

The Dean's Newsletter: September 23, 2002

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Professor David Botstein Will Move to Princeton

On Sunday, September 22nd, Princeton University announced officially that Dr. David Botstein, the Stanford Ascherman, M.D., Professor of Genetics, will become the new Director of the Lewis-Sigler Institute for Integrative Genomics. Although this represents a wonderful opportunity for Professor Botstein and for Princeton, it must be quickly acknowledged that Stanford will lose an extraordinary intellectual force whose contributions have been nothing short of spectacular. During his remarkable career, Professor Botstein has played a seminal role in the discovery of important yeast and bacterial genes, sequencing of the yeast genome, laying the intellectual and technical groundwork for mapping genes that led to the Human Genome Project, leading the efforts in biocomputation that are now governing the future of biology and, with Professor Pat Brown, leading Stanford's important contributions in the use of DNA microarrays to diagnose and categorize a number of human diseases, including cancer. In addition to these and many other breath-taking research contributions, he has been a committed teacher and innovator and has impacted significantly the careers of many students, postdocs and faculty members. He will play an important role in teaching and education at Princeton, in addition to his leadership of the Lewis-Sigler Institute.

Although someone of Professor Botstein's stature is simply irreplaceable, we must congratulate him and Princeton. We will now have to look east to benefit from his future contributions in research and education.

Our Incoming 2002 Stanford Medical Student Class

Our First Year Medical students officially began their academic year this past week. I thought you might like to know a little about this new Stanford class. It includes 86 students who were selected from 5239 applicants. Seven members of the incoming class were deferrals from previous years and nine of those admitted this year have deferred enrollment to 2003 or later. The average age is 22.9 years with a range of 19-31 years. A slight majority (53%) of the new class are women and 21% are underrepresented minority students. Fifteen percent have advanced degrees (6 Ph.D., 11 Masters of Arts or Science). The incoming students have performed very well as undergraduates, with an overall GPA of 3.74 and a science GPA of 3. Seventy-one incoming students come to Stanford from throughout the USA and 19 were born in foreign countries. They also come from 38 colleges and universities, with the largest number coming from Stanford (17 students) and Harvard (9 students) but with 25 schools being represented by a single student. Thus this is a diverse and highly talented class and we are most pleased to welcome them to Stanford.

Faces of the Community 2002

A rather extraordinary program entitled "Faces of the Community" was included during the orientation of our incoming medical students. This program offered a very moving portrait of the different personal and professional lives of eight of our current students. Each student provided a meaningful and very insightful description of his or her differences and similarities as "faces" within our community - both at Stanford and more globally. This program is available at the following URL: <http://lanevid.stanford.edu:2020/ramgen/StudentResources/faces2002.smi>. I strongly recommend that you take the time to view it. I am confident that you will be deeply moved by these portraits. I found this to be a remarkable program.

Welcome to the 2002 Stanford Graduate Students in the Biosciences

Our 2002 [Biosciences](#) Graduate student class joined Stanford this past weekend. Following a "bonding" [Biomass](#) camping trip that occurred on September 20-21, our new graduate students will begin their more official orientation on Tuesday, September 24th, including a dinner at the Arrillaga Alumni Center.

Our new graduate students number 76 and represent 8 countries, including the USA, Taiwan, Thailand, Israel, Italy, Germany, China and South Korea. Ten of the new students are from underrepresented minorities and an additional ten are Asian. Of the new graduate students, 39 are male and 37 are female. Ten undergraduate institutions have several graduates in this class including: Stanford, Harvard, Yale, UC Berkeley, MIT, CalTech, Princeton, U. Michigan, UC San Diego and Cornell. Overall, the entering class was selected from more than 44 different undergraduate institutions. This is an outstanding group of young scientists by any criterion.

The CGAP (Committee on Graduate Education and Policy) is also planning a new seminar series for the entering graduate students, where Biosciences faculty will present their latest research. It will be held on Tuesdays, Wednesdays and Thursdays at noon beginning this fall. Faculty and medical students are also welcome to join with the graduate students in attending this seminar series.

IRT Begins Rolling Out New Wireless Network

The School of Medicine's Office of Information Resources and Technology (IRT) has announced that Phase One of a new wireless network will be available as of September 23, 2002. The initial rollout will provide wireless access in areas of high student usage, such as Lane Library, the CCSR cafe and basement classrooms, the new student lounge, the Alumni Green and the Dean's Courtyard. Additional information about the School's wireless network and how to access it is available at <http://med.stanford.edu/irt/wireless/>.

