

Howard University College of Medicine

14th Annual Faculty Retreat



'A New Dawn for Development & Opportunity'
Demystifying and Embracing our Role in
Justice, Equity, Diversity, & Inclusion



May 25, 2023

8am-5pm

Kellogg Conference Center
Washington D.C.

HOWARD UNIVERSITY COLLEGE OF MEDICINE
OFFICE OF FACULTY DEVELOPMENT
&
JUSTICE EQUITY DIVERSITY AND INCLUSION (JEDI)

'A New Dawn for Development and Opportunity'
Demystifying and Embracing our Role in
Justice Equity Diversity & Inclusion

Marjorie C. Gondré-Lewis, Ph.D.
Professor
Associate Dean (I)

Ms. Veronica Bruce
Program Coordinator

MESSAGE FROM THE DEAN



Andrea Hayes Dixon MD, FACS

Dean, College of Medicine

Vice President of Clinical Affairs, Howard University

Welcome, esteemed faculty and guests of the College of Medicine! I look forward to this phase of engagement as we write a new chapter of our story together. Our mission is to educate the next generation of physicians, who will care for our underserved and underrepresented populations. We aim to provide the highest educational experience with the most talented faculty.

Successful training of the medical students and residents includes exposure to cutting-edge therapy, understanding how to critically evaluate a patient, make an accurate diagnosis, and sustain a treatment plan that fits with their lifestyle. It also includes creating a mind that will innovate to provide solutions for healthcare in the future. I am committed to ensure our faculty have necessary tools at their disposal to thrive within their careers in academic medicine, be at the cutting edge of information and technologies, and continue to provide outstanding education to students and residents.

We take pride in our 4-part mission of education, clinical excellence, research, and community. Our community is critically important to our success. We are integrated into our community so that we can empower them to understand their own biology, health, and wellness. I know our faculty are excited about discovery and research and providing the information we need to find cures for diabetes, hypertension, cancer, and mental health issues, amongst other diagnoses.

I look forward to a robust research culture, reconfigured teaching pedagogies, driven by an invested and involved faculty.

CONTINUING MEDICAL EDUCATION (CME)

Who Should Attend: The activity is designed for basic science and clinical faculty members in the College of Medicine to enhance their core competencies and optimize their talents in our academic environment.

Goals and Objectives: By the conclusion of the retreat, you will be able to:

1. Cite new initiatives being launched in the College of Medicine and Howard University
2. Understand the importance of JEDI initiatives in Academic Medicine at Howard University
3. Understand Cultural Humility and how to exercise it in your daily professional life
4. Identify the research resources available to you locally at the College of Medicine and broadly at HU
5. Identify how Machine Learning and Artificial Intelligence can impact your clinical, educational, and research endeavors
6. Develop techniques for giving and receiving feedback to/from trainees, peers, administrators
7. Understand planned activities for Faculty Development and for launching JEDI initiatives at HUCM

Sponsor Accreditation: Howard University College of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

Credits for Physicians: Howard University College of Medicine, Office of Continuing Medical Education, designates this educational activity for a maximum of 8.0 **AMA PRA Category 1 Credits**. Physicians should claim only credit commensurate with the extent of their participation in the activity. Non-clinical faculty should request a certificate of attendance from the CME office.

CME Certification Registration: To receive credits, each physician must sign-in with electronic device showing first and last name clearly visible; for each individual session attending.

Disclosure: All speakers participating in CME activities sponsored by the Office of Continuing Education, Howard University College of Medicine are expected to disclose to the audience any real or apparent conflict(s) of interest related to the content of their presentation(s). Full disclosure of speaker relationships will be made before and during the activity as needed. Those expecting to discuss “off-label” drug usage must identify that portion of the presentation as being related to “off-label” use of drugs.

Disclaimer: Howard University College of Medicine/Howard University Hospital, and their staff are not responsible for injury or illness resulting from the use of medications or modalities discussed during this educational activity.

DISCLOSURES:

The Planning Committee has nothing to disclose in relation to this activity:

Fatima M. Barnes, MEd, MPH., MSIS, MBA, Walter Bland, MD, LFAPA, Eve Boyle, PhD, PMP, Veronica Bruce, Angel S. Byrd, MD, Ph.D., Marjorie C. Gondré-Lewis, PhD, Dexter L. Lee, PhD, Cindy Philpot, MEd, Kisha Riddick, MBA, PMP.

These Speakers have nothing to disclose in relation to this activity:

David A. Acosta, M.D., Saurav Aryal, PhD, Legand L. Burge, III, PhD, Goulda A. Downer, PhD, FAND, RD, LN, CNS, Malika Fair, MD, MPH, FACEP, Byron D. Ford, PhD, Angelique Harris PhD, MA., Andrea Hayes Dixon MD FACS, Mark S. Johnson, MD MPH, Bruce A. Jones, PhD, Shalewa Noel, PhD, MPH, Richard Schottenfeld, MD, William Southerland, PhD, James Taylor, MD, Gloria Washington, PhD.

