

Department of Pathology & Immunology New Faculty Orientation

**The Office of Faculty Development
July 2023**

Agenda

- | | | |
|--------------|--|--|
| 10:00 | Office of Faculty Development and Faculty Resources | Mark Watson, MD, PhD. (LGM) |
| 10:30 | “Who’s Who” at WU / BJH / BJC | Ann Gronowski, PhD (LGM) |
| 11:00 | Department Business Affairs | Jo Anne Humphries Eric Schnable |
| 11:15 | Training Programs and Office of Education | Erica Crouch, MD, PhD (AMP) |
| 11:30 | Faculty Discussion Panel / Q&A | Cara Shirai (LGM) Liang-I Kang (AMP) Mei San Tang (AMP) Kevin Bowling (LGM) Jasmin Herz (IMM) |
| 12:00 | Closing Remarks / Adjourn | |

Department of Pathology & Immunology



Richard J. Cote, MD

Professor and Chair, Department of Pathology & Immunology

Division of Anatomic and Molecular Pathology



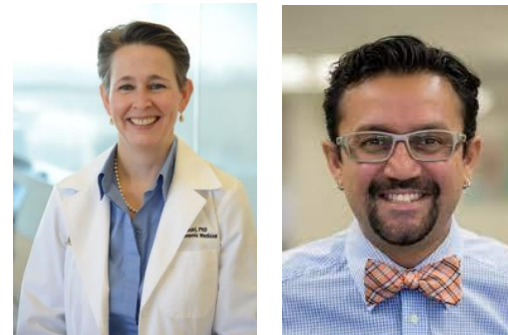
Joseph P. Gaut, MD, PhD
Division Chief, AMP

Division of Neuropathology



Robert E. Schmidt, MD, PhD
Division Chief, NP

Division of Laboratory and Genomic Medicine



Ann Gronowski, PhD
Gautam Dantas, PhD
Division Co-Chiefs, LGM

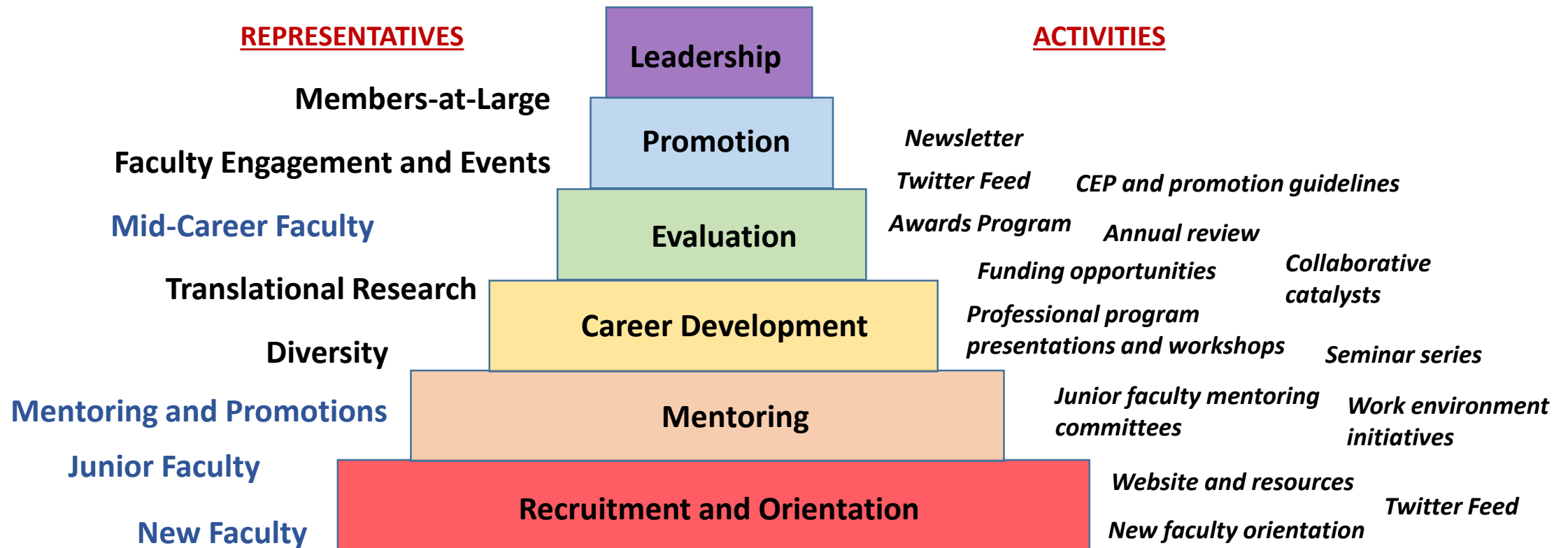
Division of Immunobiology



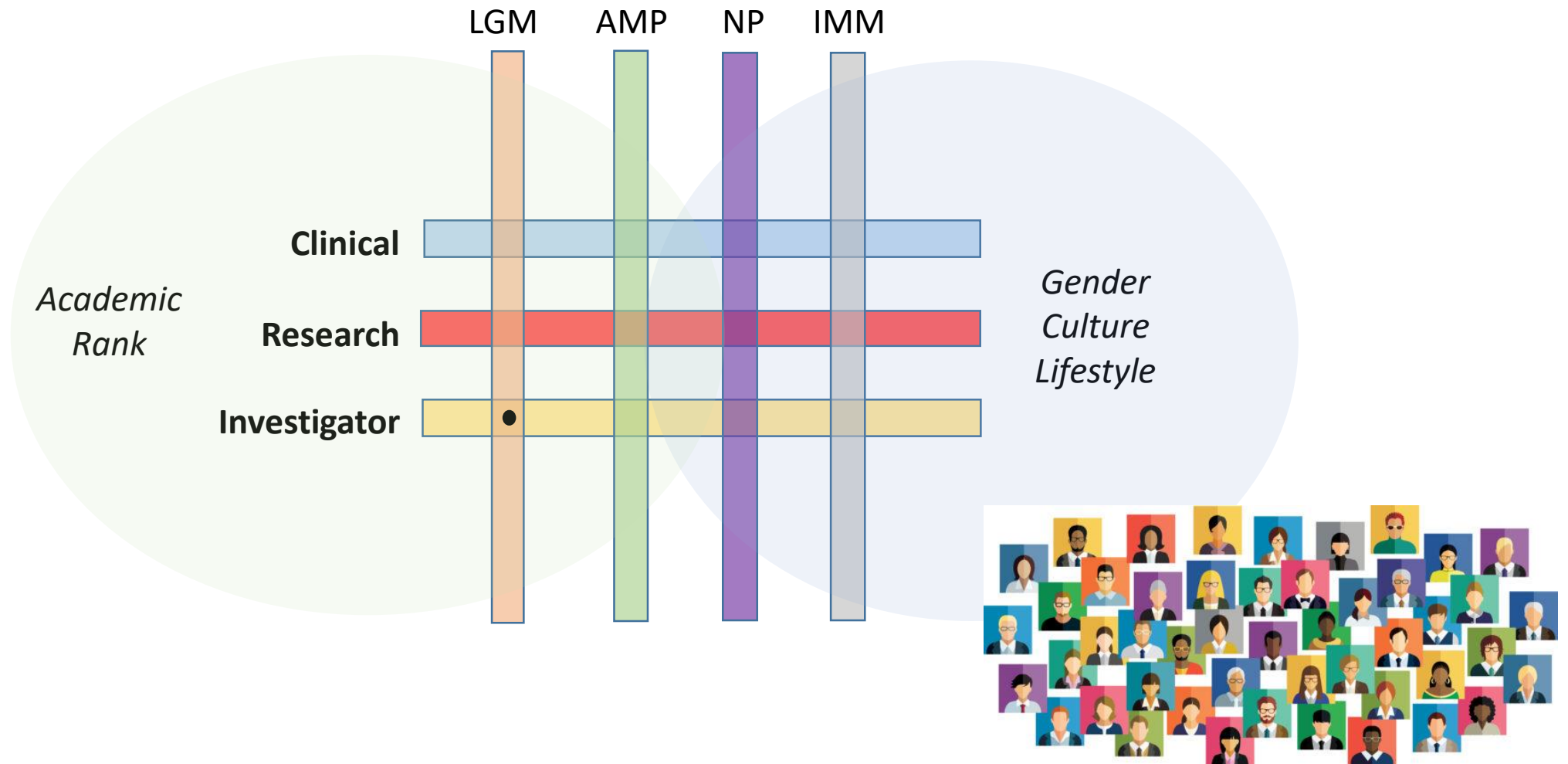
Kodi Ravichandran, PhD
Division Chief, IMM

