

Dean's Newsletter

May 13, 2002

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Initiation of Seminars on the Respectful Workplace

The School of Medicine is inaugurating a series of briefings for departments regarding the "Respectful Workplace". These important briefings will review the current state of the law and University policy as well as the resources available to assist with workplace issues. The first such briefing will be held for the Department of Pediatrics on Monday, May 13th, from 12:00 - 1:00 p.m., in the LPCH Board Room. The presenters will include:

David Stevenson - Senior Associate Dean for Academic Affairs

Greta Schnetzler - Legal Counsel, Gordon Rees and Associates

Tom Fenner - Legal Counsel, Stanford University

Laraine Zappert - Director, Sexual Harassment Policy Office

Martha Mckee - Ombudsperson, School of Medicine

Cori Bossenberry - Director, Human Resources, School of Medicine

Web Links:

1.) SOM Faculty Handbook: Respectful Workplace

<http://www-med.Stanford.edu/academicaffairs/handbook/chapt10.html#10.15>

2.) SOM Respectful Workplace – Excerpts from:

- a. Dean's Newsletter, January 22, 2002:
http://deansnewsletter.stanford.edu/archive/01_22_02.html#1
- b. Dean's Newsletter, April 29, 2002
http://deansnewsletter.stanford.edu/archive/04_29_02.html#1

I urge everyone to attend these sessions when they are scheduled for your department.

Commencement 2002

Stanford University and the School of Medicine Commencement Exercises will be held on Sunday June 16th. I urge all faculty to attend and to march along with our medical and graduate students. The University Commencement will begin at 9:30 a.m. and will be held in the Stanford Stadium.

Our School of Medicine Commencement will be held on the Dean's lawn beginning at 2:00 p.m. I am very pleased to announce that this year's Medical School Commencement Speaker will be Dr. Irving Weissman, Karel and Avice Beekhuis Professor of Cancer Biology and Professor, by courtesy, of Biological Sciences. In addition to his internationally recognized work in immunology, Dr. Weissman is a pioneer in stem cell research and has contributed both knowledge and wisdom to the scientific and ethical debates surrounding stem cells and human cloning. Dr. Weissman has also been an articulate advocate and champion for medical and graduate education and for Stanford Medicine. It will be an honor to have him as this year's commencement speaker.

HIPAA Privacy Regulation Update

The following important update is provided by Dr. Henry Lowe, Senior Associate Dean for Information Resources and Technology:

The Health Insurance Portability and Accountability Act (HIPAA) privacy regulations are scheduled to go into effect April, 2003. These regulations, mandated by the Department of Health and Human Services, provide significant new protections to the privacy of patient's health information. In order to become compliant with these new federal rules, academic medical centers will be required to make significant changes to how they manage patient data both in electronic format and on paper. Furthermore, the regulations will impact how patient data is used in biomedical research and education.

Stanford Hospital & Clinics, the Lucile Packard Children's Hospital and the School of Medicine have been actively addressing the HIPAA privacy regulations. The Dean's office, through the Office of the Senior Associate Dean for Information Resources and Technology, is working with the hospital HIPAA committee to assist in developing unified policies. Additionally, in the coming months the Dean's office will be conducting a survey of all faculty and staff to determine the individual impact of these regulations. The Dean's office will work closely with departments, faculty, staff and students to ensure that research and educational

activities will continue while ensuring compliance with HIPAA regulations. Please refer to the following website for updates on HIPAA-related activities: <http://hipaa.stanford.edu/>

Update on the Strategic Plan

We are continuing to make progress on virtually all aspects of our School of Medicine Strategic Plan. As you will recall, this effort comprises virtually all of the School's missions and, when fully implemented, will help to transform Stanford into a global model for research-intensive medical schools. Since my last update, several goals have been achieved, including the following:

