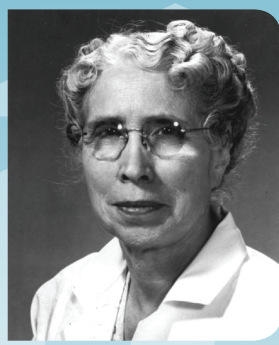




# SOM *news*

## Point of PRIDE



Eva F. Dodge, MD  
UMSOM Class of 1925

Dr. Dodge became Maryland's **first female rotation intern and resident in obstetrics and gynecology**. Her career spanned five decades as a physician, educator, consultant, and public health administrator covering eight states, South America, Europe, and Asia.



### DEAN'S MESSAGE

Winter always begins with great festivity – a surge of inspiration and joy that we hope will continue through the long, cold months of the season. After all the celebrations, we return to campus with a quieter tone of winter on this side of the calendar year, which gives us a fresh opportunity to listen and perhaps hear something new. The first few months of 2019 offer us the power and potential of a different perspective. As the School of Medicine continues the trajectory of transforming our culture and sustaining a highly professional environment this year, I wish to cultivate an atmosphere of respect which plays a significant role in our vision. Human rights activist and author, Bryant McGill, once said that **“one of the most sincere forms of respect is actually listening to what another has to say.”** I couldn't agree more, which is why I so fervently prioritized creating platforms last year in which we could truly listen carefully to each other.

In late November and December, I held more than 15 Town Hall listening meetings with various groups of faculty, staff, and students. The main purpose of these meetings included encouraging and supporting each other during this culture transformation time and just listening. Both our listening tour and the strategic plans we had begun executing in early 2018 demonstrated a course of necessary actions that we took immediately, the first of which I described in last month's message. Since then, the commitment and dedication to our new Culture Transformation Initiative (CTI) have both encouraged and impressed me. My goals for this new metric-based effort extend beyond that of our immediate academic community — **to reconstruct the UMSOM culture into a national model for a respectful, inclusive, and professional work environment.**

**RESPECT** maintains four critical facets which contribute to the inclusive and professional environment we hope to maintain.

### What's on My Mind...



...in this new year is continuing our trajectory toward increased professionalism.

### RESPECT . . .

- . . . for who you are
- . . . for what you do
- . . . for those you serve; and
- . . . for peers and colleagues.



We reflect our values through our behavior and the respect we pay in each of these areas. If we do indeed honor this practice, I believe we will succeed in our Culture Transformation Initiative. From individual leaders to teams of achievers, we are fortunate for the exposure to many excellent examples of respectful and professional conduct.

As we move into 2019 and further toward all the goals we established both personally and professionally, individually and collectively, I know I can expect to celebrate even more achievements together this year than last year. I look forward to sharing the new policies and metrics for our Culture Transformation Initiative with you all soon and continuing to listen to and receive your feedback — both appreciative and constructive.

In the relentless pursuit of excellence, I am  
Sincerely yours,

E. Albert Reece, MD, PhD, MBA  
Executive Vice President for Medical Affairs, UM Baltimore  
John Z. and Akiko K. Bowers Distinguished Professor and Dean, University of Maryland School of Medicine

### CONTENTS

SOMnews has expanded its coverage with a special section on our Culture Transformation Initiative, in addition to our features in clinical, educational, research, and community areas.

#### What's Inside...

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Carolyn Frenkil

### PAGE 10

#### JAMES AND CAROLYN FRENKIL FOUNDATION ENDOWS TWO PROFESSORSHIPS IN BASIC SCIENCE

Longtime UMSOM Board Member and benefactor Carolyn Frenkil recently provided philanthropic support for two endowed professorships. In a ceremony on January 10 in Westminster Hall, **James B. Kaper, PhD**, Professor and Chair, Department of Microbiology & Immunology, was invested with the first of these. The second Dean's Professorship will be invested to **Margaret McCarthy, PhD**, who is Professor and Chair, Department of Pharmacology.

*“In today's competitive environment, it is critical that we are able to recruit, retain, and reward our top faculty. Endowed professorships are the most effective way we have to do that,”* stated Ms. Frenkil.

READ FULL STORY on page 10

# culture TRANSFORMATION INITIATIVE



*Dr. Nancy Lowitt Takes the Lead in Planning and Implementation*

In December, the University of Maryland School of Medicine (UMSOM) launched its Culture Transformation Initiative (CTI). This important school-wide initiative includes a major restructuring of senior leadership positions to ensure, among other things, that women are represented at the highest levels in the UMSOM. Among the new positions, **Nancy Ryan Lowitt, MD, EdM**, who is currently Associate Dean for Faculty Affairs and Chief Conflict of Interest Officer for the UMSOM, assumed leadership for the CTI. This ambitious initiative is being done in collaboration with the University of Maryland, Baltimore (UMB) and the University of Maryland Medical Center (UMMC).