Speaker/Panelists Disclosures:

Thomas Mellman: Grant/Research- with Merck; Jazz Pharmaceuticals Co.. Consultant-Easai Pharmaceutical Co.

CME credits will be awarded commensurate to the level of participation; sign-in to each individual session is required to be awarded CME credits.

The function of education is to teach one to think intensively and to think critically. Intelligence plus character — that is the goal of true education.
—Martin Luther King, Jr.

My mother said I must always be intolerant of ignorance but understanding of illiteracy. That some people, unable to go to school, were more educated and more intelligent than college professors.
—Maya Angelou

The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.
—William A. Ward



AGENDA

REGISTRATION & BREAKFAST 7:00 a.m. – 8:00 a.m.

MORNING SESSION

WELCOME & OPENING REMARKS & RESEARCH OVERVIEW

- 8:00 a.m. – 8:10 a.m. **Marjorie C. Gondré-Lewis, Ph.D.**
Professor of Neuroscience, Department of Anatomy
Associate Dean (I) for Faculty Development and Justice Equity Diversity Inclusion
- 8:10 a.m. – 8:40 a.m. ***Making Bison TRAKS: How Do We Keep Moving Forward As A Herd***
Andrea Hayes Dixon MD FACS
Dean, Howard University College of Medicine, Vice President of Clinical Affairs
Chair of Surgery HUH
- 8:40 a.m. – 9:05 a.m. ***Journey to RI: Focus to “Attain” and Focus to “Sustain”***
Bruce A. Jones, Ph.D.
Professor and Vice President for Research, Howard University

ACADEMIC, STUDENT AFFAIRS, ADMISSIONS

- 9:05 a.m. – 9:30 a.m. ***Academic Affairs Update***
Debra H. Ford, MD
Sr. Associate Dean for Academic Affairs, Associate Professor, Department of Surgery,
Medical Director, HUHS Simulation and Clinical Skills Center
- 9:30 a.m. – 9:50 a.m. ***Student Affairs and Admissions Report***
David A. Rose, MD
Associate Dean, Student Affairs and Admissions, Howard University College of Medicine

Morning BREAK 9:50 a.m. – 10:00 a.m.

PLENARY SESSION

Keynote Speaker Introduction 10:00 am – 10:05am

- 10:05 a.m. – 10:55 a.m. ***“Emerging as Equity-Centered Health Profession Educators & Leaders in Academic Medicine & the Health Sciences: Leveraging & Empowering the Office of JEDI”***
Keynote Speaker: **David A. Acosta, M.D.**
Chief Diversity and Inclusion Officer, Equity, Diversity, and Inclusion Cluster
Association of American Medical Colleges
- 10:55 a.m. – 11:15 a.m. ***“Faculty Competencies to Address Diversity Equity and Inclusion”***
Guest Speaker: **Malika Fair, M.D., MPH, FACEP**
Senior Director, Equity and Social Accountability, Equity, Diversity, and Inclusion
Association of American Medical Colleges

Interactive Workshop

- 11:15 a.m. – 12:45 p.m. ***‘Strategies to Promote Cultural Humility’***
Presenter: **Angelique Harris PhD, MA**
Associate Dean of Diversity & Inclusion, Chobanian & Avedisian School of Medicine
Executive Director of Faculty Development – Boston University Medical Campus
Associate Professor, Department of Medicine – Boston University School of Medicine

LUNCH BREAK 12:45 p.m. – 1:15 p.m.

Announce “DEIJ” Survey

CME credits will be awarded commensurate to the level of participation; sign-in to each individual session is required to be awarded CME credits.

AGENDA

AFTERNOON SESSION

Research Landscape and Resources at the College of Medicine

- 1:15 p.m. – 1:40 p.m. ***‘Growth and Support of the Research Culture in the College of Medicine’***
Byron D. Ford, PhD
M. Wharton Young Professor and Chair, Department of Anatomy
Assistant Dean, Research and Graduate Studies
- 1:40 p.m. – 2:15 p.m. **Panel Discussion I: *HUCM Centers of Excellence***
Shalewa Noel, PhD, MPH, Executive Director Centers of Excellence Overview of the HUCM Centers of Excellence:
Richard Schottenfeld, MD, Director, CoE for Behavioral Health
James Taylor VI, MD, Director, CoE for Sickle Cell Disease
Goulda A. Downer, PhD, FAND, RD, LN, CNS, Principal Investigator CoE for Scholars
- 2:15 p.m. – 2:45 p.m. **Panel Discussion II: *HUCM Research Centers & Cores***
Mark S. Johnson, MD MPH, Principal Investigator,
Clinical Research Network for Health Equity,