The Office of Faculty Development

to create a thriving and diverse department with professionally happy and healthy faculty who are productive, well recognized, and respected within the Washington University School of Medicine and within Academic Pathology & Immunology worldwide

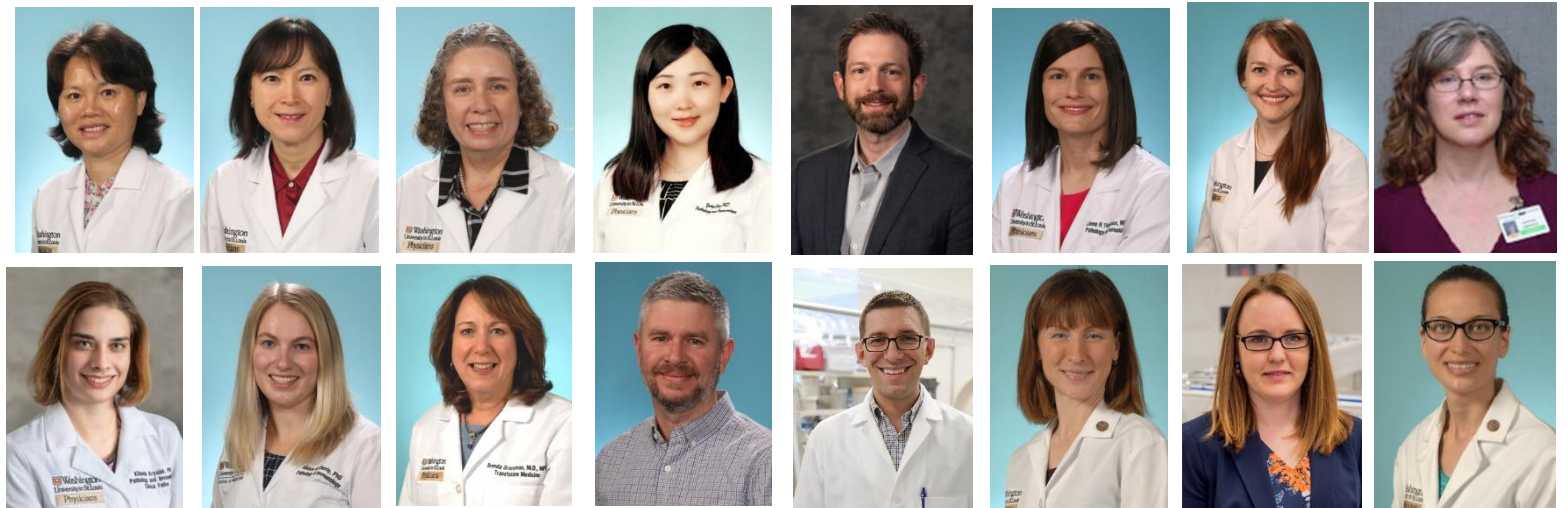


Embracing and Supporting Diversity, Equity, and Inclusion



OFD Representatives and Working Groups

- Identify, champion, and prioritize concerns across all dimensions of the Department of Pathology and Immunology ('eyes and ears')
- Provide preliminary feedback and consensus for new initiatives and policies that impact multiple stakeholders across the department
- Distribute effort and responsibilities for all new and on-going OFD activities, as appropriate
- Monthly meetings to update on all of the above



OFD Monthly Newsletter



Pathology & Immunology

Office of Faculty Development Newsletter: August 2022

Welcome New Faculty!

New Faculty Bios Link



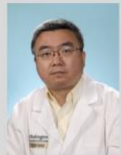
Sarah D Ackerman, Ph.D.
Assistant Professor
Neuroscience Program
Center for Brain Immunology and Glia (BIG)
Neuropathology



Bridgit O. Crews, PhD
Associate Professor
Medical Director,
Mass Spectrometry and
Clinical Toxicology
Laboratory and Genomic Medicine



Rebekah Dumm, PhD
Assistant Professor
Assistant Medical Director,
Microbiology
Laboratory and Genomic Medicine



Rongbin Ge, MD, PhD
Assistant Professor
Anatomic and Molecular Pathology



Liang-I Kang, MD, PhD
Instructor
Anatomic and Molecular Pathology



Laura Duque Lasio, MD
Assistant Professor
Department of Pediatrics
Department of Pathology & Immunology
Laboratory and Genomic Medicine

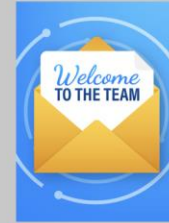


Cara L. Shirai, PhD
Instructor
Medical Director Automated Hematology
Assistant Medical Director of Flow Cytometry
Laboratory and Genomic Medicine



Mei San Tang, MD
Assistant Professor
Assistant Medical Director, HLA
Laboratory and Genomic Medicine

OFD Upcoming Programs



New Faculty Orientation

August 22, 2022, 2:00 - 4:30 pm
EPNEC Room 303
Questions: Email [Janet Braun](mailto:Janet.Braun@wustl.edu)

New Faculty Welcome Breakfast

August 24, 2022
9:00 - 10:00 am
EPNEC Great Room B
All faculty are invited to meet our newest colleagues.



Diversity Advisor Training

September 14, 2022, 10:30am - 12:00 pm via Zoom

As faculty, at some point we are called upon to assist with recruitment of staff, trainees and/or faculty. Creating a recruitment, screening, and hiring process that values diversity, equity and inclusion is an intentional effort that requires support.

The *Office of Diversity, Equity and Inclusion* will provide this diversity advisor training.

[Registration](#)



Diversity Book Discussion: Blindspot, Hidden Biases of Good People

Authors: Mahzarin R. Banaji and Anthony G. Greenwald

September 15, 2022, 4:00 - 5:00 pm

[Registration for Zoom link](#)

To receive a complimentary copy of the book contact [Janet Braun](mailto:Janet.Braun@wustl.edu).
15 copies available.

Open to faculty, trainees and staff.



Annual P & I Faculty and Staff Awards Program

October 20, 2022
4:00 - 5:00 pm Awards Ceremony in Moore Auditorium
5:00 - 6:00 pm Reception

OFD website

 Washington University School of Medicine in St. Louis

DEPARTMENT OF
Pathology & Immunology

ABOUT DIVISIONS RESEARCH EDUCATION CLINICAL SERVICES **FACULTY DEVELOPMENT** PEOPLE NEWS CALENDAR



Rooted in basic science

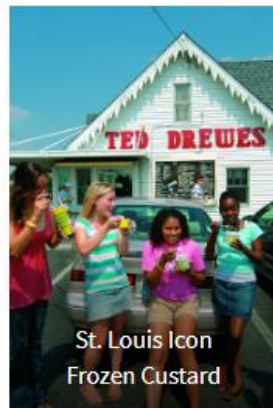
We believe that basic science research leads to exceptional training and high-quality clinical service.