SOMnews sat down with Dr. Lowitt to hear about the progress that has been made thus far with the CTI and what plans are expected in the coming months.



## DR. LOWITT Q: What are the main goals of the Culture Transformation Initiative?

**Dr. Lowitt:** The key early goals for the CTI are to establish a diverse, accountable leadership and a diverse, inclusive and respectful environment for work and study. We are committed to improving transparency, and to monitoring the impact of this Culture Transformation Initiative.

## Q: What actions have already been taken with the Culture Transformation Initiative?

**Dr. Lowitt:** In December, Dean Reece announced a major management re-organization that included several promotions of women to executive leadership positions here. With these promotions and appointment changes, the Dean's Senior Cabinet is now comprised of 40 percent women.

Promotions are happening across the UMSOM so that women are represented in key department leadership roles. **Sheri Slezak, MD**, Professor of Surgery and Division Head of Plastic Surgery, was recently promoted to Vice Chair for Faculty Affairs in the Department of Surgery. She has been charged with addressing the culture in the Department of Surgery and is working with a dynamic and engaged group of colleagues.

**Other actions underway include the development of a Diversity Dashboard** which will give our Chairs and, eventually the public, an interactive graphic display of our faculty counts by department, rank, gender and ethnicity. We know that women and underrepresented minority faculty in medicine are not well represented at senior faculty ranks. This dashboard will allow Chairs to set goals and monitor progress.

We are also at work developing policies that align with the UMMC policies, and that make clear what behaviors are unacceptable and what the consequences for those behaviors will be.

At the campus level, we are working closely with the UMB's Office of Accountability and Compliance on increasing education and information about Title IX. We are grateful to President Perman and UMB's Title IX Office for their support and leadership in this area, and will be reporting on further developments with them related to Title IX in the near future.

## Q: How are you getting feedback and input from faculty and staff on campus?

**Dr. Lowitt:** We have heard concerns and great ideas from our multiple listening sessions and Town Hall meetings. Students, staff and faculty have reached out to me as individuals and in groups. We are staffing CTI workgroups and committees now to follow up on ideas for curricular and other interventions to change the culture of our workplaces.

I have been pleased to see so many using the **TransformMed@som.umaryland.edu** email box. I review and respond to emails daily and share them with our leadership team for immediate action where appropriate. I should note that where students or faculty or staff request confidentiality, we do protect their identities as we follow up on their reported concerns.

## Q: How will all of the initiatives be developed and carried out?

**Dr. Lowitt:** The CTI Steering Committee will help guide and implement our plan. This group will oversee several sub-committees and will work closely with me to address issues such as policy diversity, workplace culture in clinical and laboratory settings, medical student initiatives, reporting and communications.

**The Dean's Culture Transformation Advisory Committee (CTAC) will be announced soon.** This committee, comprised of students, staff, and senior leadership, will review the work of the CTI and serve as advisory to the Dean.

We anticipate valuable collaborations with UMMC and UMB), to implement some features of this initiative. For example, the UMSOM will partner with UMMC in implementing the **"Just Culture"** and other clinical workplace initiatives. We greatly appreciate the support and partnership of Dr. Mohan Suntha, (UMMC President and CEO) in developing and implementing these programs.

**Q: You mentioned that accountability and transparency are a big part of the CTI. How will information be available about progress?**

**Dr. Lowitt:** Accountability and transparency are key goals for the initiative. We are committed to a diverse, inclusive and respectful environment, and must be held accountable for the measures which demonstrate how we are working to achieve this. We will monitor metrics for equity, appointments, promotions and hires by gender and under-represented minority status. We will track reports and complaints and resolution of these reports. We will communicate goals and progress through regular communications, in *SOMnews*, and with a CTI website that we will be launching soon.

**Q: Will there be special training and education programs as part of the CTI?**

**Dr. Lowitt:** The early phase of this initiative has been to listen and learn and to get a sense of what areas need immediate attention. The CTI Committees will review this with us and will then recommend what interventions are needed. In cases where we want to change culture, training and education initiatives are often the best first step.

The Clinical Workplace/Clinical Learning Committee will bring together colleagues from Nursing, Hospital Medicine, Medical Student Education, GME, Surgery, and Anesthesiology to focus specifically on the dynamic and changing clinical environments and the workplace cultures that define them.

The **Medical Student Initiatives Committee** will identify curricular initiatives to develop and implement this year. Among them is a plan to implement “bystander training” for students and faculty to provide knowledge and skill development in situations where one observes behavior that is disrespectful or unprofessional. We may have an opportunity as well to suggest ways to fold some of these innovative professionalism curricula into the new medical student curriculum that will be launched in 2020.

We are committed to scholarship in this area as well, and we plan to mentor students and trainees who develop innovative educational programs so that they can study and publish the outcomes of their work.

