Haywood.

VI. Dean's Report – Barbara Bass, MD

Dean Bass began by acknowledging the incredible year it has been and thanked those attending for their resiliency and fortitude in dealing with the pandemic.

Chair & Dean Searches:

- There is a search underway for a new chair of the Department of Orthopaedic Surgery led by Dr. Thomas Jarrett.
- Dr. Antonia Sepulveda is chairing the search committee for the new director of the GW Cancer Center.
- A search will begin most likely late summer to fall for a chair of the Department of Neurological Surgery. Many thanks to Dr. Anton Sidawy for stepping in as interim chair.
- The Department of Physician Assistant Studies will also be launching a search for a new chair following Maura Polansky stepping down and Tamara Ritsema has stepped in as interim chair. The School is incredibly grateful to both of them for their service.
- The SMHS requested and received approval to proceed with internal searches for three decanal positions which require deep institutional and nuanced knowledge. They are Vice Dean for Research and Academic Affairs (Robert Miller, interim); Senior

Associate Dean for Faculty Affairs (Yolanda Haywood, interim); and Associate Dean for Evaluation and Educational Research (Anthony Artino, interim). All eligible faculty are encouraged to apply for these positions.

Budget Process:

- The budget process is underway. The SMHS is looking forward to a return to a physical presence on campus of our students and others and thus building a budget to accommodate that.
- There are few opportunities to make any major new investments but one of the areas we will be investing in is building a clinical research center that will serve the entire academic enterprise, a badly needed structure that will allow the SMHS to propel its clinical research portfolio greatly.
- Another pair of investments that the SMHS is making is in its health and wellness, an initiative led by Dr. Lorenzo Norris as well as a technology-focused translational research program that will bridge our clinical enterprise with our other disciplines in regards to technology and digital health innovation.
- The Health Sciences division is launching a BS degree program at the VSTC campus that will increase our pipeline of students in health sciences careers and a doctoral program in occupational therapy that will put the SMHS on the map as a premier destination for occupational therapy.
- We are hoping to resume some of the stalled capital investments in space and laboratories as well as some of the compensation steps that are customary at the SMHS and the University.

ARC & Faculty Affairs Update – Yolanda Haywood, MD

- Many thanks to the Faculty Assembly for unanimously approving the formation of the Committee on Equity and Inclusive Excellence, an initiative that came out of the work of the Anti-Racism Coalition (ARC)
- Another product from ARC is the new policy on inclusive committee formation. Any committee, whether ad hoc or standing or a task force must adhere to the new policy that requires a call-out to all faculty for nominations which will be reviewed by the Executive Committee with oversight from the Dean's Office, for diversity, equity, and inclusivity across all areas. Toolkits on [Inclusive Committee formation](#) and

[Inclusive Faculty Searches](#) are available on the Faculty Affairs website to help departments form inclusive committees.

- Last year, Dean Bass asked for the incorporation of school-wide goals into the annual reporting process and the goal last year was to recognize the importance of implicit bias in our personal and professional decision-making by participating in an educational or process-improving activity. The deans are looking forward to seeing how the faculty have met that goal but also remind those who have not yet completed it that there is still time and opportunity to do so. The Office of Diversity and Inclusion has several recommended activities on its [website](#).
- The Annual Report process will begin on Monday, March 15 via Lyterati. All full-time, regular, and research faculty are required to complete an annual report by the April 19 deadline and department chairs will have until May 17 to complete their reviews.

Strategic Plan Update – Lawrence Deyton, MSPH, MD

- The development of a new strategic plan for the SMHS and the MFA is well underway steered by a small drafting group that has created a series of discussion drafts for which input has been solicited and then integrated into subsequent drafts. Broad input is sought from the various SMHS and the MFA communities via town halls, three of which have just been completed with over 400 participants. There is also a [website](#) that contains the link to a survey to collect more input from all constituents. To date, over 200 comments and suggestions have been submitted to the drafting team and more are encouraged to do so until the survey closes on March 12th.

Wellness Initiative Update – Lorenzo Norris, MD

- Under Dean Bass' direction, a new GW Center for Health and Wellness has been formed to centralize efforts informally started in 2016-2017 that addresses access for our faculty, staff, and residents' mental health, substance use, and disruptive behavior needs. The Center will centralize the promotion of mental health and wellness and would bring together the level of expertise needed to treat faculty, clinicians, and others.
- In its current state, the Center has focused primarily on residents, providing 24-7 coverage and increasing the number of services offered

to them including the telehealth TalkSpace initiative. The Center has also been working with Dr. James Griffith and the Department of Psychiatry in providing more resources to the residents to help with resilience building and working on educational programs for the residents as well.

- Phase two will focus on faculty and staff and discussions are ongoing as to which programs and services are best suited to roll out to that constituency.

VII. Update on Graduate Medical Education – Harold Frazier, MD

Dr. Frazier's report was circulated in advance of this meeting with the agenda. Presentation slides are appended to these minutes.