<https://pathology.wustl.edu>

New Faculty Resources

Faculty Welcome

Welcome to Pathology & Immunology at Washington University School of Medicine. Arriving in a new city and establishing yourself in a new academic setting can be daunting. We have gathered information on this page with the goal to make your transition easier.



Office of Faculty Development

[Appointments and Promotions](#)

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[Diversity, Equity & Inclusion](#)

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[Mentor Program](#)

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[Professional Resources](#)

[Wellness Resources](#)

Wellness Resources



WUSTL Well-Being Hub

A central hub for all WUSTL wellness, family support, mental & emotional health and employee assistance program.



WUSTL Benefits Web Page

Important highlights:

- [WUCare](#) A primary care practice dedicated to WUSTL employees & family.
- [WU Direct](#) Priority access to subspecialty WU physicians for WUSTL employees & family.

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OFD Career Programs and Workshops

- Clinician Educator Portfolio (CEP)
- Writing Letters of Recommendation
- Diversity 1.0 -4.0; Erin Stamp
- HR 101; Gillian Boscan
- IRB; Abbey Keely
- Giving & Receiving Feedback; Sarah Bean, MD, Duke
- Communication Skills for Women Leaders; Diana Gray, MD
- Mentoring
- Strategies for Successful Publications
- Feedback symposium
- Time management series; Sue Johnson
- Grants Dos and Don'ts; Karen Dodson
- Conflict resolution; Jessica Kutchna-Miller
- Resilience; Tim Bono
- Work / Life Balance; Mark Zaydman

- **New Events**
- **Past presentation materials**
- **Recordings**
- **Reference Material**

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Mentoring and Promotions

- **Policies / Guidelines**
- **Support Materials**
- **Templates**
- **Examples**
- **Mentoring Program**

Office of Faculty
Development

Appointments and Promotions

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Officers

Professional Resources

Wellness Resources

Navigating Faculty Resources

- Human Resources
- Learn@Work (Compliance)
- WorkDay
- **Clinical systems (EPIC, CoPATH)**
- Human Studies (myIRB)
- Environmental Health and Safety

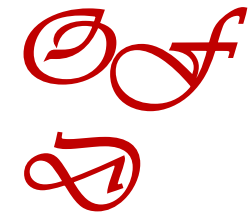
- Division of Biology and Biomedical Sciences (DBBS)
- Institute of Clinical and Translational Science (ICTS)
- Siteman Cancer Center (SCC)

- Clinical Training Research Center (CTRC)
- Shared Resource Facilities
- Institute for Informatics (I2)
- Bernard Becker Medical Library
- Office of Technology Management (OTM)
- Medical Public Affairs (MPA)

Administrative

Programmatic

Supportive





Categories Start your search here - what would you like to do?

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|--|--|--|---|
| Box login | Zoom | Proposal Development and Proposal Tracking PD/PT | WashU MyCanvas |
| DocuSign University eSignature account for fa... | Workday@WashU | myIRB login Human Subjects Research Applicati... | Bear Bucks for Faculty & Staff Add money to Bearbucks |
| Microsoft Teams | Legacy AISystem login Current FY22 FIN operations now o... | Legacy HRMS Read-Only Current HCM operations are now oc... | Directory & WUSTL Mobile app |
| OnCore login | Legacy ServiceNow Portal Ticketing portal for WUSM Facilities... | Qualtrics login Online surveys for faculty & staff use | PMWeb login |
| Planview PPM Pro WashU IT time reporting | Reserve-A-Space | OSIS login WUSM Online Spatial Information S... | Cognos login Data Warehouse reporting |
| ReadySet Recording Flu Vaccine | Workday Login | SmartWeb BJC/WUSM Directory | Subaward User Business System SUBSystem |
| Animal Protocols LAMPS | Shared Business Services Hub Servicenow request | WUGO WashU Group Organizer | Outlook login Email |
| WebAdvising login | Reserve a Room School of Medicine | Jira login WashU IT Issue management | Course Listings WUCRSL |
| BJC ServiceNow Ticketing portal for BJC | WUSTL COVID-19 Screening | Facilities Work Orders Servicenow request | Confluence login WashU IT Content management |

Showing 36 of 298

See More



<https://one.wustl.edu/>

Human Resources



Washington University in St. Louis

Human Resources

HRMS CAREERS BENEFITS POLICIES DEVELOP & LEARN WORK-LIFE WELLNESS ENGAGE MANAGERS



Enable a healthy
Mind/Body



Support you
Financially, today
and in the future



Help you achieve
balance in your
Work-Life



Foster an inclusive
Culture and vibrant
community centered
on collective success



Support your
Career so you
can learn, grow
and excel

Well-being resources to help you *thrive*, personally and professionally.

We care about you, and we're here to help.

<https://hr.wustl.edu/>

MEDICAL CAMPUS

Mid Campus Center Building
4590 Children's Place
St. Louis, MO 63110

314-935-2332
866-232-1482

Office of Ombuds



Office of the Ombuds

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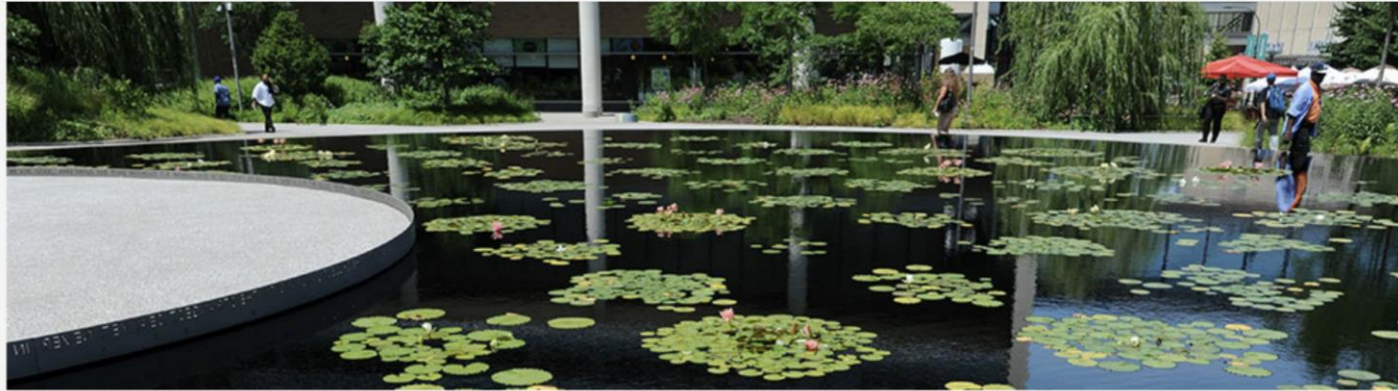


HOME

MEDICAL SCHOOL FACULTY

MEDICAL SCHOOL STUDENTS

MEDICAL SCHOOL STAFF



Helping School of Medicine members resolve conflicts

The Office of the Ombuds is a resource for faculty members and medical students that offers assistance in the informal resolution of work-related conflicts, advocates for fair treatment and process, and follows four distinctive principles of Confidentiality, Independence, Impartiality/Neutrality, Informality.