Town Hall Meeting on Women in Science and Medicine

On Monday, September 9th, Dr. Mary Lake Polan, Professor and Chair of the Department of Obstetrics & Gynecology, led a Town Hall meeting on Women in Medicine and Science. She presented the results of a survey that was conducted with women faculty at the Stanford University School of Medicine in February of 2002. Of the 309 faculty and staff physicians who received the survey, 163 (53%) responded.

Among the issues deemed important by those who participated in the survey, the three areas felt to be most significant were:

1. A flexible work environment, without negative consequences, for women with responsibilities for the care of young children or with responsibilities for elder care.
2. Departmental mentoring for grant preparation and academic career development and advancement.
3. The opportunity for a mini-sabbatical (e.g., 3 months) from clinical or administrative responsibilities at the end of an appointment cycle in order to enhance academic/career development.

The discussion at the Town Hall meeting recognized that these and other items were not gender specific but acknowledged that women may be more stigmatized by requesting special resources or adaptations to the work schedule or environment. Clearly this necessitates a cultural change in order to avoid real or perceived retribution. It also requires resources to help fund special programs to make these adaptations possible.

The Committee on Women in Science will also present their findings to the School's Executive Committee in October. It is our hope to then work toward a timeline for implementing the recommendations that is feasible and which we believe will provide an improved work environment for women in medicine and science.

Committee on Faculty Diversity Report

The Committee believes that in order to sustain our progress and make additional improvements, future efforts require a clear mission, resources, long term commitment, and a formal infrastructure (i.e., a Center for Diversity). The Committee's specific recommendations included the following:

- Establish an Office of Faculty Diversity and sufficiently fund it to meet its objectives
- Establish routine monitoring of diversity recruitment and promotion in all facets of the Medical School (medical students, residents, graduate students, post-doctoral students, faculty and medical school leadership).
- Organize a centralized recruitment effort for residents and fellows in all Departments
- Develop and fund innovative programs to recruit diverse faculty
- Achieve diversity in the leadership of the Dean's Office

Specific goals for an Office of Faculty Diversity would include:

- Increasing the numbers of faculty and trainees from diverse backgrounds
- Centralizing recruitment assistance and monitoring of diversity
- Creating a Faculty Development Center with group-specific, yet integrated, programs
- Enhancing mentoring and monitoring through the creation of an Individual Academic Plan (IAP) for each Assistant Professor (i.e., all faculty, not only minority faculty)

Following the Committee's presentation it was determined that this topic should be taken to the Senior Associate Deans for additional review, and should then be brought back to the Executive Committee for further discussion. This is an important topic and one that merits continued, focused dialogue and planning. I wish to thank Dr. Mendoza and the rest of the Committee (Drs. Roy King, Phyllis Dennery, Iris Gibbs, Oscar Salvatierra, Yvonne Maldonado, Ray Gaeta, Steven Fong, Minnie Sarwal, Kelly Skeff, and Stanley Falkow) for their thoughtful and productive work in this area. I look forward to seeing this work move forward, and will be providing additional updates on these important activities as this work evolves.

Changes in Health Insurance

Continuing changes in health insurance around this country and in the Bay Area creates confusion and anxiety among consumers as well as providers of health care. In the September 19th issues of the New England Journal of Medicine, J.K. Inglehart reviews "Changing Health Insurance Trends": <http://content.nejm.org/cgi/content/full/347/12/956>

Update on Tolerance and Professionalism in the Workplace

As many of you will recall, last Spring a number of posters and other materials for the Lesbian, Gay, Bisexual and Transgender's (LGBT's) "Queer Health and Medicine" course were defaced or torn down. This was disgraceful and very disturbing for our students, faculty and community within the School and University. Although we have not been successful at discovering who committed these acts of intolerance, we have responded quickly and strongly to this hateful and inexcusable behavior. As the new school year begins I want to reiterate that acts of hate at our institution will not be

tolerated under any circumstances, and I wish to provide this readership with an update of actions that have been taken over the summer to prevent such acts from recurring.

---Security---

The School has been working closely with Medical Center Security, as well as the Stanford and Palo Alto Police Departments, to investigate these acts. We have installed four surveillance cameras in locations where these acts occurred last spring, and we are currently discussing potential additional security measures that may be taken to prevent further incidents from occurring. We are also developing policies re: advertising and poster hanging. We will be communicating the outcomes of these discussions as soon as final decisions have been made. In the interim, however, I wish to restate that the security and safety of our students, postdocs, faculty and staff continues to be our very highest priority, and we will continue to do everything possible to guarantee this safety and to promote a respectful work and learning environment.