1. **Medical Student Education:** Dr. Julie Parsonnet, Senior Associate Dean for Medical Education and Student Affairs, has formed a Curriculum Reform Steering Group that includes herself, Dr. Neil Gesundheit, Associate Dean for Medical Education and Student Affairs, Dr. Gary Schoolnik, Professor of Medicine, Dr. Timothy Stanton, Department of Graduate Student Support, and Mr. David O'Brien, Director Institutional Planning in the School of Medicine.
 - a. Core Curriculum Committee, Dr. Gesundheit, Chair
 - b. Scholarly Tracks Committee, Dr. Schoolnik, Chair
 - c. Teaching Incentives Committee, Dr. Parsonnet, Chair
 - d. Medical Education Community Service Project, Dr. Stanton, Chair
2. **Graduate Student Education:** To help achieve one of our very important initiatives, a position description has been developed and posted for an Assistant Dean for Graduate Student Diversity. It is our hope to hire an individual to serve as a leader of this important effort as soon as possible.
3. **Postdoctoral Scholars:** Progress has been made in the nomenclature previously used to categorize postdoctoral scholars, referring to them now as trainees. In addition, Dr. James Nelson, Senior Associate Dean for Research and Graduate and Postdoctoral Education, is assessing compensation levels for postdoctoral trainees and the maximum duration of training allowable at Stanford.
4. **Research Programs:** The Dean's office is exploring the feasibility of implementing the recommendations made concerning clinical research (see Newsletter, 4/29/02). Planning is also underway for a Fall Research Retreat that will be lead by Dr. James Nelson.
5. **Clinical Care:** With Martha Marsh, CEO of Stanford Hospital & Clinics now in place, discussions about the Faculty Practice Plan are resuming. Also, SHC is leading its own strategic planning effort regarding the future growth and development of inpatient and ambulatory programs. Clearly, an important goal is to link the clinical strategic plans of SHC and LPCH with those of the School, recognizing that there will be areas of overlap and synergy as well as areas that the School will want to develop further because of their importance in facilitating translational research opportunities.
6. **Professoriate:** Considerable effort is underway regarding further delineation of the Medical Center Line and the Voluntary Clinical Faculty. There are a number of rumors circulating regarding the VCF in particular and I want to underscore that our sole goal is to better delineate the criteria for appointing and evaluating adjunct appointments for our community colleagues. I also want to underscore that we very much value and respect the significant contributions that community physicians provide to the clinical education of our students and residents. We want to honor those contributions in a manner that respects our community physician educators, the School of Medicine and the University.

I anticipate that reports from these committees will be completed by June or July and announcements will follow once the recommendations have been evaluated and approved.

7. **Finance and Administration:** Mr. Michael Hindery, Senior Associate Dean for Administration and Finance, is convening a committee to complete the recommendations regarding the proposed new operating budget for FY04. These recommendations will be ready for implementation in the budget planning process that will begin early next year.

Medical Student Research Symposium

On Friday, May 3rd, the Nineteenth Annual Stanford Medical Student Research Symposium was held, featuring 51 oral or poster presentations. This important activity permits our students to share the fruits of their research endeavors with each other and with faculty. It is a special event and I want to commend all who participated in this wonderful activity. Having reviewed the posters and having attended as many oral presentations as possible, I must say how pleased and impressed I was regarding the work that is being accomplished by our students.

I also want to thank the Program Committee that helped make the Symposium possible, including: Pat Cross, Ph.D., John Cooke, M.D., Ph.D., Susan Knox, M.D., Ph.D., Jerry Hsu, SMS V, Benjamin Hoehn, SMS IV, Brian Courtney, SMS II, Wesley Neal, SMS II, Eliza Long, SMS I and Gladys Martin, SMS I. I also want to thank Maria Berumen, who served as Symposium Program Coordinator.

The topics ranged from basic to clinical research and all participants are to be commended. At the conclusion of the Symposium, several presentations were judged worthy of special commendation. These included:

Oral Presentations:

1. **Theodore Leng** (with M.S. Blumenkranz and H.A. Fishman): Directed ganglion cell growth and stimulation with microcontact printing as a prototype retinal prosthesis interface.
2. **Jennifer J. McIntire** (with Sarah E. Umetsu, V. Pete Yeung, Gesine Hansen, Michael Potter, Vijay Kuchroo, Gregory Garsh, Gordon J. Freeman, Dale T. Umetsu and Rosemarie H. DeKruyff): Identification of TAPR (T Cell and Airway Phenotype Regulator) Locus, and positional cloning of the TIM gene family.
3. **Brian D. Mulligan** (with J.C. Dugan and B.A. Barres): The role of target innervation and jagged 1 expression in CNS myelination.