**Q: What steps are being taken to improve promotion rates for women and underrepresented minority faculty?**

**Dr. Lowitt:** Dean Reece has appointed an additional committee co-chaired by **Jim Kaper, PhD** and **Mary Claire Roghmann, MD, MS**, to analyze our promotions data and to make recommendations to the Culture Transformation


Advisory Committee regarding strategies for improving promotion rates for women and under-represented minority faculty.

This committee will work closely with the Office of Research Career Development, led by Associate Dean Wendy Sanders, MA, to support the new Scientific Leadership & Professional Development Program of Faculty, with Special Emphasis on Women and Under-Represented Minorities.

**Q: What resources will be available for those experiencing discrimination and other issues?**

**Dr. Lowitt:** There are a number of reporting mechanisms to use on campus. The first place to report any form of discrimination or harassment is UMB’s Office of Accountability and Compliance (*see contact information below*). The UMMSafe reporting system at the UMMC, allows for confidential reporting of errors and unprofessional behaviors, at the UMMC is actively being used. Also, the “Just Culture” Initiative at UMMC provides clear guidelines for how these reports will be addressed, including follow up procedures.

**Q: How can faculty, staff and students learn more about the progress of the CTI.**

**Dr. Lowitt:** We will be providing regular updates on our progress in *SOMnews* and on the UMSOM website. We will also be updating the UMSOM social media channels with important information. The shorthand tag #TransformMed will be used across communications platform to identify content related to the initiative. 

**WHO TO CONTACT**

- Nancy Lowitt, MD, EdM, can also be contacted directly at [nlowitt@som.umaryland.edu](mailto:nlowitt@som.umaryland.edu).

- [TransformMed@som.umaryland.edu](mailto:TransformMed@som.umaryland.edu) is a confidential email account for anyone wishing to send feedback, concerns, or ideas to Dr. Lowitt regarding the culture transformation initiative.

- Title IX: Mikhel Kushner, Office of Accountability and Compliance at: 410-706-1852, the Hotline at 866-594-5220, or report through the following website: <https://secure.ethicspoint.com/domain/media/en/gui/28588/index.html> All reports and complaints are taken seriously and are investigated appropriately.

- UMMC Compliance Line: 1-877-300-DUTY (3889) or [www.reportIT.net](http://www.reportIT.net) For both, please use: USERNAME: UMMC and PASSWORD: UMMC



UNIVERSITY of MARYLAND SCHOOL of MEDICINE

# Women *in* Medicine and Science

More than 100 women faculty, post-doctoral students, and staff were in attendance for the UMSOM Group on Women in Medicine and Science (WIMS) panel on January 8. With support from the Culture Transformation Initiative, the group hosted a discussion on “Acquiring Professional Confidence and Visibility.” During this one-hour event, leading women scientists recounted their experiences in gaining professional confidence and discussed various approaches for dealing with barriers in the workplace.

Panelist included:


**Margaret McCarthy, PhD**, Professor, Department of Pharmacology;

**Claire Fraser, PhD**, Dean’s Endowed Professor, Department of Medicine, and Director of the Institute for Genomic Science;

**Sheri Slezak, MD**, Professor, Department of Surgery and Division Head of Plastic Surgery;

**Mary-Claire Roghmann, MD, MS**, Professor, Department of Epidemiology & Public Health, Associate Dean for Trans-Disciplinary Research; Associate Dean for Physician-Scientist Training;

**Kathleen Neuzil, MD, MPH, FIDSA**, Professor, Department of Medicine and Director of the Center for Vaccine Development and Global Health.

The panel discussion was organized by **Iris Lindberg, PhD**, Professor, Department of Anatomy and Neurobiology, who has been previously involved with the leadership of the Women in Medicine and Science (WIMS), formerly known as the Women in Medicine workgroup. Dr. Lindberg, along with **Rose Viscardi, MD**, Professor of Pediatrics, Dr. Slezak and the Office of Culture Transformation Initiative, are currently involved in creating momentum for UMSOM-WIMS. 

## PANEL DISCUSSION



# Caring for Maryland's Mental Health

OPENING OF  
NEW BEHAVIORAL  
HEALTH UNIT

CONNECTS TO  
COMMUNITY NEED



All 38 of the private patient rooms in the new unit feature original murals created by local artists.