William Southerland, PhD, Director of CCBB, PI of the RCMI, Int. Director of CADSA
Research Centers at Minority Institutions (RCMI),
Center for Computational Biology and Bioinformatics (CCBB),
Center for Applied Data Science and Analytics (CADSA)

Thomas Mellman, MD Director of the CCTR and SSSP, PI of GHUCCTS
Center for Clinical and Translational Research (CCTR), Stress/Sleep Studies Program (SSSP),
Georgetown Howard Universities Center for Clinical and Translational Science (GHUCCTS)

Using Novel Technology to Enhance Equity and Diversity in Research

- 2:45 p.m. – 3:30 p.m. ***Moderator: Dr. Kebreten Manaye***
Panel Discussion III: *Artificial Intelligence and Machine Learning (AI-ML) Consortium to Advance Health Equity and Researcher Diversity*
Lead Presenter: **Legand L. Burge, III, PhD**, Professor of Computer Science,
Executive Director Howard West/Google Tech Exchange, Fellow, AAAS
Department of Electrical Engineering and Computer Science
Anietie Andy, PhD Assistant Professor, Computer Science
Saurav Aryal, PhD, Sr. Researcher and Lecturer, Computer Science, PI EIDC, Amazon Research Fellow
Gloria Washington, PhD Associate Professor, Computer Science, PI HCAII

Afternoon BREAK 3:30 p.m. – 3:40 p.m.

Dean's Strategic Plan Poll

- 3:40 p.m. – 4:45 p.m. ***L. I. F. T. Feedback Training: A Framework and Communication Tool for Inclusive Institutions***
Angelique Harris PhD, MA
Associate Dean of Diversity & Inclusion, Chobanian & Avedisian School of Medicine
Executive Director of Faculty Development – Boston University Medical Campus
Associate Professor, Department of Medicine –Boston University School of Medicine
- 4:45 p.m. – 5:00 p.m. ***A Path Forward***
Marjorie C. Gondré-Lewis, PhD
Associate Dean (I), Office of Faculty Development, Justice Equity Diversity Inclusion
INTRODUCTION OF NEW FACULTY/WRAP-UP / Q&A / EVALUATION FORMS

Reception 5:00 p.m. – 6:00 p.m.

CME credits will be awarded commensurate to the level of participation; sign-in to each individual session is required to be awarded CME credits.

WELCOME AND OPENING REMARKS



Marjorie C. Gondré-Lewis, Ph.D.

Professor
Associate Dean (I),
Faculty Development &
Justice, Equity, Diversity, and Inclusion

Welcome Remarks

*see page 16 for bio



Andrea A. Hayes Dixon MD FACS

Dean, Howard University College of Medicine
Vice President of Clinical Affairs
Chair of Surgery HUH

***“Making Bison TRAKS: How Do We
Keep Moving Forward As A Herd”***



Bruce A. Jones, Ph.D.

Professor
Vice President for Research
Howard University

***Journey to RI: Focus to “Attain”
and Focus to “Sustain”***

Andrea Hayes Dixon, MD, FACS is the Professor and Chair of Surgery at Howard University College of Medicine (HUCM). She is also the Associate Director of the Cancer Center. In October of 2022, she was appointed to the position of Dean of the College of Medicine and Vice President of Clinical Affairs for Howard University. Dr. Hayes Dixon is the first African American female pediatric surgeon in the USA and the first female Dean at the HUCOM. She is nationally and internationally known for her work pioneering Desmoplastic Small Round Cell Tumor (DSRCT). Her patients request her services from around the world because she was the first to do hyperthermic intraperitoneal chemotherapy, HIPEC, and cytoreductive surgery in a child. She has a basic science laboratory which focuses on finding a cure for DSRCT. She has cared for the largest number of DSRCT patients at any one hospital and by any one surgeon. Dr. Hayes Dixon was appointed by President Trump to the National Cancer Advisory Board. (The National Cancer Advisory Board reports to the Director of the National Cancer Institute and the Secretary of Health). Dr Hayes Dixon has published over 160 manuscripts and dozens of book chapters.

Bruce A. Jones, Ph.D. is the Vice President for Research and a Professor of Political Science at Howard University. Dr. Jones is responsible for overseeing the University’s research enterprise while spearheading the development of a diverse, robust research portfolio. In less than five years, the grant portfolio at Howard University has more than tripled in size to over \$100 million under the leadership of Dr. Jones. In January 2023, Howard University became the first HBCU in the United States to become the recipient of a University Affiliated Research Center (UARC) with a 5- year \$90 million contract from the Department of Defense-Air Force to focus on research in Artificial Intelligence and Machine Learning.