Poster Presentation:

1. **Alyssa A. Brewer** (with H.A. Basseler, L.T. Sharpe, A.B. Morland, H. Jagle and B.A. Wandell): Reorganization of human cortical maps caused by inherited photoreceptor abnormalities.
2. **Anil Menon** (with C. Bruyns and R. Boyle): Developing a simulation engine and virtual environment for surgical training, experimental practice, and telemedicine.

3. **Naveen Yalamanchi** (with Matt B. Klein, Amarjit Dosanjh, Hung Pham, Michael Longaker and James Chang): An optimized in vitro chondrocyte-alginate construct.

Congratulations to all!

Additional Awards and Recognition for Medical Students

I am also pleased to announce several additional recognitions for our students. These include:

- **Naveen Yalamanchi, SMS III, Nirav Bhakta, SMS IV, Vikaas Sohal, SMS IV, Rajen Desai (undergraduate), Amarjit Dosanjh, SMS V** represented the South Asian Preventive Health Outreach Program (SAPHOP), which finished as a national semi-finalist in competition for the Department of Health and Human Services Secretary's Award for Innovation in Health Promotion. SAPHOP is a volunteer outreach program which addresses the need of disease prevention among the South Asian underserved communities - especially recent immigrants and the elderly, through health education, health screenings, women's health initiatives, elderly health alliance and blood/bone marrow donation drives.
- **Glen Valenzuela, SMS III** was awarded a National Institute of Health Alcohol Abuse and Alcoholism Summer Research Fellowship.
- **Julie Ishida, SMS I** was accepted into the Mass Media Science and Engineering Fellows Program, American Association for the Advancement of Science. Julie will spend ten weeks carrying out research in communication, working as a reporter, researcher or production assistant in media organizations nationwide.
- **Arthur Lee, SMS II** received an American Heart Association Summer Research Fellowship.

Congratulations to all!

Update on the Department of Bioengineering

During the past several months, committees on undergraduate education, graduate education and academic governance, administration and finance have been meeting to help plan for the new department of bioengineering that will be jointly developed by the Schools of Engineering and Medicine. To review and share the work of these committees and further refine our direction, a Retreat was held on Saturday, May 4th, involving 26 faculty equally distributed between the two schools. Dr. Paul Yock, Professor of Medicine, served as the Chair of the Retreat and played an important role in facilitating thoughtful and productive dialogue. In addition to hearing and discussing reports from each of the committees, we also spent time further developing the draft mission statement for the new Department of Bioengineering, which is:

To create a fusion of engineering and the life sciences that promotes scientific discovery and the development of new technologies and therapies through research and education.

Based on this mission, the faculty working on this important initiative believe that bioengineering combines biology, medicine and engineering to understand how living systems work; to learn from biological systems to improve engineering designs; to engineer biological systems; and to improve human and environmental health.

Dr. Jim Plummer and I are working on a schedule that will enable us to present the new department structure to the University Advisory Board in May and to the Board of Trustees on June 13th. If approved, the proposal for the new department will come to the Faculty Senate in the Fall of 2002.

Hospital Updates

At the Internal Governing Council meeting on Friday May 10th, Ms. Martha Marsh, President and CEO of Stanford Hospital & Clinics, gave a brief overview of some of the future plans she and her staff will be charting in the weeks and months ahead. Among these are a critical analysis of the clinical capacity of inpatient and ambulatory facilities needed to accommodate the clinical program at SHC. Should there be an increase in bed capacity, a critical evaluation of physician/faculty staffing will be needed in concert. An important issue for Ms. Marsh is service excellence for patients, as well as for referring physicians and for the physicians and staff practicing at SHC. Improved service should give evidence of what Stanford does truly well in patient care and should be measurable and assessable in comparative analyses. Ms. Marsh reviewed areas of institutional accomplishment and distinction as well as areas where work and improvement is needed. Although the challenges are significant, she underscored her commitment to the success of SHC and excitement about being a part of the Stanford community.