VIII. GWU Faculty Senate Report – Ellen Costello, PhD

- Much of the Faculty Senate business has been taken up by the management of policies and procedures related to COVID, including acting as a resource to the administration on mitigation efforts and participating in the development of policies and procedures regarding the limited return to campus during the past fall and spring semesters.
- Plans continue to evolve for the summer and fall return based on available evidence and updated guidelines from the CDC and the DC government.
- Other priorities have included returning attention to the pillars of the strategic plan that was approved by the Board of Trustees and underway before the pandemic, namely the 2030 targets referred to in the university's objective to decrease the Foggy Bottom undergraduate population by 20% over five years and to increase the commitment to science, technology, engineering, and math (STEM) by increasing STEM UG majors from 19% to 30%. This plan was not enthusiastically met by the entire faculty but discussion over its future is secondary to those of the pandemic.
- There was also dissatisfaction among the faculty towards President LeBlanc over his perceived missteps which led to a special assembly in which the Faculty Senate was charged with developing and distributing a survey to all full-time faculty on his leadership. Some notes of the survey:
 - Most GW faculty feel that President LeBlanc has managed the pandemic well from a health and safety perspective.

- Findings vary from school to school on President LeBlanc's leadership style and his efficacy as a leader.
- In general, the SMHS is very supportive of the President given his support of the school and its complicated history with the GW UHS and the Hospital.
- The qualitative remarks of the survey are being analyzed and will be available for the April Faculty Senate meeting.

IX. 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, and is appended to these minutes.

X. New Business

- Richard Simons, MD – Received very positive news this week on our USLME Step 1 performance: the current third-year class that took the exam had a percentage pass rate of 99%, three points higher than the national mean. This is a terrific testimony to the dedication of our students and the great work of the course directors and our faculty.

The meeting was adjourned at 6:24 pm.

Respectfully submitted:

Nadia Cureton
Director, Faculty Administration

School of Medicine & Health Sciences

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Faculty Assembly of the SMHS March 8, 2021

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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 October 5, 2020 SMHS Faculty Assembly Minutes

Barbara Bass, MD

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IV. Election of Members of the SMHS Executive Committee

Nominations from the floor are welcome

Chair, Basic Sciences (1)

- Rong Li, Professor & Chair, Biochemistry & Molecular Medicine

Regular Faculty, Basic Sciences (1)

- Raja Mazumder, Professor, Biochemistry & Molecular Medicine
- Colin Young, Associate Professor, Pharmacology & Physiology

Chair, Clinical (1)

- Thomas Jarrett, Professor & Chair, Urology

Regular Faculty, Clinical (2)*

- Marc Chodos, Assistant Professor, Orthopaedic Surgery
- James DeBritz, Assistant Professor, Orthopaedic Surgery
- Hope Jackson, Assistant Professor, Surgery
- Keith Mortman, Associate Professor, Surgery
- Juan Reyes, Assistant Professor, Medicine
- Punam Thakkar, Assistant Professor, Surgery
- Mamoun Younes, Professor, Pathology

*cannot be from the same dept

Chair, Health Sciences (1)

- Leslie Davidson, Associate Professor & Chair, Clinical Research & Leadership

Regular Faculty, Health Sciences (1)

- Marisa Birkmeier, Assistant Professor & Chair, Health, Human Function & Rehab Sciences
- Mountasser Kadrie, Associate Professor, Clinical Research & Leadership

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V. Election of SMHS Representatives to the University Faculty Senate

Nominations from the floor are welcome

Faculty Member, Basic Sciences (1)

- Kurt Johnson (T), Professor, Anatomy & Cell Biology
- Imtiaz Khan (T), Professor, MITM

Faculty Member, Clinical (1)

- Robert Zeman (T), Professor & Chair, Radiology*

*also nominated to fill out the remainder of the vacant seat from the SMHS on the Faculty Senate.

Faculty Member, Health Sciences (1)

- Shawneequa Callier (T), Associate Professor, Clinical Research & Leadership
- Mountasser Kadrie (NTT), Associate Professor, Clinical Research & Leadership
- Lisa Schwartz (NTT), Associate Professor, Biomedical Laboratory Sciences

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VI. Approval of Changes to the SMHS Rules & Procedures

Approval of Proposal to form a New Standing Committee as Endorsed by the Executive Committee of the SMHS Faculty Assembly

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New; Proposed for Approval by SMHS Faculty Assembly; March 8, 2021

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SMHS Faculty Assembly Dean's Report

March 8, 2021

Barbara L. Bass, MD

Vice President for Health Affairs
Dean, School of Medicine and Health Sciences
CEO, The GW Medical Faculty Associates

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AGENDA

VII. Dean's Report

- Chair & Dean Searches – *Barbara Bass, MD*
- Faculty Affairs/ARC Updates – *Yolanda Haywood, MD*
- SMHS Strategic Plan – *Bopper Deyton, MSPH, MD*
- Wellness Initiative – *Lorenzo Norris, MD*

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Faculty Affairs & ARC Update
Yolanda Haywood, MD
 Interim Senior Associate Dean, Diversity & Faculty Affairs

