

The Dean's Newsletter: January 7, 2002

Award Opportunity for Bioengineers

Announcement by Jim Plummer, Dean of the School of Engineering and Phil Pizzo, Dean of the School of Medicine

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A New Year

A week has already passed since 2002 began officially. I have now reached a human gestation period at Stanford and the past nine months have been exciting indeed. The year ahead, however, will be an important one as we move forward with our comprehensive School-wide Strategic Planning Process. With this, the course for Stanford's future for the next decade and beyond will be debated and defined and by year's end, I hope we will be launching the first phase of our Campaign for Stanford Medicine as we reach out to bring our dreams to reality. It is a time for bold thinking and for striving hard to make Stanford the global model of a research-intensive School of Medicine for the 21st Century. I am pleased you will be part of this effort.

Next Town Hall Meeting on January 22nd

In anticipation of our initial Strategic Planning Retreat that will be held from February 8-10th, I want to invite you to our second Town Hall meeting, now scheduled for Tuesday January 22nd, at noon in the Fairchild Auditorium. (This is a change from the previously noted date of Monday, January 14th.)

At this Town Hall meeting we will plan to update you on some of the issues that will be brought to the Retreat. Most importantly, I am interested in getting your feedback and reactions so that they can help shape the agenda and plans that are emerging for the future of Stanford Medicine. I do hope you will be able to join us on January 22nd at noon in the Fairchild Auditorium.

Public Library of Science

At the Executive Committee meeting on December 21st, Dr. Pat Brown, Professor of

Biochemistry, gave a presentation on a project he has been leading called the Public Library of Science. The goal of the Public Library of Science is to make the world's scientific and medical literature freely accessible to scientists, physicians and the public around the world. This bold project is based on the premise that all papers should be free and available to the public. He and his colleagues propose to make the original published reports of ideas and research results freely available, online, without restrictions on use of further distribution and free from both public and private control. A sub-premise is that the business models of scientific publishers have failed to respond to the extraordinary changes in the economics of scientific publication.

However, achieving a Public Library of Science confronts a number of major publishers as well as professional societies, many of whom count on the proceeds from published journals to help support their operations and activities. That said, a large number of journals have already made their published information available on public servers after 6-12 months on their own server. However, some of the leading and most prestigious scientific journals have not yet agreed to do so. This has led Pat Brown, along with Harold Varmus, previously Director of the National Institutes of Health and presently President of Memorial Sloan-Kettering Institute, to engage scientists from around the world to not submit articles to those journals until they agree to make information available on public servers at least within a year of publication. To date, approximately 29,000 scientists, from 174 countries, including a number from Stanford, have signed this Open Letter supporting the Public Library of Science initiative.

Dr. Brown laid out a series of issues that Stanford, as a Medical School and University, might engage with in order to support the Public Library of Science. These must recognize the consequences that might impact publishers, professional societies and, importantly, our students, trainees and faculty, who now rely on publication in leading peer-reviewed journals for career development. Those implications require careful and thoughtful debate and we would all like your input.

Among the questions I would hope to get some feedback about are:

- How do you feel about the concept of a Public Library of Science?
- Would you be willing to withhold submission of papers to Journals that did not participate in making publications available online to the Public Library of Science?
- How do you feel about this process if you are a student or junior faculty member whose promotions and career development is still under development?
- How do you feel about Stanford University School of Medicine taking an institutional stand on the Public Library of Science?

Please be aware and assured that these questions and the related issues are, at this point, only topics for discussion. However, your input will help inform that discussion, so please let me know what you think.

Conflict of Interest Guidelines Released

Recently, the AAMC Task Force Issues Guidelines on Financial Conflicts of Interest on

the oversight of individual interests has been unanimously approved by the AAMC Executive Council and released to the public. The report is available at <http://www.aamc.org/coitf/>. I would strongly encourage you to access and review this document. It will certainly serve as a template for institutional policies regarding conflict of interest and is already under review at Stanford.

Government Policies Impacting Children's Hospitals

When Congress recessed on December 20th there were two big legislative wins for children's hospitals. First, Congress increased independent children's hospitals' GME funding by 21%, and secondly, it reauthorized the FDA's patent extension for products studied for pediatric use. Affecting all academic medical centers, Congress also increased the overall NIH budget by 15%.

These are issues that many of us have advocated for with colleagues around the nation and it is good news for children's hospitals and for academic medicine.

Changes in Tenure Policy Regarding Parental Leave

Effective January First, the Provost has announced revisions to the University's faculty policies for new parents. The following comments come from a letter from the Provost:

REVISION IN THE TENURE POLICY AND IN RELATED APPOINTMENT POLICIES FOR NON-TENURE LINE ACADEMIC COUNCIL AND MEDICAL CENTER LINE FACULTY

Currently, an untenured member of the tenure line faculty who gives birth may request an extension of her tenure clock of one year. Effective January 1, 2002, this tenure clock extension will also be available to new fathers and to faculty who adopt a child under the age of six.