Events

- **Memorial Service for Dr. Ken Melmon:** On Monday, April 29th, a memorial Celebration of the Life of Kenneth L. Melmon (July 20, 1934 – April 8, 2002) was held at the Arrillaga Alumni Center. With hundreds of family, friends and colleagues in attendance, the life of Dr. Melmon was reflected and reviewed by his children, Brad and Debbie, and by his friends and colleagues from USCF and Stanford. A number of Stanford faculty and community leaders spoke about their association with Ken Melmon, including Drs. Hal Holman, Terry Blashcke, Stan Cohen, Tom Rindfleisch and Tony Meier. These and other speakers painted a life of commitment, passion, intelligence and dedication to sciences, medicine, family, friendship and life.
- **Seniors' Luncheon:** In association with Alumni Weekend, a special luncheon was held for graduates of the School of Medicine who received their M.D. degrees prior to 1952. This was the third annual luncheon sponsored by the Stanford Alumni Association and it featured nearly 60 alumni from the Classes of 1938 through 1952. I had the privilege of addressing these alumni about the changes in medicine that have transpired during their personal and professional lifetimes and about the challenges and opportunities that lie

ahead. I underscored that in addition to celebrating the scientific and technological innovations that will increasingly characterize medicine in the 21st Century, it is important to reaffirm the values of trust, confidence and human caring that characterized these senior physician alumni during their medical careers. It was also notable that when queried about whether they were pleased to have a career in medicine, virtually every member of this group of senior alumni responded affirmatively. This was notable and in stark contrast to the report published recently from the Kaiser Brothers Foundation which showed that during the last five years 87% of the 2600 physicians surveyed nationwide have showed further deterioration in the value of a career in medicine.

- **Alumni Weekend Events:** Stanford Medicine Alumni Weekend was held on May 3-4th and proved to be a resounding success. Special thanks go to Dr. Ross Bright, Associate Dean for Alumni Affairs, as well as our Office of Medical Development Staff, especially Andrew Cope, Director of Annual Giving and Alumni Relations, and Ms. Kaleo Waxman, Assistant Director of Alumni Relations, for their support of these events. This year Alumni Weekend included a Symposium on Aging, which was held on Friday, May 3rd, and featured outstanding presentations by Drs. William Haskell, Christopher Gardner, Fred Luskin and Glenn Brassington.

On Friday evening, May 3rd, the J.E. Wallace Sterling Lifetime Alumni Achievement Award Dinner was held, honoring F. William Blaisdell, M.D. '52, Chair Emeritus, Department of Surgery, University of California, Davis. The evening events included a welcome by Dr. Joshua Prager, President of the Stanford Medical Alumni Association, along with personal and professional reflections about Dr. Blaisdell given by Roy Cauwet, M.D. '52, and Neal Olcott IV, currently Professor of Surgery at Stanford.

The J.E. Wallace Sterling Lifetime Alumni Achievement Award was created in 1983 to recognize distinguished Stanford alumni. Dr. Blaisdell, who received his B.S. and M.D. from Stanford, has been a seminal figure in developing the field of trauma surgery in the USA.

In addition to tours and social events, the Stanford Alumni Association also sponsored an excellent Continuing Medical Education Symposium on Saturday, May 4th that featured Stanford faculty or alumni and focused on pain management. Speakers at this symposium included Howard Fields, M.D. '65, Ph.D. '66, currently Professor of Neurology and Physiology at UCSF, Pamela Pierce Palmer, M.D. '92, Ph.D. '92, Medical Director, Pain Management Center, UCSF, Raymond Gaeta, M.D. '85, Associate Professor of Anesthesia and Director of the Pain Management Services at Stanford, and Joshua Prager, M.D. '81, M.S. '81, Director of the California Pain Medicine Centers and President of the Stanford Medical Alumni Association. The feedback on the symposium was outstanding and special thanks go to all of our speakers.

- **Louis and Dorothy Kovitz Visiting Professorship Lecture:** On Friday, May 10th, Dr. Norman E. Shumway, Frances and Charles D. Field Professor, Department of Cardiothoracic Surgery at Stanford, delivered the 28th Louis and Dorothy Kovitz Visiting Professorship Lectureship. The Kovitz Lecture is a most distinguished lecture and Dr. Shumway spoke before a standing-room only audience about the extraordinary work that he and his colleagues performed at Stanford in pioneering and developing heart transplantation and one of the most distinguished Departments of Cardiothoracic Surgery in the world.

