

# Dean's Newsletter

## May 31, 2004

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### **Enhancing Diversity in the School of Medicine: A Now and Future Issue**

Among the highest priorities I have for the School of Medicine during the next several years is further enhancing the diversity of our students, faculty and staff. The May 21st Executive Committee Meeting was the start of what I hope will be a series of discussions about diversity and inclusiveness of underrepresented minority students at the School of Medicine. Scott Bass, Visiting Professor in the School of Medicine from the University of Maryland, Baltimore County (UMBC), presented information about that institution's success in attracting and retaining diverse undergraduate and graduate students. We have been fortunate in having Dr. Bass visiting with us during the past six months since he and his colleagues at UMBC have made considerable progress in enhancing student diversity at that institution. We felt that we each had something to learn from the other's experience and interests – and that has proven to be the case.

One of the major factors contributing to the success of the UMBC program is its President, Dr. Freeman Hrabrowski. We had the opportunity to benefit from President Hrabrowski's vision and experience when he delivered our first Seminar on Graduate Student Diversity on December 6, 2002. President Hrabrowski is also the dynamic African-American mathematician who helped establish the Meyerhoff Program at UMBC, whose well-prepared students have been so successful at Stanford and in other top tier M.D. and Ph.D. programs. Dr. Bass is the Vice Provost for Research and Dean of the Graduate School at UMBC and has helped expand the Meyerhoff Program to the graduate level.

Dr. Bass pointed out that production nationally of Ph.D.s from underrepresented minority groups in the science and engineering fields remains very small. In fact, in 2002, there were only 122 African Americans who received Ph.D.s in Biology out of the 5,680 degrees awarded (2.15%) in the United States. While figures for Latinos and Hispanics were slightly higher, with 178 degrees awarded (3.13%), the numbers and

percentages across the sciences remain very low. This situation is equally dismal for other under-represented minorities, including American Indians, who had 12 Ph.D.s in the Biological Sciences throughout the USA, reflecting (0.21%) of the degrees awarded. As a consequence of these dismal numbers, the pool of available minority faculty and researchers remains very small. This will have long-range implications, particularly for institutions like Stanford.

On a more positive note, UMBC has found that large numbers of talented minority students express interest in the sciences and engineering, but too few are retained over the course of their undergraduate years. This makes recruitment a challenging experience for graduate programs. Nevertheless, the Meyerhoff Program at UMBC has produced 332 primarily minority graduates, 70% of whom enrolled in graduate and/or professional programs (some have graduated). As of May 2003, 104 are enrolled in Ph.D. programs, 47 in M.D. programs, 24 in MD/PhD. programs, and one each in MD/JD, MD/MPH, and DDS programs; still others are enrolled in Masters level programs. These students have not only entered challenging graduate and professional programs, but they are doing very well at some of the nation's best universities, including Stanford. We currently have four graduate students from the Meyerhoff Program in the School of Medicine and in the School of Engineering.

Dr. Bass pointed out that while diversity efforts at the undergraduate level have met with success at UMBC, the same had not been true at the graduate level. Over a several year period, faculty and administrators sought to reverse this outcome and so adapted many of the practices at the graduate level that had proven successful for undergraduates. The result of their efforts is a dramatically different graduate student profile, particularly in the Biomedical Sciences. And, in 2002, UMBC was awarded the Council of Graduate Schools/Peterson's Award for Innovation in Promoting an Inclusive Graduate Community.

Among the key elements to success, Dr. Bass noted, is faculty ownership of a program of prestige for talented minority students. Faculty involvement in recruiting, mentoring, and supporting underrepresented minority students is the most important single ingredient to success in such an effort. Other important components include a ten-week summer bridge program before the start of graduate study, social activities for minority students across departmental lines, peer support, funding to attend predominantly minority research conferences, resources to host minority speakers on campus, staff support for these students, and structured activities for the students on campus. The goal is not only to attract these talented students to campus, but also to have them feel that the campus is their home and that they belong. Indeed, Dr. Bass cited the impact of these key factors in changing institutional culture and improving diversity by noting the changes that have occurred not only at UMBC but also at Georgia Tech.