The new unit's patient common area promotes a calming atmosphere

It is a statistic that is by any measure irrational. According to the Treatment Advocacy Center, ***“From their historic peak in 1955, the number of state hospital beds [for psychiatric hospitalization] in the United States had plummeted almost 97 percent by 2016.”*** The Center, a national nonprofit organization dedicated to eliminating legal and other barriers to the effective treatment of severe mental illness, goes on to state, ***“Psychiatric hospitalization is the treatment option of last resort for individuals with acute or chronic serious mental illness who need intensive, inpatient care — the equivalent of the cardiac ICU for heart patients.”***

Here in Maryland, the situation is no less dire. As reported in *The Baltimore Sun* in 2018, the number of state-run psychiatric hospital beds have shrunk from 4,390 beds in 1982 to about 950 in 2016. As a result, ***“Dozens of mentally ill men and women who have been charged with crimes are languishing in jails across Maryland despite court orders to send them to state hospitals for evaluation and treatment.”***

But thanks to the collaborative efforts of the University of Maryland School of Medicine (UMSOM) and the University of Maryland Medical Center (UMMC), there is now new hope for these forgotten patients. In January 2019, the UMMC Midtown Campus unveiled its new 24,000 square-foot adult inpatient behavioral health unit, which will set a new standard for optimizing patient experience, safety, and comfort in a state-of-the-art environment required for such specialized care.

*“This new unit addresses a vital need in our community,”* said **E. Albert Reece, MD, PhD, MBA**, Executive Vice President for Medical Affairs, UM Baltimore, and the John Z. and Akiko K. Bowers Distinguished Professor, and Dean, University of Maryland School of Medicine. *“Most importantly, it will enable leading School of Medicine faculty physicians in Psychiatry and Behavioral Health to engage directly with and treat some of our most vulnerable patients.”*

*“The University of Maryland Medical Center Midtown Campus once again is demonstrating its long-standing commitment to fulfill our mission of service to our community,”* notes Alison Brown, President, UMMC Midtown Campus. *“Our team that expertly cares for some of the most vulnerable patients is looking forward to occupying this new unit, which will significantly enhance our comprehensive approach to behavioral health care right here in Baltimore, and we are proud to be doing so.”*

The newly-constructed unit is twice the size of the old unit, featuring a significant increase in the number of patient beds — 37, over the previous 28. What’s more, it will provide comprehensive services to patients, led by a team of UMSOM faculty-psychiatrists. Other onsite clinicians will include nurses, social workers, occupational and recreational therapists, addiction counselors, pharmacists, and clinical nurse educators.

*“The unit’s program is designed specifically to collaborate with and support people who are struggling with mental health issues, regardless of where they are on their path to recovery,”* said **Stephanie Knight, MD, FAPA**, Assistant Professor of Psychiatry, University of Maryland School of Medicine and Chief of Psychiatry, UMMC Midtown Campus.

*“With this unit we are setting a new standard of behavioral health care,”* she said. *“It is important that people with acute behavioral health disorders are in a place where they feel comfortable and safe in order to best receive and respond to care. Patients will benefit from the healing environment that this beautiful new unit represents and from the care provided by our multidisciplinary team of health care professionals who are highly trained and dedicated to the people we serve.”*

A partial hospitalization program also will be available on the UMMC Midtown Campus as a means to provide transitional care to patients who are being discharged from the inpatient behavioral health unit, or for patients who are struggling with their psychiatric symptoms but do not require hospital admission. This “day hospital” program will be available at the UMMC Midtown Campus by Spring 2019.

In designing the new unit’s space, the UMMC Midtown Campus behavioral health team wanted to create a unique and appealing environment for patients and families. Through a partnership with the Baltimore Office of Promotion & Arts (BOPA), this goal was achieved. The unit’s all-private rooms each feature original, hand-painted murals from local artists who have a special interest in behavioral health, or experience in creating art for health, medical, and wellness spaces.

*“In keeping with our community focus, we are so pleased to have worked with local artists to create the beautiful walls in our patient rooms and common areas,”* said Brown. *“The warmth, serenity and thoughtfulness with which these murals were created brings a special feeling for both patients and families, and our entire care team.”* 🏛️