---Sensitivity Training---

The Medical School HR Department is incorporating respectful workplace training into the hiring and training of Stanford Medical School faculty and staff. In addition, members of the Dean's Office, in concert with the HR Department and Ombudsperson, are meeting with each Department to conduct further discussion and training concerning the respectful work place. Similar sessions with students are being discussed as well. I welcome any input students may wish to provide on this topic.

---Curriculum Issues---

We are currently discussing how best to address cultural competency issues as a required part of the curriculum. A working group, consisting of Drs. Gabe Garcia, Fernando Mendoza, Elliott Wolfe and Ron Garcia, will be charged with the responsibility of developing a recommendation in support of curriculum related to LGBT and to clinical competence overall. This group will work jointly with students on this effort. Although it seems unlikely that we will be able to construct something for the first year students in the required fall curriculum, there should be space available in the winter and in the spring curriculum. In addition, Dr. Julie Parsonnet, Senior Associate Dean for Medical Education has asked for added emphasis in Preparation for Clinical Medicine (PCM) for second year students; Dr. Neil Gesundheit, who is in charge of our curriculum reform program for the class entering in 2003, will make sure that this is a required element of the new curriculum. Once the working group makes its recommendations we will then move to the review and approval process (either via the Committee on Courses and Curriculum (CCC) or the Faculty Senate, depending on the specific recommendation). I will be providing additional updates on this work as it progresses.

---Administrative Support---

In June an Advisory Group, consisting of senior University and Medical School administrators and faculty, was convened to discuss the acts of intolerance that targeted the LGBT community. At this meeting the group:
àReaffirmed the focus of the University's and Medical School's attention on safety

concerns and on creating a respectful working and learning environment.

- Reviewed the status of the police investigation regarding all known acts of intolerance.
- Agreed that greater dissemination of information about such incidents, and the University's response, should be provided throughout the campus community.

In addition, the group decided that ***any future acts of intolerance should be reported to Medical Center Security as the first point of contact re: any incident in and around the Medical School or Hospital.*** (This is important to know, as there are three agencies involved: Medical Center Security, Stanford Police, and Palo Alto Police.) The Medical Center Security dispatch center is in operation 24/7 and can be reached at 723-7222. ***Such acts also should be reported to the Special Assistant to the Dean at 724-1661.*** This role will serve as an information clearinghouse and as the Dean's Office administrative coordinator concerning acts of intolerance.

---Emergency Information Cards---

I strongly encourage all members of the School of Medicine to carry their "Emergency Instructions" wallet card with them at all times. This card, developed by the School's Health and Safety Programs Office, indicates the various numbers to call in case of emergency, and also provides space for you to fill in your specific Emergency Assembly Point (EAP) location in the case of an evacuation. Our Health and Safety Programs Office also has made available emergency phone number placards for all office/lab areas, as well as emergency contact stickers for telephones. All of these materials can be obtained through your Department Administrator. For more information on these and other important Health and Safety initiatives, please contact 3-0110 or visit their web site at: <http://somsafety.stanford.edu/>.

I believe our collective efforts have resulted in progress during the past months. I would like to thank the many students, faculty and staff within the School and from across campus who have worked closely with us on moving these issues forward. I will be providing additional updates in future editions of the Newsletter, and I welcome any input that you may wish to provide.

New Faculty Advisors

Dr. Julie Parsonnet, Senior Associate Dean for Medical Education has announced the group of faculty who has been selected to serve as Faculty Advisors to our medical students. Dr. Terry Blaschke, Professor of Medicine, will direct this program and will be joined by Drs. Denise Johnson (Surgery), Susan Knox (Radiation Oncology) and Kuldev Singh (Ophthalmology), each of whom will serve as Assistant Deans. This is a terrific group of faculty who all care deeply about students, medicine and education.

In addition, Dr. Elliott Wolfe has assumed the new position of Director of the Office of Medical Student Professional Development and will work with students regarding career and professional choices.

I am very pleased that such an excellent and committed group of individuals has agreed to serve as Faculty Advisors and I am confident that they will each play an important role in helping to guide the career development of our students. In addition to the advising program, we will also be further developing a mentoring program for our students. Details about this will be forthcoming.

Update on the Arbor Free Clinic Children's Health Fair

After sponsoring a very successful first fair on June 15th, the Arbor Free Clinic sponsored a second [Children's Health Fair](#) on Saturday, August 24th. This second fair was also a great success. The Fair was held at the South County Community Health Center in East Palo Alto. One hundred thirteen children were served at the Fair. Seventy-three children received physicals, and 89 children received immunizations. To help address the dental health needs of low-income children, a mobile dental van returned on September 7th to provide free dental exams, x-rays, and cleanings for 38 children who were signed up for these services at the Fair.