Accordingly, Dr. Bass argued that these elements of success are transferable across institutions and that several other universities that had set diversity and inclusiveness as priorities have evidenced change. Although we have a long way to go, progress is happening at Stanford. Fortunately we have a long history of minority student

development and recruitment to our medical school classes – which are now among the most diverse in the nation. During the past couple of years we have made progress in recruiting under-represented thanks to the efforts of Ms. Kimberly Griffin, who joined us two years ago as the Director of the Biosciences Diversity Program/Assistant Dean for Graduate Education. Her efforts are leading to tangible results. I want to thank her as well as her colleagues Dr. Ellen Porzig, Dr. John Boothroyd and also Dr. James Nelson for helping to launch this program.

While the progress made in enhancing medical and graduate student education is important and encouraging, we also have considerable work to do in recruiting and retaining minority faculty and staff. This will be a major initiative and I will be following up on this discussion throughout the year. Indeed, it will feature prominently in our Leadership Retreat next January as well as in a new program in leadership development within the School. It will also oversight from the Office of the Dean to help make sure that we are doing all we can to enhance and improve diversity within the School of Medicine.

### **Provost's Report on Women at Stanford – and a View from the School of Medicine**

At the University Faculty Senate meeting on May 27, Professor of Law Deborah Rhode, presented the results of a three-year study of the status of women faculty. The study was done by an advisory committee appointed by President Hennessy and Provost Etchemendy in 2001. The committee's work encompassed three areas: recruitment and retention practices; compensation, resources, and recognition; and the quality of life for Stanford faculty. Extensive data were collected in all of these areas and the results carefully analyzed to see whether there were differences between the experiences of men and women faculty.

The results of these studies were mixed and complicated, both for the University as a whole and for the School of Medicine. The committee concluded that, over the past quarter of a century, Stanford University has made substantial progress in increasing the representation of women in faculty and leadership positions, and in improving the climate for women on campus. For instance, in the School of Medicine, seven out of 27 department chairs – or 26 percent - are women, the highest percentage among our peer schools.

However, challenges remain. For the School of Medicine, the report pointed particularly to differences in the quality of life reported by men and women faculty, especially in the clinical departments, where women were less satisfied than men along several dimensions. We will be following up on these results to understand at a deeper level the issues facing women faculty and possible improvements we can make.

Our efforts in this important area will carry on work begun three years ago when I first came to Stanford. At that time, we created a committee under the leadership of Professor Mary Lake Polan to look at the needs of women faculty. The committee surveyed 163 women who said they wanted more flexibility, including part-time appointments, the opportunity for short-term sabbaticals, career mentoring, administrative support for grant preparation and expanded childcare options. We have been working to implement these recommendations. More recently, Senior Associate Dean for Academic Affairs David Stevenson has been developing a set of programmatic initiatives for faculty development that will address these concerns as well. I will have more to say about these initiatives in the near future.

During this time we have also put considerable effort into striving to achieve a “Respectful Workplace” in order to overcome some of the very negative challenges and issues that existed within the School just years ago. An important part of this has been to have a zero tolerance policy for sexual harassment or other forms of poor citizenship. While some of these matters can also be complex, we have acted aggressively to deal with each issue that has arisen and in many cases we have brought swift resolution. We have also instituted mandatory workshops for all of our departments on the “respectful workplace” in order to heighten awareness and attention to this most important matter. I want to thank those who have played a key role in coordinating these respectful workplace workshops, including Dr. David Stevenson, Cori Bossenberry, Ellen Waxman, Martha McKee, Roy King, Melissa Burke, Greta Schnitzler, Norma Leavitt and Tom Fenner. We will continue to make this a high priority in the future as well.