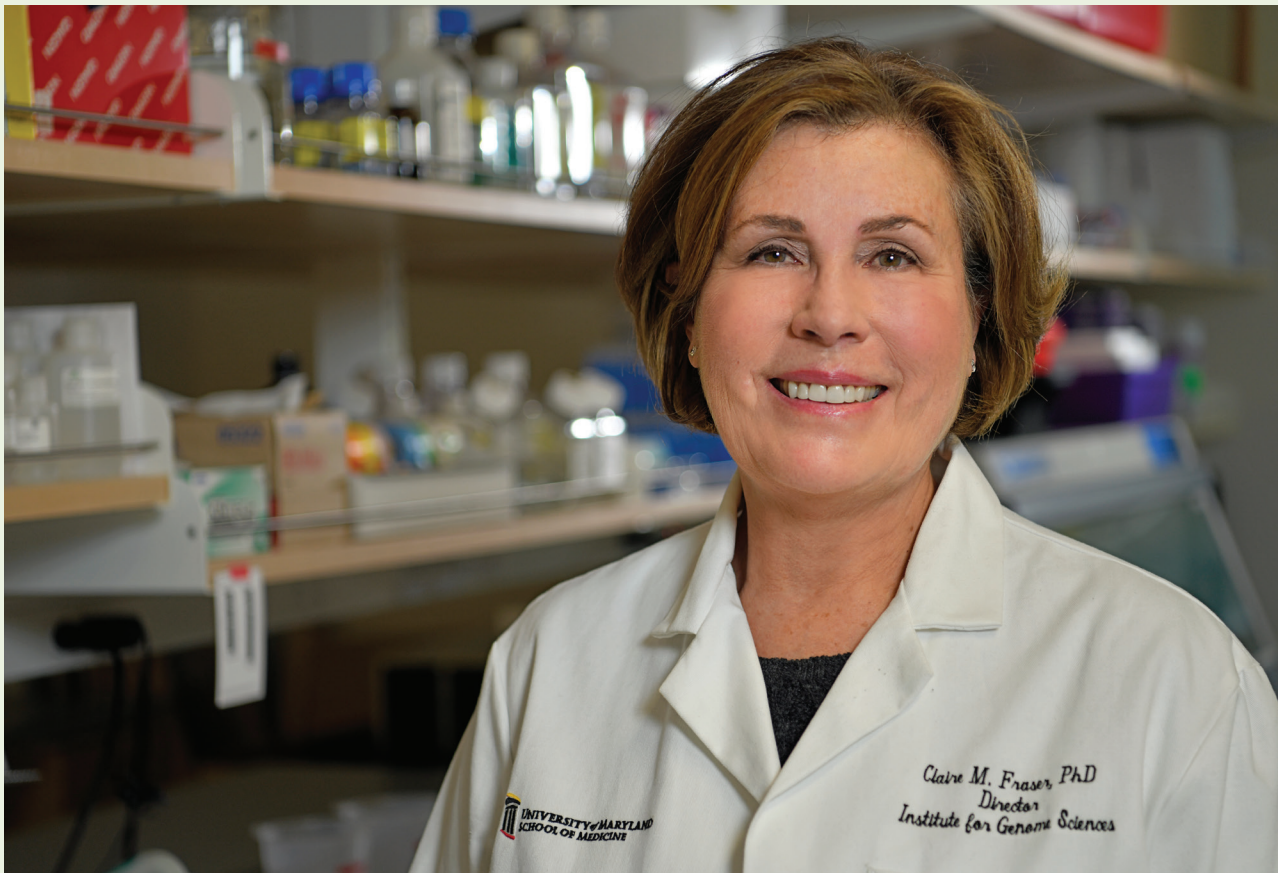
UMB, UMSOM, and UMMC leadership all were on hand for the official ribbon-cutting to open the new adult inpatient behavioral health unit at the UMMC Midtown Campus in January 2019.



Patient referrals for admission are received 24 hours a day, seven days a week by calling 410-328-6231.

# Claire Fraser, PhD

## A PIONEER IN GENOMIC MEDICINE



***“Issues like health, security and environmental protection have no boundaries and can only be tackled by strong multi-disciplinary international collaborations. I am energized by the opportunity to help deliver the message that science matters to all of us.”***

— Dr. Fraser

## NAMED TO TOP POSITION AT ONE OF THE WORLD'S LEADING SCIENTIFIC ORGANIZATIONS

**D**r. Fraser, a pioneer in the field of microbial genomics who is the Dean's Endowed Professor, Department of Medicine, and Director of the Institute for Genome Sciences (IGS), has been chosen as president-elect of the American Association for the Advancement of Science (AAAS), the world's largest multidisciplinary scientific society and a leading publisher of cutting edge research through its *Science* family of journals.

Dr. Fraser is among the 114 officers selected during the 2018 election. She will begin her term on February 18 after the AAAS Annual Meeting in Washington, D.C., serving for one year as president-elect, one year as president and one year as chair of the AAAS Board of Directors.

***“One of the most important roles of the AAAS President is to serve as an ardent spokesperson for science and to promote application of the scientific method to the solution of our most pressing problems,”*** said Dr. Fraser, citing such challenges as climate change, antimicrobial resistance, and food, water and energy security. ***“Our ability to respond to these challenges has been hampered to a considerable extent by a lack of adequate funding, a tendency to fund ‘safer’ research projects, and a relative lack of public trust in science,”*** Dr. Fraser said, noting the increasing political attacks on science in the U.S. and abroad.


***“Dr. Fraser is one of the pre-eminent scientists of our time in a field that is re-defining how we investigate and treat complex diseases,”*** said E. Albert Reece, MD, PhD, MBA, Executive Vice President for Medical Affairs, UM Baltimore, and the John Z. and Akiko K. Bowers Distinguished Professor, and Dean, University of Maryland School of Medicine. ***“In addition to her own groundbreaking discoveries in microbial genomics, she has mobilized a team of world-renowned investigators at IGS who are leading the nation in harnessing the power and potential of large-scale genomic research, and exploring new genomic applications in precision medicine, therapeutics, infectious diseases, virology, and cancer research.”***

A pioneer and global leader in genomic medicine, Dr. Fraser is one of the most highly cited investigators in microbiology.