<https://ombuds.med.wustl.edu/>

Helpful Documents and Articles

- [Common Mistakes People Make in Handling Conflict \(pdf\)](#)
- [Do's and Don'ts When Your Behavior is Perceived as Offensive \(pdf\)](#)
- [Email Civility \(pdf\)](#)
- [Informal Strategies for Responding to Sexual Harrassment \(pdf\)](#)
- [Negotiation Strategies \(pdf\)](#)
- [Options for Creating a Record of Complaint \(pdf\)](#)
- [The Power of Apology \(pdf\)](#)
- [Practices of a Good Listener \(pdf\)](#)
- [Resistance or Cooperation \(pdf\)](#)
- [Responding to Complaints \(pdf\)](#)
- [Responding to Critical Supervisory Feedback \(pdf\)](#)
- [Resources for Bullying and Mobbing \(pdf\)](#)
- [Writing a Letter \(pdf\)](#)
- [We Have to Talk: A Step-By-Step Checklist for Difficult Conversations, by Judy Ringer](#)
- [Collaboration and Team Science: A Field Guide](#)

Learn@Work



Learn@Work

HOME TRAINING & RESOURCES COURSE CREATION AND REVIEW PROCESS FAQ SUPPORT ANNOUNCEMENTS AND STATUS



Learn@Work is a cloud- based learning management system (LMS) for Washington University employees.



Use Learn@Work to complete and track compliance-based training, LinkedIn Learning courses, and other professional development activities.

Learn@Work will help you manage your work and career planning at Washington University in a single application.

<https://sites.wustl.edu/learnatwork>

WorkDay



Announcements

5 items



Mass Submit Time Process Schedule Change

Managers, Timekeepers and Departmental HR Partners will now receive submitted time to approve in their Workday...



Upcoming Workday Maintenance Outages

Workday will be down intermittently throughout August for grant-related conversion activities in addition to



Beneficiaries in Workday

Going forward, life insurance beneficiary information must be updated directly in Workday. Once updated, the Workda...

[View More](#)



Applications

16 items



My Team Management



Career



Absence



Recruiting Dashboard



Pay



Benefits



Personal Information



Directory



Time and Absence



Emergency Management



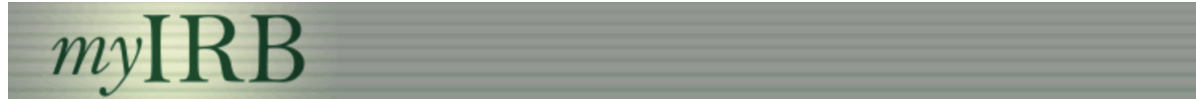
Expenses



Requests

<https://workday.wustl.edu>

Human Research Protections Office (HRPO)



Please Sign In

Changes with myIRB - Effective 7/1/2022

Exempt Application

- The Exempt application has been revised to improve the efficiency of the IRB submission and review process. Many questions that are not necessary to document eligibility for exempt review have been removed.
- A new Exempt Information Sheet template will also be available.

Stamping Recruitment Materials

- HRPO will no longer stamp recruitment materials.
- The IRB approval stamp will continue to be present and function for recruitment materials uploaded prior to 7/1/2022. When existing IRB stamped recruitment materials are revised or new recruitment materials are submitted, a stamp will not be accepted. Click [here](#) for the myIRB FAQ on editing materials previously stamped.

Featured Deadlines & Events

See all dates »

- | | |
|-----------|---|
| AUG 18 | myIRB Basic Navigation and New Project Training Time: 9:00am - 11:30am |
| AUG 26 | myIRB MOD/CR/REF/Close Training Time: 9:00am - 11:00am |
| SEP 13 | myIRB Basic Navigation and New Project Training Time: 9:00am - 11:00am |
| SEP 23 | myIRB MOD/CR/REF/Close Training Time: 9:00am - 11:00am |

- myIRB protocol submission system

Need help with your application?

Call SWAT! 314-747-6800

<https://hrpo.wustl.edu>

Division of Biology and Biomedical Sciences (DBBS)



Washington University in St. Louis Request Information | Post an Event | Make a Donation

Roy and Diana Vagelos
Division of Biology & Biomedical Sciences Search this site... »

HOME PHD PROGRAMS PROSPECTIVE STUDENTS STUDENT LIFE DIVERSITY & INCLUSION DBBS GRADUATES DBBS FACULTY UNDERGRAD RESEARCH RESOURCES

QUICK LINKS

- Biochemistry, Biophysics & Structural Biology
- Biomedical Informatics & Data Science
- Cancer Biology
- Computational and Systems Biology
- Developmental, Regenerative and Stem Cell Biology
- Evolution, Ecology and Population Biology
- Human and Statistical Genetics
- Immunology
- Molecular Cell Biology
- Molecular Genetics and Genomics
- Molecular Microbiology and Microbial Pathogenesis
- Neurosciences
- Plant and Microbial Biosciences


Student Forms

Student Profiles

Faculty Research

Division of Biology and Biomedical Sciences

The Division of Biology and Biomedical Sciences (DBBS) at Washington University in St. Louis offers exceptional doctoral training at one of the nation's preeminent biomedical research centers. The DBBS is organized into thirteen academic programs, each representing a different scientific area.



Prospective students apply to the Division rather than to an individual program. Students are admitted into a specific program but may change their Program affiliation as their interests develop. Faculty members from 30 plus departments across the university contribute to the admission, teaching and research training of the Division's students. Each Program has its own steering committee to provide students with personal attention, guiding them and addressing their needs during the first years of training. Steering committee members are conversant with the broad range of opportunities available to the student pursuing a graduate degree at Washington University, and they work for a precise match of interest, aptitude, Program and course of study.

Each of the 13 Programs establishes its own requirements for earning the Ph.D. degree, and progress toward the degree is monitored by the Program steering committee. The Ph.D. degree is granted by The Graduate School at Washington University.

- Graduate school program comprised of more than 420 faculty across the University (Medicine, Arts & Sciences, Engineering).
- More than 620 Ph.D. and M.D./Ph.D. (MSTP) Students
- 11 Interdepartmental Ph.D. Programs
- Support for graduate students, post-doctoral fellows, and their faculty mentors.
- DBBS application and affiliation required to host / mentor DBBS students.

<https://dbbs.wustl.edu>

Institute of Clinical and Translational Science (ICTS)



Search ICTS



RESEARCH SERVICES TOOLS & RESOURCES FUNDING EDUCATION & TRAINING COMMUNITY IMPACT ABOUT US



Accelerating clinical and translational research to improve health outcomes and the well-being of our communities.

Become a member today

ICTS Announcements

[2022 Winter Cycle NIH Mock Study Section Dates Posted](#)

[Washington University Institute of Clinical and Translational Sciences announces 5-year grant renewal from NIH's National Center for Advancing Translational Science \(NCATS\)](#)

- NIH-funded program network with emphasis on translational biomedical research
- Funding opportunities **JIT** **CTRF**
- Research services and core facilities
- Educational programs for career development
- **Clinical Research Training Center**
- Collaboration and networking
- Grant and manuscript preparation

How ICTS membership helps you

Whether you're a junior investigator or well established, ICTS membership can make an impact on your research and career.



Connect and Collaborate

Find collaborators within and across institutions.



Research Services

Connect with diverse resources and consulting services.



Funding Programs

Gain exclusive access to internal grant funding programs.



Education and Training

Participate in clinical and translational science training programs.

<http://icts.wustl.edu>

Siteman Cancer Center (SCC)



About Treatment Visiting Prevention Research Clinicians Give



Search



Research

Significant Research Advances

List of Researchers

Research Programs >

SPORE in Leukemia >

Center for Genome Integrity >

Learn About Clinical Trials

Shared Resources (Cores) >

Resources for Researchers >

SPORE in Pancreatic Cancer >

Funding Opportunities >

Training & Education >

Membership Information

Home | Research

Research



- NCI 'Exceptional' rated Comprehensive Cancer Center
- Membership levels for faculty with clinical or research focus in cancer
- Pre-clinical and clinical research programs
- Members have priority and discounted access to shared resource facilities
- Funding opportunities
- Educational opportunities
- Pre- / post- graduate trainee programs

<https://siteman.wustl.edu/research>

Office of the Vice Chancellor for Research (OVCR)



RESEARCH | *Office of the Vice Chancellor
for Research*

ABOUT TOPICS FUNDING MORE CONTACTS

Leadership. Support. Service.