It is also important to note that both men and women faculty with clinical or basic science careers, here at Stanford and nationally, are under great pressure to keep up with demands of caring for patients, as well as teaching and conducting research. Women, and especially single mothers, have the added burden of family responsibilities. We not only want to be an environment that attracts great talent, we want to ensure that Stanford has an environment that allows women to succeed and excel. We will need to explore other creative solutions to making our community more successful and balanced, including greater flexibility in schedules, more part-time appointments and a reassessment of the promotion process in order to better achieve better work-family balance.

I would like to thank Professor Rhode and the Provost’s Advisory Committee on the Status of Women Faculty for their report. They have brought to our attention challenges we need – and want - to address. The report is broadly informative and specifically helpful and will be of great assistance in our further inquiry and action. The report is available online at <http://www.stanford.edu/dept/provost/womenfacultyreport>. I encourage everyone to read it carefully, and I welcome any comments you might have about it.

## **School of Medicine and University Commencement Exercises**

Commencement is right around the corner. The University commencement will be held on Sunday June 13<sup>th</sup> and the School of Medicine will hold its diploma ceremony on Saturday, June 12<sup>th</sup> beginning at 2:00 p.m. The faculty procession is to line up at 1:30 p.m. in the Dean's Courtyard. We look forward to this wonderful celebration with our graduates, their families and friends as well as with our faculty and staff. Our School of Medicine Commencement Speaker this year will be Paul Michael Glaser, actor, director, parent and advocate for the health of children and families, especially those with HIV and AIDS. I have known Paul Glaser and his family for more than 15 years and am certain that his presentation will be a moving and compelling message. I look forward to seeing you on June 12<sup>th</sup>. I also encourage our graduates to attend the University Commencement Exercise on Sunday June 13<sup>th</sup> when Supreme Court Justice Sandra Day O'Connor will be speaking.

## **Practice of Medicine Student Presentations and Advocacy**

Students in the Practice of Medicine Course have been quite busy in recent weeks presenting the results of their research efforts on important public health and policy themes or in hosting important debates or discussions. Dr. Clarence Braddock, Course Director, has played an important role in leading this effort. But the greatest thanks must go to our students, who have done splendid jobs in working on a diverse array of important topics. On May 17<sup>th</sup> both platform and poster presentations demonstrated the fruits of their labors under the banner of "Students Making an Impact". Among the important topics different groups of students addressed were:

- **Care vs. Cure: Physicians and the Disability of Spinal Cord Injury**
- **Availability of Organs for Transplantation: Increasing the Registered Donor Pool**
- **Importing Prescription Drugs from Canada: Social, Economic and Legal Issues.** This focus group was also the basis for a debate forum that was held on Monday evening May 24<sup>th</sup> featuring *Dr. Laurence Baker*, Associate Professor of Health Research and Policy, *Dr. Terry Blaschke*, Professor of Medicine and Past Chair of the Generic Drugs Advisory Committee for the FDA, *Dr. Linda Giudice*, Professor of Obstetrics & Gynecology and Chair of the FDA Advisory Committee on Reproductive Health Drugs, *Dr. David Gollaher*, President and CEO of the California Healthcare Institute, and *John Barron*, Professor of Law Emeritus and Past Chair of the UK Intellectual Property Rights Commission.
- **Expanding Stem Cell Funding**
- **Reclassifying Obesity as a Disease: Policy Implications**
- **The ESRD Prevention Plan**

- **Advocating a Modified Health Plan of Med-Cal**
- **Addressing Obesity by Reducing Fast Food in Schools**
- **Expansion of County Program to Cover Uninsured Children**
- **Medicare Reform: Increasing Public Awareness and Participation**
- **Safety and Health in the Semiconductor Industry: Environmental Toxins**
- **Voices of the Uninsured in Santa Clara County**
- **Making the Case of Regulation of Dietary Supplements**
- **Cheap Food, Hefty Costs. Agricultural Policy as on Obesity-Related Public Health Issue**
- **Expanded Screening for the Newborns of California**
- **Supporting the Safety Net**
- **What would you say: Designing an End of Life Care Curriculum for Stanford Medical Students**
- **Medical Students for Scientific Integrity**
- **The Spirit Catches You and You Figure out a Solution for Improving Current Translator Services via a Digital Video-Conferencing Network**
- **Universal Health Care: Options of Change** – which was also the topic of a forum that I covered in the May 17<sup>th</sup> Dean's Newsletter

I am pleased and impressed by the range of topics that our students addressed and hope that their work not was educational to themselves and their colleagues but that it also inspired them to become more active in attempting to address more publicly some of these important topics and issues.