Between 1995 and 2008, Fraser was the most highly cited investigator worldwide in the field of microbiology, and her published work has received more than 50,000 citations.



Her current research interests center on the structure and function of the human gut microbiota. Dr. Fraser has authored more than 320 scientific publications, edited three books, and has served on committees of the National Science Foundation, Department of Energy, and National Institutes of Health. She is the recipient of numerous awards and honors, including the Promega Biotechnology Award and the E.O. Lawrence Award from the Department of Energy. Dr. Fraser has more than \$10 million in total award funding. As director of the Institute for Genome Sciences, she leads a team of scientists who are housed in the UMSOM's new 430,000 square foot Health Sciences Research Facility III.

Dr. Fraser graduated from Rensselaer Polytechnic Institute with a BS degree in biology and earned her PhD degree in pharmacology from the State University of New York at Buffalo. She was honored by AAAS as an elected Fellow in 2004 for her pioneering work in sequencing and analyzing microbial genomes. Her prior involvement with AAAS also includes serving on the AAAS Committee on Nominations from 2006 to 2008, on the AAAS Board of Directors from 2013 to 2017, and on the AAAS Section on Biological Sciences' Electorate Nominating Committee from 2014 to 2017. 

# Shared Data for Childhood Diarrheal Diseases

THE GLOBAL ENTERIC MULTICENTER STUDY WILL HELP FUTURE RESEARCH AROUND THE WORLD



Data collected from the Global Enteric Multicenter Study (GEMS), a multi-site research project studying diarrheal diseases that was designed and coordinated by researchers in the Center for Vaccine Development and Global Health (CVD) at the University of Maryland School of Medicine (UMSOM), are now available to scientists on two online data resources.

Access to this important data will help scientists around the world in their research into treatments and interventions for diarrheal diseases, a leading cause of death among the most vulnerable populations.

The GEMS study was the largest, most comprehensive study of childhood diarrheal diseases ever conducted in developing country settings. Coordinated by CVD, the study's keystone component was a case-control investigation conducted at seven diverse, high-burden sites in sub-Saharan Africa (The Gambia, Kenya, Mali and Mozambique) and South Asia (Bangladesh, India and Pakistan).

This investigation enrolled 22,568 children under five years of age, a sample size large enough to provide comprehensive data on the causes, incidence, and impact of the range of diarrheal diseases affecting children around the world.

*“At the time that the GEMS project was initiated, diarrheal diseases constituted the second leading cause of death among children under five years in developing countries. Although there were known effective treatments such as oral rehydration solutions (ORS) and intravenous fluids and zinc supplements, many young children in rural areas and urban slums did not have easy access to health care to receive such treatments,”* said Myron M. Levine, MD, DTPH, Principal Investigator for GEMS, the Simon and Bessie Grollman Distinguished Professor of Medicine and Associate Dean for Global Health, Vaccinology and Infectious Diseases. *“Moreover, when the GEMS study began there were no vaccines against specific causes of childhood diarrhea in routine use in sub-Saharan Africa or South Asia to prevent such diarrheal infections. Nor was there broad agreement on what were the major pathogens responsible for the more severe forms of young child diarrheal illness in Africa and South Asia.”*

Whereas many different bacteria, viruses, and other pathogens were recognized as agents that can cause diarrheal disease prior to GEMS, there was not agreement on their relative importance in children in developing countries, or whether their incidence varied in infants, toddlers, and pre-school children. In addition, there was no robust data on whether there were marked differences in the array of pathogens from country-to-country and from year-to-year within the same country.

Information was particularly lacking from sub-Saharan Africa, which includes most of the world's countries with the highest young child mortality rates. Researchers in the GEMS study systematically collected these data and filled the knowledge void, thereby allowing the rational setting of priorities for research and for implementing interventions in specific populations.




***“The availability of GEMS data provides unique data to help researchers, policymakers, donors, and advocates to make evidence-based decisions to reduce the global burden of diarrheal diseases.”***

— Dr. Levine

*“This important data will help scientists around the world in their research to combat diseases that affect children under five in low resource settings,”* said UMSOM Dean E. Albert Reece, MD, PhD, MBA, who is also the Executive Vice President for Medical Affairs, UM Baltimore, and the John Z. and Akiko K. Bowers Distinguished Professor. *“It will also help set the stage for evidence-based policy decisions to help reduce the global burden of diarrheal diseases.”*

## About the Data Site

ClinEpiDB.org launched earlier this year through a global collaboration of University of Pennsylvania's School of Arts and Sciences, Perelman School of Medicine, University of Georgia's Institute of Bioinformatics, and the University of Liverpool. The website allows users to browse GEMS data through an intuitive, point-and-click open access resource, while maintaining the rigorous privacy protection through a protected user registration system.