Search for what you need. Search within

- COVID-19**
Online self-screening link; Check-in stations; Ramp up and return to campus guidelines, resources, and FAQs; Guidance on conducting research during COVID-19
- Core Facilities**
Search for Core Facilities to help researchers with services, expertise, or equipment
- Reporting International Relationships and Activities**
Best practices, FAQs, and resources for reporting and disclosing international relationships
- Fellowship Writing Workshops**
Undergraduate and graduate students workshop their NIH and NSF written proposals through a series of lectures and faculty-led small group sessions.

<https://research.wustl.edu/>

Shared Resource Core Facilities



- Siteman / ICTS Cores (Programmatic)
 - **Genome Technology Access Center (GTAC)**- sequencing
 - Genome Engineering and Stem Cell
 - **High Speed Cell Sorting- flow cytometry**
 - **Informatics Core Services (ICS)**
 - **Biostatistics**
 - Mass Spectrometry
 - Metabolomics
 - **Immunomonitoring Lab (IML)**- immunoassays, flow cytometry
 - **WU Center for Cell Imaging (WUCCI)**
 - Small Animal Imaging
 - **Tissue Procurement Core**
- Pathology and Immunology Cores (Departmental)
 - **Anatomic and Molecular Pathology (AMP) Core**
 - **Digital Imaging Center**
 - Electron Microscopy
 - Transgenic / Knockout Core
 - Hybridoma Center

<https://research.wustl.edu/core-facilities>

Institute for Informatics (I²)



Washington University School of Medicine in St. Louis

Search

Institute for Informatics (I²)

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COLLABORATE

Access the Tools You Need

From consultations to cutting-edge software, researchers partnering with I² can benefit from an array of data-mining technologies.

LEARN MORE

<https://informatics.wustl.edu/>

Bernard Becker Medical Library



BERNARD BECKER
MEDICAL LIBRARY

RESOURCES

SERVICES

ARCHIVES & RARE BOOKS

USING THE LIBRARY

HELP

Becker Website



Search ...

Search

SERVICES

Author Analytics & Support

Classes & Workshops

Clinical Rounding

Health Literacy & Communication

Research Computing

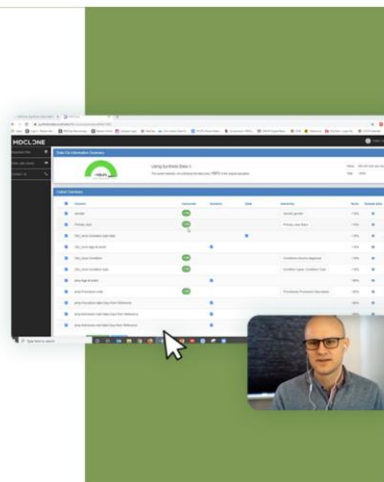
Search & Reference

Software Licensing

Systematic Reviews

REDCap and MDClone Virtual Office Hours

Every Tuesday and Wednesday



Upcoming Events

19
Aug

MDClone Workshop -
Introducing MDClone
Version 6

⌚ 12:00 pm - 1:30 pm

24
Aug

REDCap Virtual Office
Hours

⌚ 2:00 pm - 4:00 pm

MORE EVENTS

<https://becker.wustl.edu/>

Office of Technology Management (OTM)



Office of Technology Management/Tech Transfer

WASHU INNOVATIONS FOR INNOVATORS NEWS 

Fostering & protecting WashU innovation

[Disclose Invention](#) [Transfer Material](#) [License WashU Innovation](#)

<https://otm.wustl.edu/>

Medical Public Affairs (MPA)



Washington University School of Medicine in St. Louis

OFFICE OF
Medical Public Affairs

HOME WHO WE ARE WHAT WE DO RESOURCES FOR THE MEDIA GET IN TOUCH



COVID-19 communications: Please follow WashU guidelines if posting coronavirus-related content on your website or creating photos or video. [See COVID-19 guidelines »](#)

Our school has amazing stories to tell.
We're here to let the world know.

<https://publicaffairs.med.wustl.edu/>

← WUSM Pathology & Immunology
879 Tweets



Follow

WUSM Pathology & Immunology
@wusm_pathology

Pathology & Immunology at Washington University School of Medicine
St. Louis, MO pathology.wustl.edu Joined May 2020
2,321 Following 2,605 Followers

Tweets Tweets & replies Media Likes

WUSM Pathology & Immunology @wusm_pathology · Aug 17
Congratulation @theHumanBorch our CP Trainee of the Month for August! He is an outstanding scientist but very humble and approachable resident. In addition, he supports trainees with different backgrounds who are interested in academic career. @WUSTLmed #PSTP

We Tweet ! We Tweet !