Howard University Hits Record for HBCU Funding

<https://www.axios.com/local/washington-dc/2022/10/21/howard-university-hits-record-for-hbcu-research-funding>

Howard University Selected to Lead 15th University Affiliated Research Center

<https://www.af.mil/News/Article-Display/Article/3303970/howard-university-selected-to-lead-15th-university-affiliated-research-center/>

Dr. Jones brings more than 25 years of academic and administrative experience in higher education and the nonprofit sector to Howard University. Most recently, he served in a number of roles at the University of Houston, including Vice Provost for Academic Programs and Interim Vice Provost and Dean of the Graduate School. Over the course of his career, Dr. Jones has held two endowed chair professorships; one with the University of Missouri and another with the University of South Florida, where he grew an external grant portfolio from an estimated \$625,000 to more than \$30 million. Dr. Jones has extensive experience working with philanthropic institutions across the United States on program funding strategies, strategic planning and evaluation.

ACADEMIC OVERVIEW



Debra H. Ford, M.D.

Debra Holly Ford, MD, FACS, FASCRS, MAMSE is Associate Professor of Surgery and Senior Associate Dean for Academic Affairs at HUCM. She is the founding Medical Director of the Howard University Health Sciences Simulation and Clinical Skills Centers, and Chief, Division of Colon and Rectal Surgery. After graduating from HUCM in 1986 as the top-ranking medical student, she became the first African American woman to obtain board certification in Colon and Rectal Surgery and to become a Fellow of the American Society of Colon and Rectal Surgeons (ASCRS). She is a past chair of the National Medical Association-Surgical Section, and a past executive board member of the Society of Black Academic Surgeons. She is a member of Alpha Omega Alpha Honor Medical Society and Gold Humanism Honor Society. A recipient of many teaching awards, Dr. Ford is actively involved in teaching at every level of undergraduate and graduate medical education. Dr. Ford has been instrumental in developing and supporting simulation in healthcare curricula across the Howard University Health Sciences

Enterprise. She developed a mandatory intern readiness course and other surgical specialty skills courses to ease the UGME to GME transition. Dr. Ford was inducted as a Member of the American College of Surgeons' Academy of Master Surgeon Educators in 2021. She is a skilled colon and rectal surgeon and has been recognized for her clinical acumen and surgical skill. In her rare spare time, she loves to watch all things Sci-Fi and loves documenting life through photography.

Objectives:

- Review the goals of the College of Medicine curriculum
- Review the current academic year with regards to education
- Review LCME Standards and timeline for the 2025 accreditation visit
- Review AAMC GQ data: 2018-2022
- Review the outcomes of the matriculants

STUDENT AFFAIRS & ADMISSIONS UPDATE



David A. Rose, M.D.

David Rose, M.D. is a board-certified vascular surgeon, an Associate Professor of Surgery, and the Associate of Dean of Admissions and Student Affairs in the College of Medicine. He obtained his medical degree from Howard University College of Medicine, completed his general surgery residency at Howard University Hospital and did his vascular fellowship at Newark Beth Israel Hospital in New Jersey. Dr. Rose returned to Howard University Hospital in 1997 to the Department of surgery. His career has been dedicated to resident and student education and his clinical practice has focused on improving the care of dialysis patients. He has served as surgery clerkship director and has taught more than 2000 students. He has also served on numerous committees in the hospital setting related to quality improvement. In the College of Medicine his focus is on admissions and career planning. In his current role as associate Dean he seeks to admit students whose ideals are consistent with the mission of the college and to successfully guide these students through the process of obtaining competitive residency positions.

Objectives:

- History, Mission
- Review Match 2023 and Admissions 2023 data
- Review of Outcomes

KEYNOTE SPEAKER



David A. Acosta, MD

Dr. David Acosta is Chief Diversity and Inclusion officer at the American Association of Medical Colleges (AAMC). He provides strategic vision and leadership for the AAMC's diversity and inclusion activities across the medical education community, and leads the association's Equity, Diversity and Inclusion unit.

A board-certified physician of family medicine, Dr. Acosta joined the AAMC from the University of California (UC), Davis School of Medicine where he served as senior associate dean for equity, diversity, and inclusion and associate vice chancellor for diversity and inclusion and chief diversity officer for UC Davis Health System. He previously served as the inaugural chief diversity officer at the University of Washington (UW) School of Medicine, where he established a rural health fellowship program for Tacoma Family Medicine, a residency program affiliated with the UW Department of Family Medicine.

Talk Title:

“Emerging as Equity-Centered Health Profession Educators & Leaders in Academic Medicine & the Health Sciences: Leveraging & Empowering the Office of JEDI”

Objectives:

- Analyze the status of JEDI in academic medicine.
- Examine and reflect on the institutional **landscape** and the “lived experiences” of learners and faculty within the learning and workplace environments.
- Discuss some of the challenges, issues and concerns faculty are facing.
- Describe how the practice of **conscious inclusion** and the practice of **equity-mindedness** can create the vision for becoming equity-centered.
- Explore the role that the Office of JEDI & faculty can play as partners and the contributions they collectively can make in helping the College of Medicine emerge as an equity-centered institution.