### **Recognizing New Endowed Chair Holders and Namesakes**

Bestowing an endowed chair on a faculty member is one of the greatest honors that a university can offer. On Tuesday, evening May 18<sup>th</sup>, we held a special reception in the Cantor Art Museum to honor faculty who have become the recipients of an endowed chair during the past year. Those honored and the chair they now occupy included:

- **Dr. Stanley Falkow, the *Robert W. and Vivian K. Professor***

- **Dr. Robert K. Jackler, the *Edward C. and Amy H. Sewall Professor***
- **Dr. Roger D. Kornberg, the *Mrs. George A. Winzer Professor***
- **Dr. Frederic B. Kraemer, the *Stanford University Professor in Endocrinology***
- **Dr. Richard M. Myers, the *Stanford W. Ascherman MD, FACS, Professor***
- **Dr. Samuel K.S .So, the *Lui Hac Minh Professor***
- **Dr. Lucy S. Tompkins, the *Lucy Becker Professor***

In addition, we also held an event on Thursday, May 20<sup>th</sup>, in the Faculty Club to honor both the new recipient of an endowed chair and the faculty person in whose honor it has been named. The new endowed chair is the Philip Sunshine Professorship in Neonatology named to honor an individual who helped found the field of neonatology and who has been an esteemed leader and faculty member at Stanford for over forty years. The first incumbent of the *Philip Sunshine Professorship* is **Dr. William E. Benitz**, a member of the faculty since 1985 and both friend and colleague of Phil Sunshine. Needless to say this was a wonderful celebration.

Finally, the Department of Pathology has recently created the *Richard L Kempson MD Professorship in Surgical Pathology* to honor Dr. Richard Kempson, who has been a pioneer and leader at Stanford for over three decades. A special event to honor Dr. Kempson will be held in the fall of 2004.

I want to congratulate each of our new chair holders or namesakes and offer my thanks and appreciation to the donors or departments that helped to make these professorships possible.

## **Honoring Our Teachers and Educators**

As a School of Medicine, with missions in education, research and patient care it should go without saying that the education and training of our students, residents, fellows and faculty stands at our highest priorities. Indeed, one of the primary reasons physicians and scientists want to be part of a medical school is the opportunity to teach, learn and interact with students and colleagues. While education should be ingrained in our culture, it is also challenged in many academic medical centers, including Stanford, by the fiscal demands placed on faculty – particularly clinical faculty. While it is our ultimate hope to raise the funds to help offset the cost of teaching, we wanted to take the opportunity now to thank our teachers for their time, commitment and dedication.

Accordingly, on Tuesday, May 25<sup>th</sup>, Dr. Julie Parsonnet, Senior Associate Dean for Medical Education, and I hosted a reception to honor and thank faculty who have contributed so much to our teaching mission. While some of these faculty will be recognized with awards at graduation, each have made substantial contributions and we wanted to thank them all.

Let me take the opportunity, once again, to thank all of our dedicated and committed teachers.

## **Another Mini-Medical School Course: Turning Scientific Insights into Advanced Cancer Care**

During the past two years we have held a number of “mini-medical school courses” to educate our community and engage them as supporters of the School of Medicine and Medical Center. On Thursday evening, May 27<sup>th</sup>, I was joined by Mike Peterson, Chief Operating Officer at SHC, representing Martha Marsh, CEO (who had an unavoidable conflict) in welcoming more than 100 guests to a series of lectures and discussion groups on topics in cancer and stem cell biology. As with prior events, it was very well received.