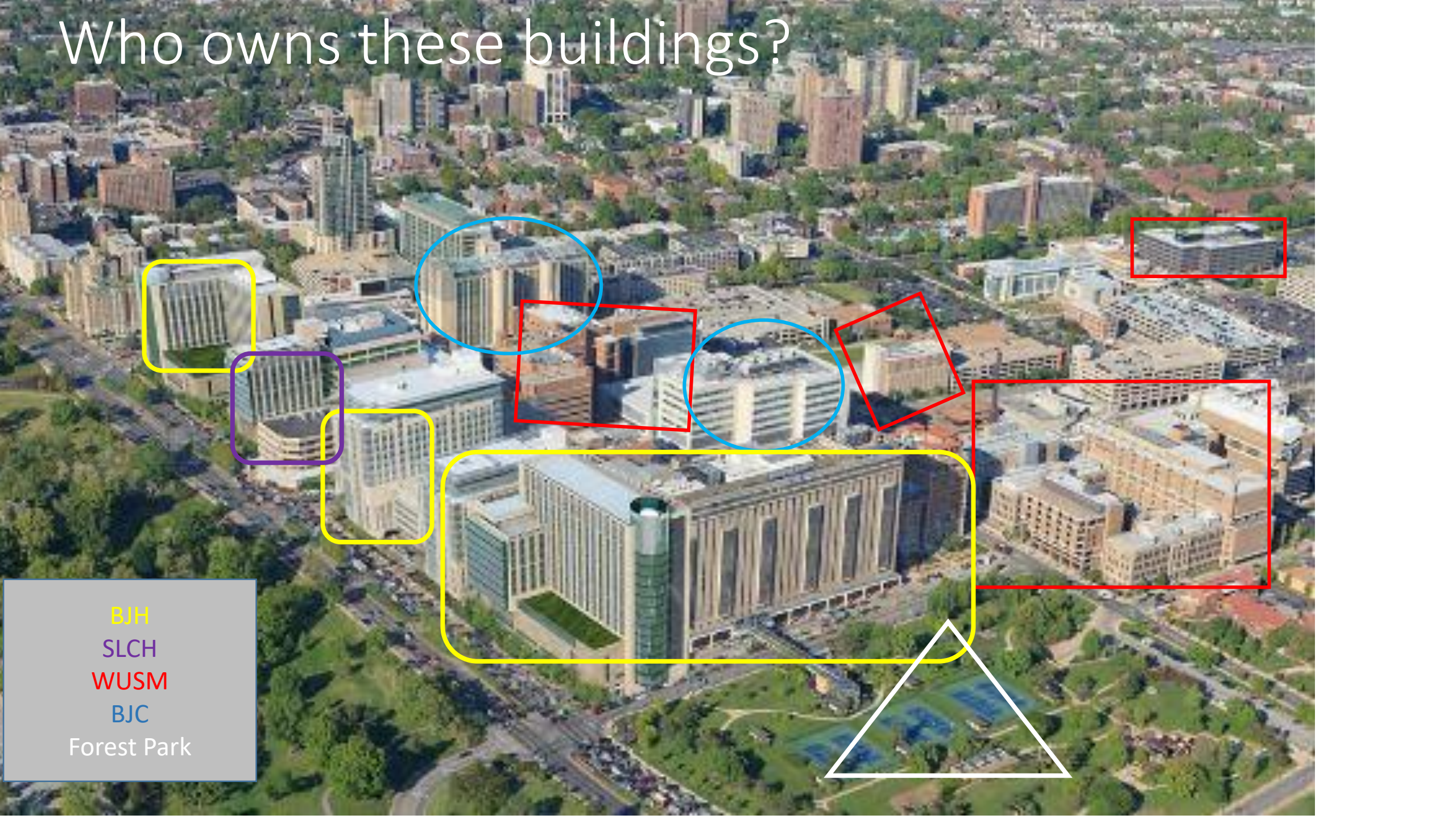


*Welcome
And
Thank You!*

Our academic healthcare organization... its complicated

Ann M. Gronowski, PhD

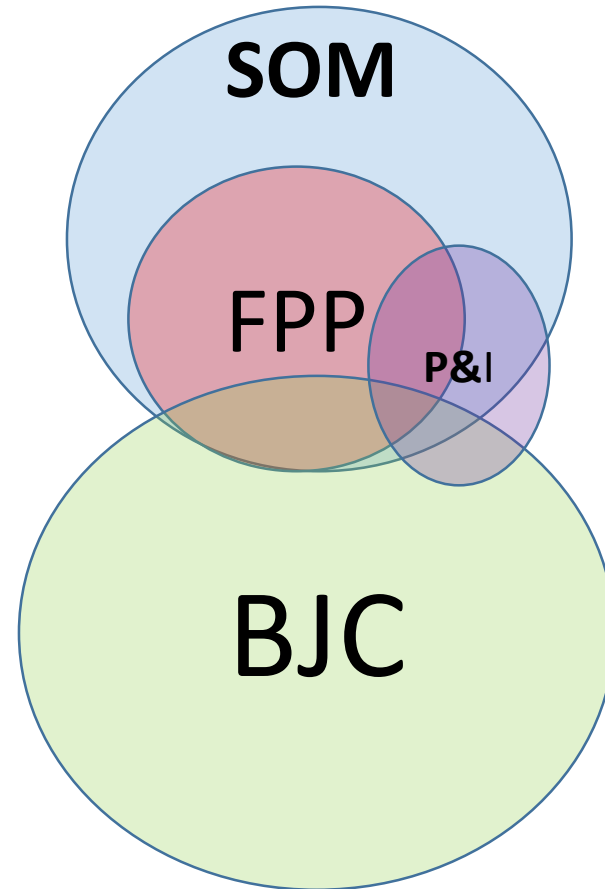
Who owns these buildings?

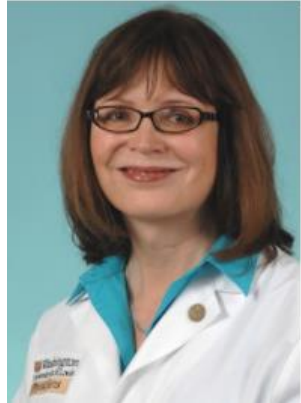


- BJH
- SLCH
- WUSM
- BJC
- Forest Park

Pathology,
School of Medicine,
BJH,
BJC
Leadership

P&I and the academic healthcare enterprise

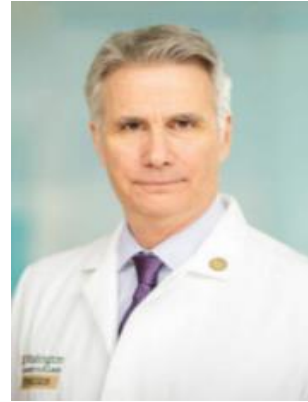




**Erika Crouch Vice chair
Educational Affairs**



**Co-Executive
business directors
JoAnne
Humphries
Eric Schnable**

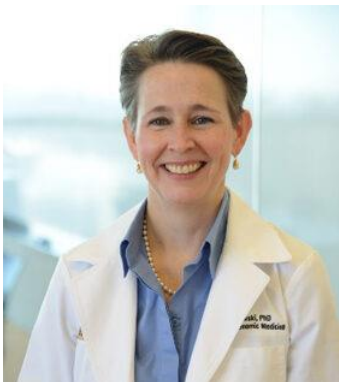


**Richard Cote
Head P&I**



**Mark Watson Vice Chair
Faculty Development**

**Ann Gronowski
Clinical Co-chief LGM**



**Gautam Dantus
Research Co-chief LGM**



**Joe Gaut
Chief AMP**



**Bob Schmidt
Chief Neuropathology**



**Kodi Ravichandra
Chief Immunobiology**



School of medicine: Executive Faculty centric

21 Heads of departments

6 Pre-clinical, 15 Clinical

Meet monthly

P&I: pre-clinical and a clinical department

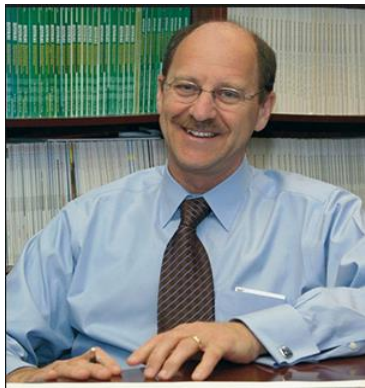
Executive faculty committees (governance, space, finance, promotions)

Faculty Practice Plan

Medical Executive Committee-BJH

Clinical Chiefs Committee-BJH

Pre-Clinical Faculty Meeting



David Perlmutter
Executive vice
chancellor for medical
affairs & Dean



Richard Stanton
Vice chancellor, Associate
dean for Administration &
Finance



Sam Bhayani
CMO Faculty Practice plan



Paul Scheel
CEO Faculty Practice plan



Renee Shellhass
Associate dean, faculty
promotions, career
development



Eva Aagaard
Senior Associate Dean,
Education, Vice
Chancellor for Medical
Education



Sherree Wilson
Associate Vice Chancellor and
Associate Dean of Diversity, Equity,
and Inclusion



Mark Lowe
Vice Chancellor for
Research and Sr.
Associate Dean for
Research

Dean has resources,
must earn support of Executive Faculty

Dean's world

Landlord of all space-collects rent

Indirect overhead-56% NIH grants

Faculty practice revenue tax

Medical school tuition

Gifts-big Gifts

Recruits Department Heads

Strategic planning and Vision

Clinical + research missions: equally crucial

Clinical-FFP

- Outstanding financial performance for now
- Subspecialty not multi-specialty
- Future success requires
 - Proving value to insurers
 - Meeting patient expectations
 - Growth outside academic campus
 - Applies to Pathology too

Research

- Top NIH funded medical school
- Collaborative research environment
- Core resources
- Strong grad students DBBS
- Research space constant issue
- Recruitment is challenging

Beyond the medical center campus:

1. Alton Memorial Hospital
2. Barnes-Jewish Hospital
3. Barnes-Jewish St. Peters Hospital
4. Barnes-Jewish West County Hospital
5. Boone Hospital Center
6. Christian Hospital
7. Memorial Hospital Belleville
8. Memorial Hospital East
9. Missouri Baptist Medical Center
10. Missouri Baptist Sullivan Hospital
11. Parkland Health Center
12. Parkland Health Center Bonne Terre
13. Progress West Hospital
14. St. Louis Children's Hospital
15. The Rehabilitation Institute of St. Louis



BJC HealthCare

The world's best medicine. Made better.