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SMHS STRATEGIC PLAN 2021-2026
Lawrence Deyton, MSPH, MD
Senior Associate Dean, Clinical Public Health

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SMHS Wellness Initiative
Lorenzo Norris, MD
Associate Dean, Student Affairs & Administration

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Agenda

VIII. Update on Graduate Medical Education (GME)

Harold Frazier II, MD, Associate Dean for Graduate Medical Education

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GWU – SMHS Graduate Medical Education (GME)

Annual Report 2019-2020

Harold A. Frazier, II, MD, FACS

Professor of Urology

Associate Dean for GME, DIO



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SMHS GME - By the numbers

- 46 residencies and fellowships
- 445 residents and fellows
- 15 ACGME Core residency programs
(PLUS 2 new IR residency configurations)
 - 366 residents
- 29 ACGME fellowship programs
(IR fellowship administratively discontinued)
 - 79 fellows



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Hospital Affiliates

- George Washington University Hospital - majority of the programs (Cap -240 trainees –rising to 256)
- Children's National Health System – 23 programs total
- 20 of GW programs, 3 fellowships based at Children's
- Washington DC VA Med Center – 20 programs total –
18 of GW programs and 2 fellowships based at the VA.



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Hospital Affiliates

- National Institute of Health (NIH) – 8 programs
- INOVA Fairfax – 7 programs
- Holy Cross Hospital – 4 programs
- Sibley Memorial Hospital – 2 programs
- Washington Hospital Center – 1 program



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Accreditation

Performance Indicator 2019-2020	Measure	Goal: Target, Stretch	Score
Main Match	% Filled	>95%, >98%	100
ACGME Institutional Accreditation	Status	Continued, Commend	Commendation
Program Citations	# Programs*	≤10, ≤5	24
Special Reviews	# Visits*	<6, ≤3	3
Probation/Loss of Accreditation	# Programs*	0	0
Res. Survey: Overall Program Eval	# Programs*	>9, >11	12
Overall Satisfaction on Survey	Rating	>4.0, >4.5	4.4
Board Pass (100% pass rate)	# Programs*	≥13, ≥14	15

* Out of 15 Core programs



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NRMP Match Summary 2020

- 100% (100/100) of positions (C and P) offered were filled in the Match.
- 1 additional “R” position was filled with a military resident
- 9 of the positions were GWU-SMHS students



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Fellowship Match Summary 2019

- 102% (48/47) of positions offered were filled
 - Most occurred in the match
 - 10 were filled post match – including a bonus fill with someone fully funded by the State Dept



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Response during COVID surge

SMHS and GWUH Leaders offered many resources to the trainees:

- Ample PPE
- COVID Testing
- Hotel Accommodations
- Childcare Support
- Daily Food Delivery
- Well being resources
- Access 24/7 COVID hotline
- Taxi/Uber/Lyft commute reimbursement
- 24/7 Virtual Counselling sessions
- Weekly COVID -19 response town halls
- Salary Increase (2%)



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Thank You

- Thank you particularly to the wonderful Program Directors, Program Coordinators, and GME Staff.



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QUESTIONS?



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Agenda

IX. GWU Faculty Senate Report

Ellen Costello, PhD

X. Executive Committee Report

Keith Mortman, MD, Chair

- **ACTIONS TAKEN SINCE LAST ASSEMBLY MEETING**
 - Established a Search Committee for Chair of the Department of Orthopaedic Surgery
 - Thomas Jarrett, Chair - Chair and Professor of Urology
 - April Barbour, Associate Professor of Medicine
 - Ellen Costello, Associate Professor of Health, Human Function & Rehab Sciences
 - Marc Chodos, Assistant Professor of Orthopaedic Surgery
 - James DeBritz, Associate Professor of Orthopaedic Surgery
 - Teresa Doerre, Assistant Professor of Orthopaedic Surgery
 - Christopher Jackson, Assistant Professor of Anesthesiology & Critical Care Medicine
 - Keith Melancon, Diversity Advocate - Professor of Surgery
 - Lorenzo Norris, Ex-Officio – Associate Professor of Psychiatry & Behavioral Sciences
 - Callen Roche, Assistant Professor of Emergency Medicine
 - Babak Sarani, Professor of Surgery
 - Victoria Shanmugam, Professor of Medicine
 - Marian Sherman, Assistant Professor of Anesthesiology & Critical Care Medicine

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X. Executive Committee Report (continued)

- New policies on Inclusive Faculty Searches and Committee formation reviewed and endorsed by the Committee
- Heard reports from the Health Science Curricula, MD Program Admissions Committees and received an update on the Conflict-of-Interest system and procedures.
- Reviewed and endorsed revisions to the Full Professional Effort program (pending approval by Provost)
- Formed a subcommittee to study the structure and composition of the SMHS' Standing Committees. Committee chairs to report their needs to the Executive Committee during their presentations.
- Endorsed the formation of a new Standing Committee—Committee on Equity and Inclusive Excellence—of the SMHS Faculty Assembly (pending Faculty Assembly vote)



AGENDA

XI. New Business (time permitting)

XII. Adjournment – Barbara Bass, MD