Similarly, faculty with term appointments in the non-tenure line of the Academic Council and in the Medical Center Line who give birth may currently request a one-year extension of their appointments. Effective January 1, 2002, this extension will also be available to new fathers and to faculty who adopt a child under the age of six.

Faculty wishing to take advantage of this policy will be asked to state that they have substantial and sustained childcare responsibilities. In addition, requests for the extension should be made within one year of the arrival of the child. Requests should also be made prior to the beginning of the last year of the faculty member's tenure clock. For non-tenure line and Medical Center Line faculty, requests should be made prior to the beginning of the final year of the faculty member's appointment. The revised policies and the application form are online at <http://facultyhandbook.stanford.edu/ten.html>.

As a transition measure, the expectation that requests be made within one year of the arrival of the child will be waived for the period January 1, 2002 to June 30, 2002. However, even for this transition period, faculty who request an extension should not be in the final year of their tenure clock or, for non-tenure line and Medical Center Line faculty, in the last year of their current appointment.

REVISION IN THE REDUCED TEACHING AND CLINICAL DUTIES POLICY

The purpose of this policy is to provide faculty who become new parents with additional flexibility in their work schedule at the time of the birth or adoption of a child. Currently, a faculty member who gives birth may request a reduced teaching load during the quarter of the birth and/or the quarter after the birth if these are quarters during which she would normally teach. Effective January 1, 2002, a teaching load reduction will also be available to new fathers and to faculty who adopt a child under the age of six. This reduction will be available during the quarter of the child's arrival or the following quarter, if these are quarters the faculty member would normally teach.

Current policy also allows women faculty in the School of Medicine who have clinical duties to request a reduced clinical load for 90 days following a maternity leave. Effective January 1, 2002, a 90-day clinical load reduction following the arrival of the child will also be available to new fathers and to faculty who adopt a child under the age of six.

This policy is intended for parents who have substantial and sustained childcare responsibility; it is not intended for parents whose newborn or newly adopted child is cared for more than half-time by either a spouse or a childcare provider. A faculty member using this policy would normally be the sole caregiver for at least twenty hours during the work week during the hours from 8 a.m. to 7 p.m., Monday through Friday. To apply for this policy, faculty should complete the form entitled "Application for Reduced Teaching or Clinical Duties for New Faculty Parents." The revised policy and the application form are online at <http://facultyhandbook.stanford.edu/ten.html>.

Leadership Changes in the Department of Medicine

At the close of 2001, Dr. Judy Swain, Professor and Chair of the Department of Medicine announced several leadership changes, which I am pleased to be able to share with our entire community.

1. **Dr. Richard Lafayette** has been appointed Associate Chair for Clinical Affairs in the Department of Medicine, a position previously held by Dr. Norman Rizk who became Senior Associate Dean for Clinical Affairs.
2. **Dr. Frederick Kraemer** has been appointed Chief of the Division of Endocrinology and Gerontology, effective January 1, 2002. According to Dr. Swain's announcement, "the proposed changes in the research and clinical programs are anticipated to greatly strengthen the training program in endocrinology that encompasses fellow, resident and medical student education."

Congratulations to Drs. Lafayette and Kraemer for their important new appointments in the Department of Medicine.

Announcement: 2002 Albion Walter Hewlett Award Nominees Sought

Nominations are being sought for the 2002 Albion Walter Hewlett Award to honor an extraordinary physician with ties to Stanford. Nominees should be past or present students, house officers, fellows or faculty who have "consistently, over decades, demonstrated the exemplary combination of a scientific approach to medicine and sensitivity to patients". If you wish to make a nomination, please use the [Nomination Form](#) (PDF file).

Awards and Honors

1. **Dr. Mary Lake Polan**, Professor and Chair of the Department of Gynecology & Obstetrics, has been elected to the Council of the Institute of Medicine of the National Academy of Sciences. This is affirmation of how valued Dr. Polan is by the Members of one of the most prestigious national organizations.\
2. **Dr. Bruce Feldstein and Marita Grudzen,RT,MHS** are recipients of the Templeton Foundation award for their work in spirituality and medicine curriculum. Stanford is one of six medical schools to receive this award in this relatively new area of curriculum.

3. **Stanford Medicine** has continued its outstanding performance in the Society of Publication Designers annual illustration competition for the past two years. Over 8,000 illustrations were submitted each of the past two years and under 10 percent were selected for Merit Awards. Of these, three Stanford Medicine illustrations were selected in 2000 and two were selected in 2001. Among the other Merit Awardees were National Geographic, Newsweek, the New York Times Magazine, Time Inc. and the Wall Street Journal.

4. **Dr. Daria Mochley-Rosen, Professor of Molecular Pharmacology**, was selected to give the Presidential Lecture at Association of University Cardiologists

Congratulations to all.