The Health Fair sought to not only provide medical care, but also to help families access more long-term care. Benefits analysts from the San Mateo County Health Department helped enroll or provide information about MediCal and Healthy Families medical insurance programs for dozens of families.

The success of this fair is due in no small part to the many volunteers who generously donated their time and talents to the fair. The volunteers consisted of approximately 60 physicians, nurses, medical students, undergraduate students, and translators. The translators and other Spanish-speaking volunteers were particularly important, since many of the patients spoke Spanish as their primary language.

For more information on these or future fairs, please contact Monica Eneriz (meneriz@stanford.edu) or Natalie Pageler (npageler@stanford.edu). I also want to thank Monica and Natalie, along with their student colleagues, for their dedication and commitment.

Events

A Mini-Course in Medicine, focusing on Immunology and Rheumatology, was presented to the public community by the Center for Clinical Immunology at Stanford (CCIS) on Tuesday evening, September 17th at the Arrillaga Center. More than 250 people attended the evening event that featured presentations and discussions on multiple sclerosis, rheumatoid arthritis, insulin-dependent diabetes, cancer immunology and stem cell research. Special thanks go to C. Garrison Fathman, Professor of Medicine, for assembling wonderful faculty and presentations, and to Mike Welch from the Office of Medical Development for playing an essential role in organizing the evening event. I also want to acknowledge the exceptional support of the Saal family, who have been such great friends of Stanford and the CCIS program in particular. We are most appreciative.

Ellison Foundation Symposium on "Global Infectious Diseases and the Biology of Aging". On Thursday, September 19th, Stanford served as host to the Ellison Medical Foundation symposium that featured, among others, an excellent presentation by Dr. David Relman, Associate Professor of Medicine (Infectious Diseases) and of Microbiology and Immunology. Dr. Relman is also a recipient of a 2001 Ellison Medical Foundation Senior Scholar Award. We also had the pleasure of spending time with the Foundation's outstanding scientific advisory board, chaired by Dr. Joshua Lederberg, President Emeritus at the Rockefeller University and former Chair of Genetics at Stanford University School of Medicine.

Congratulations

- *Dr. Pat Brown:* On September 17th, the Takeda Foundation announced that Dr. Pat Brown, Professor of Biochemistry at Stanford and Investigator in the Howard Hughes Medical Institute, was a winner of its 100 Million Yen Awards for Achievements in Engineering. This major award, which was established last year, is to be presented annually to individuals who have made outstanding achievements in creating and applying new engineering intellect and knowledge in three fields: social/economic well-being (information and electronics), individual/humanity well-being (the life sciences), and world environmental well-being.

The technical achievement honored by the Takeda Award 2002 Techno-Entrepreneurial Achievement for Individual/Humanity Well-Being is "the development and promotion of DNA Microarrays." The prize is awarded jointly to Dr. Pat. Brown (Stanford University) and to Stephen P.A. Fodor (Affymetrix Inc.).

- *Dr. Linda Cork,* Professor and Chair, Department of Comparative Medicine, has been elected as a Distinguished Member of the American College of Veterinary Pathologists. This honor is based on extraordinary contributions to the field of Veterinary Medicine.
- *Stanford Team Lands NIH Proteomics Contract:* A team of Stanford scientists, lead by Dr. Garry Nolan, along with Drs. Juan Santiago, P.J. Utz, Bill Robinson, Larry Steinman, Gil Chu, and Rob Tibashirani, have been successful in winning a \$14M contract from the National Heart, Lung and Blood Institute for the Stanford Proteomics Center.

Congratulations to all.

Announcements

- *Town Hall Meeting for Medical Students:* On Monday, September 30th, a special Town Hall Meeting will be held at 7:00 p.m. in the Fairchild Auditorium. Topics for discussion will be advising, Dean's Letter, curriculum, etc. All Medical Students are welcome to attend.
- *Symposium for Stanford Clinical Research Personnel:* On Monday, October 7th, there will be a symposium on the "Safety and Accountability in Clinical Research at Stanford" in the Fairchild Auditorium from 8:30 a.m. to 4:30 p.m. The Audience will consist of clinical investigators, research nurses, clinical research

coordinators, fellows, students, research pharmacists, research administrators, hospital staff involved in clinical trials, and others interested in safeguarding the rights and welfare of human subjects in clinical research. Pre-registration is required by September 27th. Please refer to the following URL:
<http://reggie.Stanford.edu/signup.asp?602>