GUEST SPEAKER

Faculty Competencies for DEI



Malika Fair, MD, MPH

Malika Fair, MD, MPH is the Senior Director of Equity and Social Accountability at the Association of American Medical Colleges (AAMC). Dr. Fair develops programs and initiatives with multidisciplinary partners and local communities to advance equity, racial justice, population health, and accountability through a continuous equity improvement lens. Within the AAMC Strategic Plan, Dr. Fair leads one of the 10 action plans for the AAMC: *Equipping Academic Medicine to be More Inclusive and Equitable*. Within this action plan, Dr. Fair oversees the plan to address and eliminate racism within Academic Medicine. Her work assists the academic medicine community in becoming anti-racist leaders who acknowledge and understand systemic racial inequities and cultivate evidence-based policies and practices that promote racial justice and equity in our communities, education and research institutions, and health care systems.

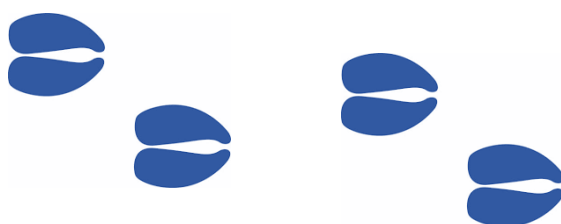
Dr. Fair is also an Associate Clinical Professor in the Department of Emergency Medicine of The George Washington University. She is the Vice Chair of the Advisory Board of the Griffith Leadership Center within the University of Michigan School of Public Health and Department of Health Management and Policy and serves on the Fiscal Control Board of Directors for United Medical Center in Washington, DC. In 2019, Dr. Fair was selected to serve on the Mayor's Commission on Healthcare Systems Transformation for the District of Columbia and to be included in the 40 Under 40 Leaders in Minority Health by the National Minority Quality Forum. Dr. Fair completed her residency training and chief residency at Carolinas Medical Center in Charlotte, NC. She received her medical and Master of Public Health degrees from the University of Michigan and Bachelor of Science from Stanford University.

Talk Title:

“Faculty Competencies to Address Diversity, Equity, and Inclusion”

Objectives:

- Understand the role of faculty in advancing DEI
- Review DEI competencies at the Faculty Level
- Describe examples to incorporate DEI in Teaching and Practice



WORKSHOP LEADER

Cultural Humility (a.m.), L.I.F.T. Feedback Training (p.m.)



Angelique Harris, PhD

Angelique C. Harris, Ph.D. is the Associate Dean for Diversity & Inclusion at the Chobanian & Avedisian School of Medicine, the Executive Director of Faculty Development for BU Medical Campus, and Associate Professor in the Department of Medicine and in the Section, General Internal Medicine. Dr. Harris creates, implements, and leads innovative programs, trainings, and initiatives designed to promote more inclusive working and learning environments for faculty, students, and staff in the academic health sciences and STEMM. An applied medical sociologist, Dr. Harris's other areas of research include health and community activism, race and ethnicity, gender and sexualities, religious studies, cultural studies, and has conducted extensive research exploring sociocultural constructions of health, illness, and medicine within structurally marginalized communities. Dr. Harris has authored and co-

authored dozens of books, articles, and essays, including *Womanist AIDS Activism in the United States: "It's Who We Are"* (Roman & Littlefield, 2022), *Queer People of Color: Connected but Not Comfortable* (Lynne Rienner, 2018) and the *Intersections of Race and Sexuality* (Palgrave Macmillan, 2017) book series.

Morning: Workshop I:

"Strategies to Promote Cultural Humility"

Objectives:

- Understand the complexities of identity & the importance of cultural humility to inclusive learning and working environments
- Understand Inclusion & related concepts
- Examine the Importance inclusivity has to education, research, service
- Practice identifying strategies to promote cultural humility



Afternoon Workshop II:

L. I. F. T.: A Framework and Communication Tool for Inclusive Institutions

Objectives:

- Understand the importance an inclusive culture has to our institutional mission
- Understand application of LIFT as a communication tool
- Develop self-efficacy in providing & receiving feedback to create inclusive spaces and interactions
 - Providing feedback in a power differential
 - Receiving feedback on what you could have done differently.
 - Walking back a mistake