The program consisted of a plenary lecture that was given by **Dr. Sam Gambir**, Director of Molecular Imaging and Professor of Radiology, on “*When Cancer Has Nowhere to Hide*”. Dr. Gambir discussed some of the exciting insights and developments emerging from the research he and his colleagues are performing using molecular detectors to locate and identify tumor cells – ideally well before they could be found on more conventional imaging equipment. His work will lead to more personalized early diagnostic efforts and interventions and will surely play an important role in shaping the future of cancer treatment and prevention.

In addition, the participants had the opportunity to choose two small seminar/discussion groups from a palate of six exciting and diverse areas. Included were:

1. *Early Detection and Innovative Treatment of Breast Cancer* – with Dr. Robert Carlson, Professor of Medicine and Debra Ikeda, Associate Professor of Radiology
2. *Improved Techniques and Technologies for Prostate Cancer* – with Dr. Joe Presti, Associate Professor of Urology
3. *Assessing Genetic Risk for Cancer* – with Dr. James Ford, Assistant Professor Medicine and Genetics
4. *Advances in Detecting and Treating Gastrointestinal Cancer* – with Dr. George Fisher
5. *Improving Therapeutic Outcomes for Lymphoma* – with Dr. Sandra Horning, Professor of Medicine
6. *Cancer and Stem Cell Science* – with Dr. Irv Weissman, Professor of Pathology and Director of the Institute for Cancer/Stem Cell Biology and Medicine.

The program was excellent and very well received. I want to thank each of our faculty members for the time they spent preparing and delivering their presentations. I also want to thank the Office of Medical Development for making the arrangements that made this mini-medical school course so successful.

## Honors and Awards

- **Dr. Norman E. Shumway** was honored by faculty and trainees from around the world on May 22<sup>nd</sup> on the occasion of the unveiling of a portrait and bust in his image. Without question, Dr. Shumway is a living legend, having pioneered numerous aspects of the current specialty of cardiovascular surgery. Equally importantly, he trained a cadre of leaders who direct and guide programs throughout the USA and the world. His remarkable career was also reviewed in a celebratory festschrift in the Clark Center Auditorium by two of his distinguished former colleagues and trainees: Dr. Vincent Gott, Professor of Surgery at Johns Hopkins University School of Medicine, and Dr. William Brody, President of Johns Hopkins University. Dr. Bruce Reitz, Professor and Chair of Cardiothoracic Surgery at Stanford, served as host. It was a great event filled with an appropriate balance of respect, humor, reverence and irreverence that displayed the remarkable life and career of Dr. Norm Shumway.
- **Dr. Emmet B. Keeffe**, Professor of Medicine, has become the 99th president of the American Gastroenterological Association (AGA) and will serve for one year. Founded in 1897, the AGA is the oldest medical specialty society in the United States and currently has more than 14,000 members.

## Appointments and Promotions

- **Scott Atlas** has been reappointed to Professor of Radiology at the Stanford University Medical Center, effective 5/1/2004.
- **Anne Brunet** has been appointed to Assistant Professor of Genetics, effective 6/1/2004 to 5/31/2007.
- **Magali Fontaine** has been appointed to Assistant Professor of Pathology at the Stanford University Medical Center, effective 5/1/2004 to 4/30/2007.
- **Neeraja Kambham** has been appointed to Assistant Professor of Pathology at the Stanford University Medical Center, effective 5/1/2004 to 4/30/2007.
- **Bruce Patterson** has been appointed to Associate Professor of Pathology and Medicine (Infectious Diseases) at the Stanford University Medical Center, effective 5/1/2004 to 4/30/2009.
- **Julien Sage** has been appointed to Assistant Professor of Pediatrics and of Genetics, effective 6/1/2004 to 5/31/2007.
- **Uma Sundram** has been appointed to Assistant Professor of Pathology at the Stanford University Medical Center, effective 5/1/2004 to 4/30/2007.
- **James Zehnder** has been reappointed to Associate Professor of Pathology and Associate Professor, by courtesy, of Medicine (Hematology) at the Stanford University Medical Center, effective 2/1/2005 to 1/31/2010.