GEMS microbiome data from over 1,000 stool samples is also available at MicrobiomeDB.org. MicrobiomeDB development is led by the University of Pennsylvania's School of Veterinary Medicine. This web-based discovery tool empowers scientists to search through large and complex microbiome datasets, while providing sophisticated tools for data visualization and analysis. 

# Patient Care Begins with Self-Care

## UMSOM OFFICE OF STUDENT AFFAIRS LAUNCHES NEW WELLNESS PROGRAM



While the road to becoming a physician is both rewarding and worthwhile, medical training is notorious for testing one's boundaries. Burnout is experienced commonly by medical students, and several studies have proven that a significant link exists between physician wellness and clinical care outcomes. In response to concerns regarding trainee burnout, several wellness initiatives have emerged across our nation's medical school campuses.

In the fall of 2017, the University of Maryland School of Medicine (UMSOM) Office of Student Affairs (OSA) launched its **Stress Less Decompress Wellness Program**. The UMSOM OSA provides a variety of services and resources that are designed to help students adjust to the physical and emotional demands of medical school. Through the coordination of new and existing resources and programs, the Stress Less Decompress Wellness Program offers support to students in their personal and professional development.

Medical school is a period of intense learning, professional development, and personal growth. For many students, this experience requires a new level of independence that they may have never previously practiced. The Wellness Program was designed to address the wellness needs of medical students by creating several avenues to promote overall well-being and work-life balance. In collaboration with several University of Maryland, Baltimore (UMB) offices and student-led campus organizations, the program has offered a variety of wellness activities including yoga and meditation sessions, and pre-exam breakfasts for first-and-second year medical students. In addition, the program has created a wellness tracking point system which helps students track their journey in improving mindfulness and participation in activities that they enjoy. The tracker includes categories such as emotional, spiritual, and physical care, and provides resources for local activities for recreation.

Wellness programming and concepts also have been integrated into the preclinical curriculum and in the *White Coat*, the UMSOM Office of Student Affairs' bi-monthly student newsletter. The UMSOM House Advisory System, which provides mentorship for medical students across all four years of medical school, is another program that provides a community of support and mentorship




***“Our office firmly believes that effective patient care begins with self-care. However, when students feel like they are being forced to choose between taking care of themselves or finding extra time to study, it can become more difficult to allocate time for self-care.”***

— John Allen, MD, Associate Professor of Medicine, and Wellness Program Director

for medical students. All incoming students are assigned to one of four houses that are supported by 32 core faculty members, 8 per house, and one senior faculty educator serves as a head for each house. The House Advisory System assists students with career development through advising, mentoring, peer relationships and professional connections.

The Wellness Program receives support from several staff members from the Office of Medical Education, Office of Student Affairs, the UMB Wellness Hub, and the UMB Student Counseling Center. In addition, **Donna Parker, MD, FACP**, Senior Associate Dean for Undergraduate Medical Education; **Joseph Martinez, MD**, Assistant Dean for Student Affairs and Assistant Dean for Clinical Medical Education & Residency Programs Liaison; **Marianne Cloeren, MD**, Associate Professor of Medicine, and five medical students serve on the committee's board.

*“We want our students to be exceptional healers and role models for their patients. Focusing on wellness during the formative years of medical training will help us in doing just that,”* said Dr. Allen. 

For more details about the Stress Less Decompress Wellness program, contact the Office of Student Affairs at [studentaffairs@som.umaryland.edu](mailto:studentaffairs@som.umaryland.edu).



UMSOM Office of Student Affairs Faculty and Staff



MPH STUDENTS



# Learning without Walls

## MPH STUDENTS ASSIST WITH UMB KIDS TO THE FARMERS MARKET PROGRAM

The annual **Kids to the Farmers Market (KTFM)** Program is facilitated through a partnership between the University of Maryland, Baltimore’s Office of Community Engagement (OCE), and the University of Maryland Medical Center (UMMC). The goal of the program is to expose Baltimore City children to local, sustainable foods, while also teaching them about the benefits of eating fresh fruits and vegetables.

Since 2014, the KTFM Program has brought over 300 children to campus from neighboring elementary and middle schools. The program consists of three interactive activities — a classroom-style workshop led by public health students from the University of Maryland School of Medicine (UMSOM), a visit to the University of Maryland, Baltimore Farmers’ Market, and attendance at Food Play, an interactive, musical performance put on by the Hippodrome Foundation, Inc. in Westminster Hall.