RESEARCH LANDSCAPE



Byron D. Ford, PhD

Moderator for Research Panels I & II

Byron Ford, Ph.D., is the M. Wharton Young Professor and Chair of the Department of Anatomy and Assistant Dean for Research and Graduate Studies in the College of Medicine. From 2015-2022 he served as Professor and Associate Dean of Medical Education at the University of California-Riverside School of Medicine. Dr. Ford's research has studied the cellular and molecular mechanisms involved in stroke for more than 20 years. He has been the recipient of National Institutes of Health (NIH) and Department of Defense grants to investigate the neuroprotective roles of neuregulin-1 (NRG-1) in stroke, traumatic brain injury (TBI), cerebral malaria and as a countermeasure for nerve agent exposure. Dr. Ford's work has yielded multiple U.S. and international patents and is leading the development of new therapies for stroke and neuroinflammatory disorders. Previously, Dr. Ford was Professor and Vice Chairman in the Department of Neurobiology at the Morehouse School of Medicine (2001-2015). Dr. Ford received his B.S. in Biology from Grambling State University and Ph.D. in Neurophysiology from Meharry Medical College. He completed postdoctoral studies at Harvard Medical School and the NIH. Dr. Ford was a member of the National Institute for Neurological Disorders and Stroke (NINDS) Advisory Council at NIH from 2012-2016.

Talk Title:

‘Growth and Support of the Research Culture in the College of Medicine’

Objectives:

- To describe the organization of the HU Office of Research
- To demonstrate infrastructure and grant support initiatives at HUCM
- To introduce the Interdisciplinary Biomedical Sciences Graduate Program



Panel I: HUCM Centers of Excellence



Shalewa Noel, PhD, MPH
Executive Director
Centers of Excellence
Howard University



Richard S. Schottenfeld, MD
Professor and Chair
Department of Psychiatry and
Behavioral Sciences
Howard University College of Medicine
and Hospital
Director of Behavioral Health CoE



James G. Taylor VI
Professor and Director
Center for Sickle Cell Disease
Howard University College of Medicine
and Hospital
Director of Sickle Cell Disease CoE

About the HU Centers of Excellence

The District of Columbia and Howard University have a partnership to improve access to health care and have implemented five Centers of Excellence (CoE): 1) Behavioral Health (Dr. Schottenfeld), 2) Oral Health (Dr. Tanya Greenfield, DDS), 3) Sickle Cell Disease (Dr. J.G. Taylor), 4) Trauma and Violence Prevention (Dr. Mallory Williams), and 5) Women's Health (Dr. V. MacDonald).

Through innovative, measurable, and sustainable programs, the CoEs: 1) enhance health care access and quality of care for residents in the DC area, 2) develop and disseminate models of care that enhance health equity, and 3) strengthen training and educational opportunities for the next generation of African American physicians and health professionals.

Goulda A. Downer, PhD, FAND, RD, LN, CNS

Principal Investigator/Associate Professor
Howard University College of Medicine
HU Telehealth Training Center

Director, Center of Excellence for Scholars



Objectives:

- Learn the framework of each CoE and activities engaged in since their establishment.
- Learn about opportunities for Clinical/Population Research and Faculty Development within CoEs
- Learn about resources and staff available to facilitate engagement.

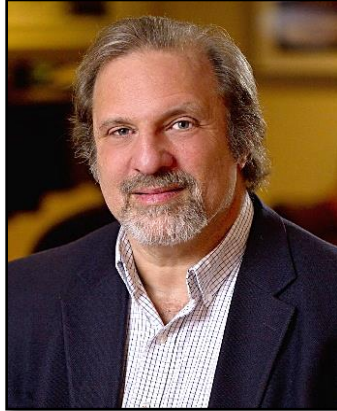
Panel II: HUCM Research Centers and Cores



Mark S. Johnson, MD MPH

Professor, Community and Family Medicine
Principal Investigator

Clinical Research Network for Health Equity
Howard University



Thomas Mellman, MD

Professor, Psychiatry
Director of the Center for Clinical and
Translational Research, and the
Stress/Sleep Studies Program

Principal investigator, **Georgetown**
Howard Universities Center for Clinical
and Translational Science (GHUCCTS)



William Southerland, PhD

Professor, Department of Biochemistry
Director, HU Center for Computational Biology and
Bioinformatics (CCBB),
Interim Director of the **Howard University Center for**
Applied Data Science and Analytics (CADSA)
Principal Investigator of the **Howard University**
Research Centers in Minority Institutions (RCMI)
Program



Dr. Johnson:

'The Clinical Research Network for Health Equity'

Objective:

- Understand the resources, collaborations, and opportunities available through the Clinical Research Network

Dr. Southerland:

'HU Research Centers in Minority Institutions Program and the HU Center for Applied Data Science & Analytics (CADSA)'

Objectives:

- To Introduce the Howard University College of Medicine community to the resources available at the RCMI Program to support their research efforts.
- To introduce the HUCM Community to the resources available at the HU Center for Applied Data Science & Analytics (CADSA) to support their research and teaching efforts