Brief History of BJC

revenue ~ 5 billion-largest employer in region

- 1992: Merger of Barnes & Jewish Hospitals
- 1993: Acquired Christian Hospital system
- 1994: Acquired Missouri Baptist, Sullivan, and SLCH
- Steve Lipstein era: 1994-2017: decentralized management
 - Management agreement Boone County Hospital-Columbia MO-ended April/2021
 - BJH bought suburban hospital-renamed Barnes-Jewish West County
 - BJC built 2 small suburban hospitals-Progress West, Barnes St. Peters
 - BJC-HealthSouth co-manages Rehab Institute of St. Louis
 - Purchased Parkland Hospital in Farmington MO
 - BJC affiliates with Bellville Memorial Hospital 2014-took over ownership April 2018
- 2012: “Make BJC Better” Huron Consultants
- 2022: “Positioning for the Future” different consultants

Who are these BJH/BJC leaders?



Rich Liekweg
BJC President,
CEO



Joan Magruder
Group Pres. BJC Healthcare
(Alton, Memorial, MoBap,
Sullivan, Parkland, SLCH)



Michael McManus
Pres. Memorial



Trish Lollo
Pres. SLCH



Ann Abad
Pres. MoBap



Christopher Miller, MD
BJC Sr VP, Chief Clinical
Officer



Bob Cannon
Group Pres. BJC Healthcare
(BJH, BJWCH, CH, St Peters,
Progress West)



Greg Patterson
Pres. BJWC



John Lynch MD
Pres. BJH



Angelleen Peters-Lewis
PhD RN
VP & COO BJH

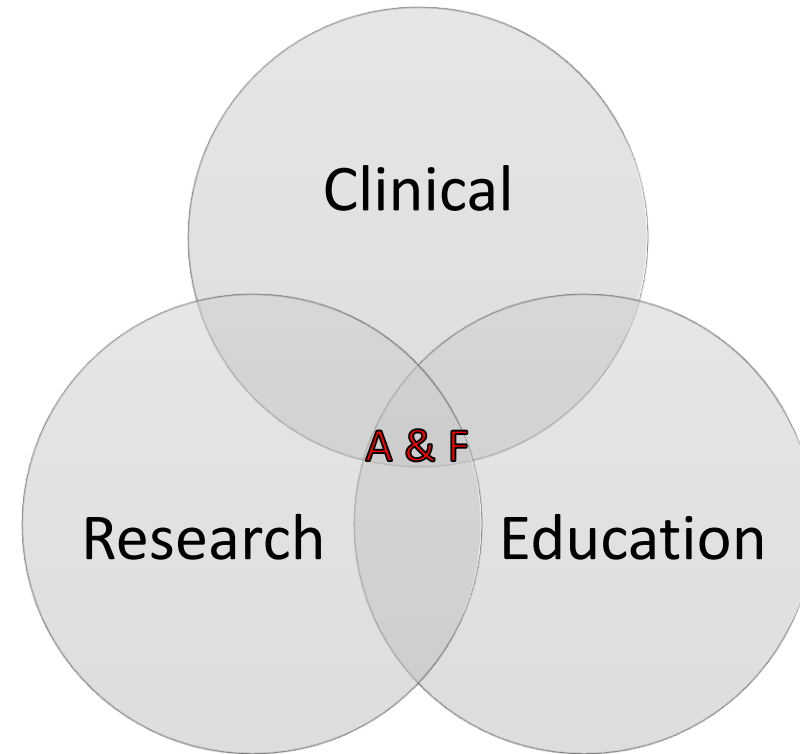
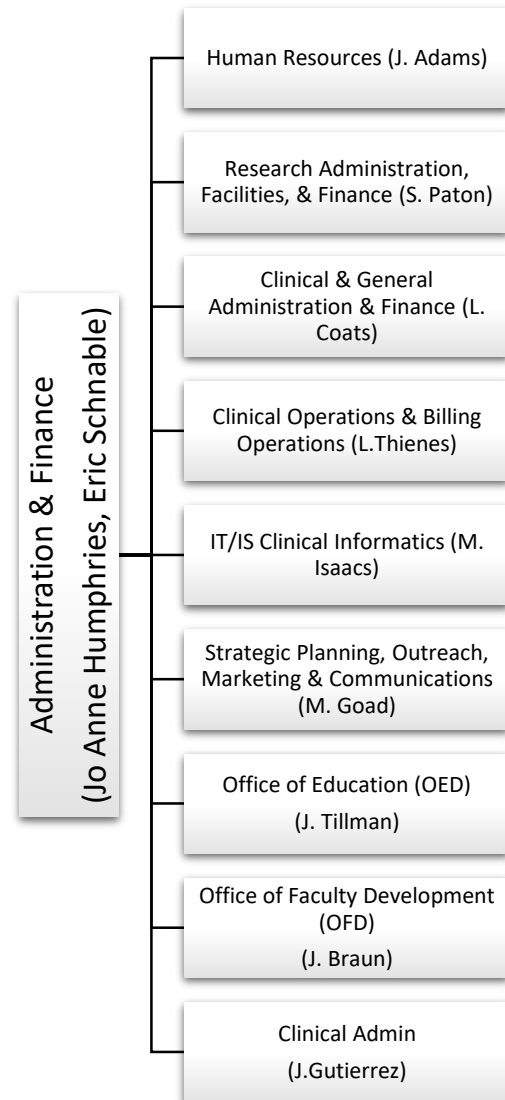


Katie Henderson MD
CMO BJH

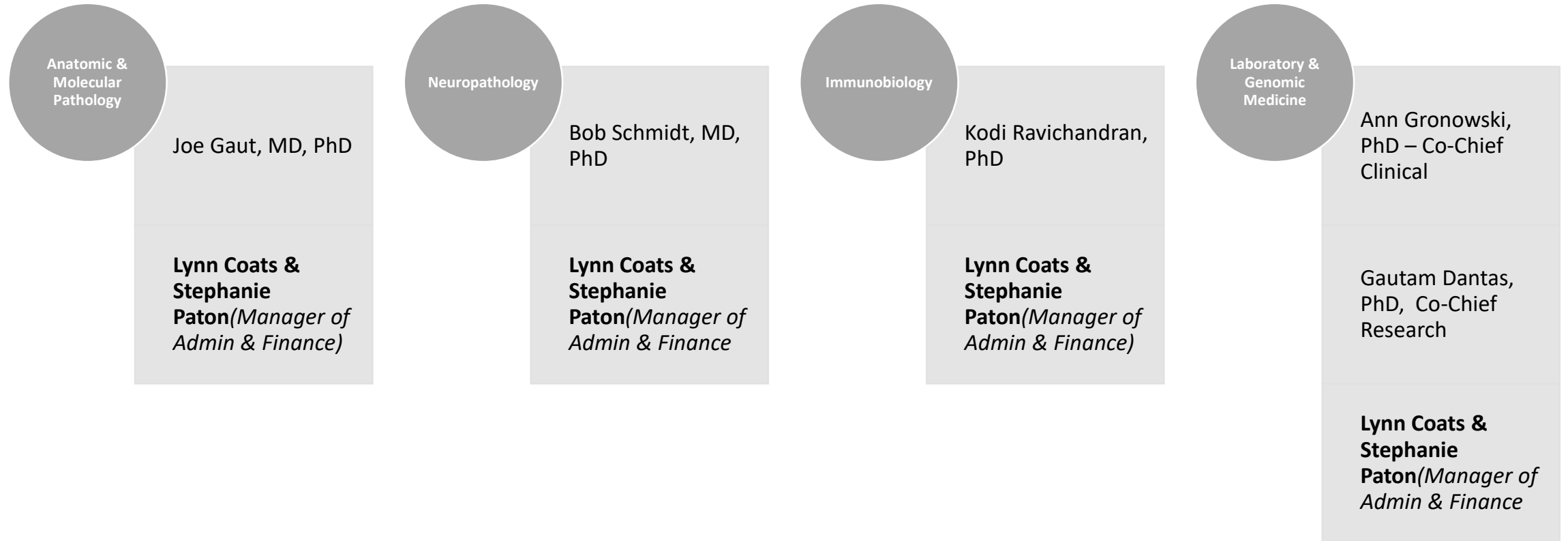
BJH revenue, revenue sharing, and the affiliation agreement