*“I think that this exposure is important,”* says Jahi Omari, a second-year Master of Public Health (MPH) student at UMSOM. *“I feel like a lot of these kids do not have a lot of exposure to healthy fruits and vegetables at home, so getting that knowledge and background and then establishing an environment where they can actually eat them is important.”*

Omari and Nicholle Cross, also a second-year MPH student at UMSOM, assisted with the health education workshops as part of their service-learning course last fall. They are also assisting MPH faculty with the annual KTFM Program evaluation report. In 2016, the KTFM Program in collaboration with UMSOM’s MPH Program conducted a pilot evaluation of the program to assess changes in participants’ attitudes and knowledge towards nutrition and eating produce, as well as their aptitude for making healthy eating choices. The MPH Program continues to work with the KTFM Program to assess these three areas, while also providing recommendations for program improvement.

*“Service-learning benefits everyone that is involved,”* said Wendy Lane, MD, MPH, who is a Clinical Associate Professor in the Department of Epidemiology and Public Health and the Director of Community Outreach for the MPH Program.



*“Students, faculty, and the community all benefit from service-learning, as it has been proven to be an effective vehicle to enhance students’ understanding of course concepts and strengthen community partnerships.”*

— Dr. Lane

*“I think that application-based learning is essential for graduate students studying public health,”* said Cross. *“This experience has deepened my understanding of the influence of the social determinants of health and its impact on community health. I am grateful that I had an opportunity to assist with such a worthy cause.”*



Kids to the Farmers Market will reconvene for its sixth year next fall.

## Dr. James Kaper Receives Endowed Professorship



**James B. Kaper, PhD**, Professor and Chair of the Department of Microbiology & Immunology and Vice Dean for Academic Affairs, was invested as the James & Carolyn Frenkil Distinguished Dean's Professor on January 10 before a packed audience at Westminster Hall. Surrounded by family, friends, past and present colleagues, and distinguished scientists, Dr. Kaper joined the elite group of faculty who have been bestowed the honor of holding one of 82 endowed professorships established at the University of Maryland School of Medicine (UMSOM).

The professorship was the first of two made possible by the James & Carolyn Frenkil Foundation with matching gifts from the Maryland E-Nnovation Initiative Fund administered by the Maryland Department of Commerce. Carolyn Frenkil, who is President of Center City, Inc. and 10-30 W. North Avenue, LLC, is a longtime member of the UMSOM Board of Visitors. She and her late husband, James Frenkil, MD, UMSOM Class of 1937, have been generous benefactors to the UMSOM initiatives over the years.


The ceremony was hosted by UMSOM **Dean E. Albert Reece, MD, PhD, MBA**, along with Mary Pooton, Assistant Dean for Development at UMSOM and Dr. McCarthy. Additional speakers included Carolyn Frenkil, and two former colleagues of Dr. Kaper: Harry L.T. Mobley, PhD, the Frederick G. Novy Distinguished University Professor and Chair, Department of Microbiology & Immunology, University of Michigan Medical School, and James P. Nataro, MD, PhD, MBA, the Benjamin Armistead

Shepherd Professor and Chair, Department of Pediatrics, University of Virginia School of Medicine.

*"We must make basic science a top priority for philanthropic support. This is the cutting-edge research that should never be taken for granted. It is what germinates the seed for discovering cures that save human lives every day,"* Ms. Frenkil said in her remarks.

Dr. Kaper's esteemed career was highlighted by the speakers, including Dr. Mobley who noted that Dr. Kaper's more than 370 articles and book chapters have been cited more frequently than those of 99.9 percent of all scientists.

Dr. Kaper credited his success to the mentors he has had over his career, and to the outstanding group of more than 60 graduate students and postdoctoral fellows who trained in his lab, many of whom now hold leadership positions in preeminent academic institutions.

*"Endowed professorships provide our outstanding faculty members with the critical resources they need to sustain and expand the promising research they endeavor to carry out, while at the same time enabling them to launch new initiatives to educate and train future physicians and scientists,"* said Dean Reece. 



*Dr. Kaper with wife, close family, and friends.*

## SOM In Memoriam

### Marlene Greenebaum

PHILANTHROPIST AND LONGTIME BENEFACTOR OF THE UNIVERSITY OF MARYLAND, DIED ON DECEMBER 23, 2018

Marlene with her late husband, Stewart Greenebaum, made the founding gift of \$10 million to the University of Maryland Marlene and Stewart Greenebaum Comprehensive Cancer Center in 1996, after Mrs. Greenebaum's successful treatment and recovery from breast cancer. The Greenebaums were longtime supporters of the University of Maryland Medical Center, the University of Maryland Medical System and the University of Maryland School of Medicine.

*"Marlene Greenebaum was one of the most gracious, generous and endearing friends of the University*



*of Maryland School of Medicine. She was known and beloved by so many in the community and will be greatly missed by everyone she touched. She was a courageous patient and a heroine to many cancer survivors,"* said Dean Reece.



*Marlene and Stewart Greenebaum*

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