Announcements

- **Picture the Future: The Promise of Medical Imaging and Biomedicine.** On behalf of the Department of Radiology, I am pleased to extend an invitation to the Stanford Community to celebrate the 10 Year Anniversary of the Richard M. Lucas Center on Friday May 31st. This event will be held at the Lucas Center (1201 Welch Road) and will open with interactive poster presentations of important scientific advances in medical imaging from 1:30-3:00 pm. A symposium will follow from 3:00 to 5:00 p.m., led by major figures in academia and industry who will speak to the theme.

Medical imaging has been identified as one of the most significant developments in medicine in the last quarter century. William Brody, M.D., Ph.D., President, The Johns Hopkins University, and Erich R. Reinhardt, Ph.D., President and CEO, Siemens Medical Systems, will reveal how Academia and Industry will participate in the acceleration of imaging advances in the years to come.

In addition, David Botstein, Ph.D., Professor and Genetics, Alan Garber, M.D., PhD., Professor of Health Research and Policy, and Jeffrey R. Immelt, Chairman of the Board and CEO, General Electric, will join in an open panel discussion to close the afternoon symposium.

The Department of Radiology hopes to bring public focus to the revolution that is occurring in medical imaging and how these innovations will benefit society. For further details please see their website: <http://www-radiology.stanford.edu/lucas10/index.html>.

- **Help Lane Medical Library Plan for the Future.** Lane Medical Library has developed a detailed needs assessment and planning survey, now available from the library's web page, <http://lane.stanford.edu/survey.html>. This survey is designed to evaluate current library services and to solicit suggestions for new services and possibly new facilities. This information will help with the planning for the Stanford Medicine Information and Learning Environment that will be commencing soon. The survey takes approximately 5 to 10 minutes to complete. A drawing for prizes will be available for those who complete the entire survey. If you have any questions about the survey, please contact Christopher Stave at: cstave@stanford.edu

Congratulations

- **Elected to the National Academy of Sciences:** Of the 72 individuals elected to the National Academy of Sciences this year, six are at Stanford, three of whom are in the School of Medicine. These include:
 1. **Patrick O. Brown**, Professor of Biochemistry and Associate Investigator in the Howard Hughes Medical Institute.
 2. **Eric I. Knudsen**, Edward C. and Amy H. Sewall Professor and Chair of the Department of Neurobiology.
 3. **Michael Levitt**, Professor and Chair of the Department of Structural Biology.
- **Dr. Paul Berg:** On May 7th, Dr. Paul Berg, Professor of Biochemistry, Emeritus, added another award to his long list of extraordinary achievements. Dr. Berg was the recipient of the Leadership in Science and Education Award from the Exploratorium. Congratulations (again) to Dr. Berg.

- **Dr. Alan M. Krensky**, Shelagh Galligan Professor of Pediatrics, completed his tenure as President of the Society of Pediatric Research and delivered an important and insightful vision of the role of children's hospitals in the future of American Medicine at the Pediatric Academic Society Meeting in Baltimore on May 6th. He highlighted the unique and important role that institutions like Stanford and the Lucile Packard Children's Hospital will likely play in shaping the future of pediatric research and training.
- **Dr. Emmet Keefe**, Professor of Medicine and Chief of Hepatology has been elected to become the President-elect of the American Gastroenterological Association (AGA), the largest society of gastroenterology and hepatology in the world, with a membership exceeding 14,000. He serves as Vice President beginning in May, 2002 and assumes the responsibilities of President in 2004.

Congratulations to all!

Appointments and Promotions

- **M. Gail Boltz** has been reappointed to Assistant Professor of Anesthesia at the Stanford University Medical Center.
- **Jin Hahn** has been reappointed to Associate Professor of Neurology and Neurological Sciences and of Pediatrics, and, by courtesy, of Neurosurgery at the Stanford University Medical Center.
- **Weldon Haw** has been appointed to Assistant Professor of Ophthalmology at Stanford University Medical Center.
- **Stewart McCallum** has been reappointed to Assistant Professor of Urology at the Stanford University Medical Center.
- **Michael W. Risinger** has been promoted to Associate Professor of Neurology and Neurological Sciences and, by courtesy, of Neurosurgery at the Stanford University Medical Center, effective 6/1/2002.