- BJH IRS status: non-profit hospital
- Net revenue = income-expenses
- Excess revenue-shared with WUSM ~50:50 up to a cap
- Affiliation agreement:
 - BJH owns and manages revenue generating services provided to in-patients and out-patients in BJH facilities
 - Radiology technical fees
 - Laboratory tests
 - Technical fees from surgical pathology (part B billing by AMP)
 - BJH may decline to provide or sell a billable service (EM, autopsy, FISH)
 - BJH retains right to decide vendor for outsourced services
 - **WUSM Dept. of Pathology is “another (special) vendor”**
- BJC +WUSM co-developments: Siteman cancer centers, orthopedic and pediatric out-patient centers, Epic

P&I Central Administration & Finance (A & F)



P&I Division Administration & Finance



P&I Office Administration & Finance

Office of
Education

Erika Crouch,
MD, PhD

Justavian Tillman
*(Manager of
Education
Administration)*

Office of
Faculty
Development

Mark Watson,
MD, PhD

Janet Braun
*(Manager of
Office of Faculty
Development)*

P&I Administration & Finance Leadership

- **Jenny Adams:** Sr. Mgr Dept Administration: West Building: jadams@wustl.edu
- **Janet Braun:** Asst to the Vice Chair: West Building: janetbraun@wustl.edu
- **Lynn Coats:** Business Director: West Building: coatsl@wustl.edu
- **Michele Goad:** Sr Manager Bus Dev: West Building: michele.goad@wustl.edu
- **Julie Gutierrez:** – Administrator Dept. Operations: BJCIH: julielgutierrez@wustl.edu
- **JoAnne Humphries:** Co-Executive Director: West Building: jhumphries@wustl.edu
- **Mike Isaacs:** Dir Clin Informatics/Bus Dev: West Building: isaacs@wustl.edu
- **Stephanie Paton:** Director Research: West Building: spaton@wustl.edu
- **Eric Schnable:** Co-Executive Director: West Building: eric_Schnable@wustl.edu
- **Lauri Thienes:** Sr Director Clinical Operations: Clayton Ave: thienesll@wustl.edu
- **Justavian Tillman:** Mgr Educational Program: West Building: justavian.tillman@wustl.edu

Appendix

For a list of the administrative assistants: [Faculty/Admin List](#)

Office of Education

Orientation for New Faculty
July 2023



Washington University in St. Louis

SCHOOL OF MEDICINE

Office of Education

- Established in May of 2020.
- An outcome of the department's 2019 Retreat and the development of the P&I Strategic Plan.
- Education Group for the Retreat recommended elevation of the educational mission and the coordination of educational activities across the department.

Our Goal Overarching Goal

Excellence in Education

- **Provide administrative support** for our educational programs, including the development and use of shared resources
- Interact with the Office of Faculty Development to **evaluate, promote, and reward faculty contributions** to the educational missions
- Interact with the Office of Faculty Development to **enhance trainee evaluation and mentorship**
- Identify gaps and barriers in current programs and **promote continuous quality improvement and best educational practices**
- Promote institutional **visibility of our educational programs**
- Develop and encourage **interdivisional educational endeavors** and activities.



How do you find us?

Washington University School of Medicine in St. Louis

DEPARTMENT OF
Pathology & Immunology

ABOUT DIVISIONS RESEARCH **EDUCATION** CLINICAL SERVICES FACULTY DEVELOPMENT PEOPLE

Office of Education

The overarching goals of this Office are to support the development of the department's educational programs and to provide administrative support and use of shared resources;

- Interact with the Office of Faculty Development to promote and reward faculty contributions to the education of students and residents;
- Enhance trainee evaluation and supervision;
- Identify gaps and barriers in curriculum and promote continuous quality improvement and best practices;
- Promote departmental and institutional educational programs; and
- Develop and encourage interdivisional educational endeavors and activities.

Please work with me to achieve our shared vision of excellence across the entire spectrum of our educational programs.

Erika Crouch MD, PhD
Vice Chair for Education

Office of Education
Residency
Clinical Fellowships
Physician Scientist Training Program
Graduate Program
Postdoctoral Research
Medical Student Education
Career Development
Our Graduates
Educational Conferences
Wellness Resources
Life in St. Louis

Office of Education

Administrative Cluster

5th Floor West Building

Administrative Staff

- Sharon Aibuschon
- Jeannie Doerr
- Kim Green
- Lana Torry
- Maria Turnbough



Justavian Tillman, EdD
Office of Education Manager
justavian.tillman@wustl.edu
314-273-6464

OE Sponsored Events

- Numerous trainee wellness events and activities throughout each year
- Annual Welcome and End of Year Dinners
- Trainee Research Symposium
- Selected departmental lectures, e.g., Lauren V. Ackerman Lecture Series
- Presentations by medical students completing elective rotations

WUSM Gateway Curriculum

Beginning its 4th academic year

- Horizontal and helical integration of basic, clinical, and social foundational sciences throughout the 4-year curriculum
- Competency-based with standardized and transparent assessment and coaching systems
- Evidence-based educational methodologies that emphasize active learning
- Longitudinal curricula that support the formation of identity as an academic leader


WUSM Gateway Curriculum

Diverse and Expanding Roles of P&I Faculty

- Curriculum Design and Build Teams for all three Phases
- Module 2 – Defense and Response to Injury Co-Leaders representing AMP and LGM (Erika Crouch & Brian Edelson)
- Longitudinal Gateway Threads
 - Histology and Pathology Thread Leader (Erika Crouch)
 - Genetics and Molecular Genetics Thread Leader (Ian Hagemann)
 - Laboratory Medicine Thread Leader (Suzie Thibodeaux)
- Recently approved Anatomic Pathology and Laboratory Medicine Advanced Clinical Rotation (Suzie Thibodeaux)
- Assistant Dean for Admissions (Ian Hagemann)
- Growing number of instructors . . .

Staying Informed - Gateway Curriculum

Join the Mailing List



EdUpdate Washington University School of Medicine
Office of Education

EdUpdate Newsletter Archive

from Office of Education

[join our mailing list](#)

06/06/2023 - [Time to Breathe and Recharge](#)

05/02/2023 - [Go and Do Good! \(Updated\)](#)

Erika Crouch, MD, PhD
Professor of Pathology and Immunology
Vice Chair for Education

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Education Leadership Steering Committee

Representation from All P&I Training Programs

- Residency Programs
- Clinical Fellowships
- Physician Scientist Training Program
- Undergraduate Medical Training – Gateway Curriculum
- Graduate Programs under the WUSM *Division of Biomedical and Biological Sciences (DBBS)*
- Post-graduate Research Programs

Questions & Answers