Dr. Mellman:

'Participating in Research and what the Georgetown Howard Center for Clinical and Translational Science can do for YOU'

Objectives:

- To motivate the participants to engage in research activity
- To familiarize the participants with the written presentation of research
- To familiarize the participants with resources provided by GHUCCTS



Panel III: ARTIFICIAL INTELLIGENCE and MACHINE LEARNING AI/ML in ACADEMIC MEDICINE



MODERATOR

Kebreten Manaye, M.D. is Professor and Chair of the Department of Physiology and Biophysics at Howard University College of Medicine and the current President of the National Association of Chairs of Physiology Departments, the 1st Black woman to serve in this capacity. Dr. Manaye and collaborators are leveraging advances in neuroscience and cognitive science (NCS) to develop new AI to support a theoretical foundation for NCS. Other collaborations aim at understanding brain plasticity through the use of AI.

Guest Panelists from the Howard University School of Engineering

Legand Burge, III, Ph.D. is Professor of Computer Science and Executive Director for the Howard West initiative at Howard University. His primary research is in distributed computing and its applications in the design and development of social-technical systems. He investigates the design and development of smart spaces to support immersive learning within a classroom, and that facilitate the innovation process in distributed teams. He collaborates with the Howard University Medical School's RCMi Center to utilize historical medical data to develop precision medicine tools to manage, detect, and prevent chronic diseases affecting African Americans.

Dr. Burge researches design patterns for consensus algorithms for distributed Blockchain solutions. His research has been funded by NSF, NIH, Dept of Education, DHS, AFSOR, and various industry companies such as Amazon, and Google. He was recently funded to design and develop socio-technology that will triage elderly adults who suffer from cognitive decline utilizing ML/AI for Modeling Vocal Prosody and Facial Expressions. Dr. Burge is the PI for the AIM-AHEAD Data Science Training Core; an NIH funded consortium to increase underrepresented researchers with AI/ML skills to advance Health Equity.

Dr. Burge is involved in Computer Science Education and Diversity, and Tech Entrepreneurship and Innovation. He is a certified Lean Launchpad Educator, Stanford D-School Design Thinker and co-founder of XediaLabs, a DC-based startup studio that provides training and technical consulting to local startups.

Dr. Burge has been featured in several articles, radio, and conference panels regarding diversity and inclusion in tech, and conducted a TedX talk on HBCUs role in the innovation and entrepreneurship ecosystem for African Americans. Dr. Burge is a Fellow of AAAS, BEYA Innovation Award recipient, and a Fulbright Scholar recipient.



Legand L. Burge, III, PhD
Executive Director Howard
West/Google Tech Exchange,
Fellow, AAAS
Lead Panelist

Talk /Panel Title:

“Artificial Intelligence and Machine Learning Consortium to Advance Health Equity and Researcher Diversity”

Objectives:

- Discuss the impact of AI on medical research, training and overall faculty productivity.
- Discuss several Funded Programs to engage faculty in health/medical-related research
- Have a conversation around forming interdisciplinary teams of Computer Science and CoM faculty for AI research on Health Disparities and Health Equity

Panel III: AI/ML in ACADEMIC MEDICINE (Cont'd)



Gloria Washington, PhD

Associate Professor, Computer Science, PI HCAII

Gloria Washington, Ph.D. is Associate Professor of Computer Science at Howard University. She runs the Affective Biometrics Lab with students. She has been interviewed on AI Bias by National Geographic. She is a technology researcher that focuses on the intersection of human-centered computing, affective computing, and biometrics. She believes her research seeks to give voices to the underserved and marginalized by asking questions like: "how can technology impact positive human emotions while reducing systematic racism and barriers to equity and how can technology build lasting social impact through requiring persons to feel empathy...not just look away?" She has more than fifteen years in Government service and has broadly presented her research throughout industry. Dr. Washington holds a BS in Computer Information Systems from Lincoln University of Missouri, and MS and PhD degrees in Computer Science from The George Washington University.



Saurav Aryal, PhD,

Sr. Researcher and Lecturer,
Computer Science, PI EIDC,
Amazon Research Fellow

Saurav Aryal, Ph.D. is a full-time Lecturer at the Department of Electrical Engineering and Computer Science and a Research Scientist with the Affective Biometrics Lab at Howard University. His doctoral training focused on the adaptive design of experiments, Big Data, Artificial Intelligence (AI), and predictive analytics. His research examines and collaborates on interdisciplinary applications of AI and resulting biases in healthcare and the environment. He has published in reputed computer science conferences, including the Association for Computing Machinery (ACM) and the Association for the Advancement of Artificial Intelligence (AAAI). He was recently awarded a \$500,000 grant, in collaboration with Blocpower and Bezos Earth Fund, for research on indoor air quality and the development of a personal-ownership framework for open-source environmental data.



Anietie Andy, PhD

Assistant Professor
Computer Science

Anietie Andy, Ph.D.: I am an assistant professor in the Electrical Engineering and Computer Science department at Howard University. Prior to this, I was a senior data scientist at Penn Medicine Center for Digital Health where I worked on research projects in the intersection of medicine, public health, natural language processing, data science, and machine learning. In this role, I worked on health system operations focused projects. I mentored students (medical and computer science students) on developing and applying data science, machine learning, and natural language processing algorithms to health and public health related projects. My current research focuses on developing and applying data science, machine learning, and natural language processing algorithms to large volumes of social media data and electronic medical records (EMR) data to gain insights and create value for patients and health care providers. I have worked on projects focused on: (a) predicting patients' risk for cardiovascular disease and opioid use disorder (b) gaining insights as to how users communicate and the types of support they seek and give in online health forums associated with cancer, substance use recovery, loneliness, and COVID-19, and (c) analyzing consumer reviews about experiences of structural racism in Healthcare.

FACULTY FOCUS



Marjorie C. Gondré-Lewis, Ph.D.

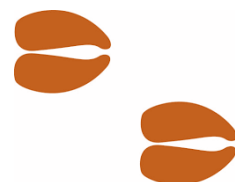
Marjorie C. Gondré-Lewis, Ph.D. is Associate Dean (I) for Faculty Development and Chief Justice, Equity, Diversity and Inclusion Officer of the College of Medicine. She is a Professor in Anatomy, with specialty in Neuroscience-- and teaches graduate, medical, and Health Sciences students. Locally and nationally, Dr. Gondré-Lewis is involved in career development, mentoring, and coaching opportunities to support trainees, junior and established faculty, leveraging years-long service on study sections and lived experience in academia. Dr. Gondré-Lewis is Co-Director of the GHUCCTS Clinical Translational Science (CTSA) KL2 Scholars Program to enhance independence of junior faculty, and serves on the HU/GW DEI Task Force to advance health equity for patients. Dr. Gondré-Lewis has maintained a consistently federally funded research program with focus on neural mechanisms of brain reward and the impact of developmental perturbations e.g., early life stress, on brain function. She uses animal models of addiction, stress, and perinatal drug exposure to investigate

their cellular, biochemical and epigenetic mechanisms. The translational arm of Dr. Gondré-Lewis' work engages human participants for functional brain imaging (fMRI) and perturbations associated with ethnicity-informed variations in reward genes, substance use disorder, and co-morbidities of HIV-associated neurocognitive decline (HAND). She also investigates barriers to brain health due to adverse social determinants of health (SDoH), with the ultimate goal to offer precision genomics approaches to treat addiction and neuropsychiatric diseases with sensitivity to gene x environment interactions. She previously led the NeuroPsychoSocial Genomics core of the HU Human Genome Center.

Talk Title:
"A Path Forward"

Objectives:

- Review activities planned to support improved pedagogy
- Discuss activities that will support grant and manuscript writing for all faculty
- Discuss plans to help navigate HU procurement and GCA
- Update on "Junior Faculty Scholars" Program
- Discuss DEI self-survey to be launched in the fall,
- Discuss Strategic framework development activities
- Acknowledge new faculty, and honored faculty 2022-2023



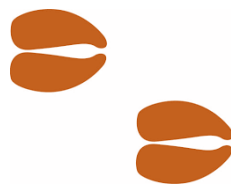
A Special Thank You to:

Ms. Veronica Bruce

Program Coordinator

We thank Ms. Bruce for her enthusiasm and steadfastness in ensuring the logistics and programming of the 14th Annual Faculty Retreat are well-executed.

*We look forward to your engaged participation in the OFD-JEDI planned programming and workshops focused on pedagogical approaches, research and grant writing literacy, and career development/enhancement. Join us to promote the intentional culture of justice, equity, diversity, and inclusion in our work, and in developing the strategic framework to guide our actions.



ACKNOWLEDGEMENTS

Thank you all for your support.

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Ms. Ritha Mutoni

Ms. Crystal Parks

Mrs. Celia Williams-Fowlkes

and all who helped make this program a success!

Notes

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Program Evaluation

Thank you for participating in HUCM 14th Annual Faculty Retreat. We are certain that the information you received from this meeting will impact or has impacted you in a positive way. We need a few minutes of your time. Your input is vital for our future programming. It should take less than 5 minutes to complete.



Open the Camera app on your phone. Hold your phone so that the QR code appears in view. Tap the notification to open the link associated with the QR code.

2023

EDUCATION
RESEARCH
SERVICE
COMMUNITY

JUSTICE
EQUITY
DIVERSITY
INCLUSION

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