



# Our Department: Moving Medicine Forward Together

Seth Landefeld, MD, Professor and Chair

UAB Department of Medicine

February 10, 2021



# February 2020... Spring in Birmingham!

We will make our Department  
the best place in the country to  
practice academic medicine!



# Understanding 2020: An Artistic Framework

## Artist Jacob Lawrence

*Struggle: From the  
History of the American  
People (1954-56)*

Depicts our “constant search  
for the perfect society  
in which to live”



Jacob Lawrence in his studio. 1989. Photo by George Rose/Getty Images.





# ***Prophecy***

Is life so dear  
or peace so sweet  
as to be purchased  
at the price of chains  
and slavery?

Patrick Henry  
1775 Virginia Convention

Artist: Jacob Lawrence  
Photograph: Bob Packert/PEM





# ***Siege***

The summer soldier  
and the sunshine  
patriot, will in this  
crisis, shrink from the  
service of his  
country.

Thomas Paine  
1776

Artist: Jacob Lawrence  
Photograph: Bob Packert/PEM





# ***Massacre in Boston***

Artist: Jacob Lawrence  
Photograph: Bob Packert/PEM





# ***The Raid on Washington***

Of the Senate House, the President's Palace, the barracks, the dockyard...nothing could be seen except heaps of smoking ruins...

British officer  
1814

Artist: Jacob Lawrence  
Photograph: Bob Packert/PEM

# Our Core Values Guide Us

## Own It

Accountability  
Stewardship

## Work Together

Collaboration



## Do Right

Excellence  
Integrity

## Always Care

Respect  
Diversity/Inclusion



“

**Together**

”

**as a Department of Medicine**

# MICU: Faculty, Fellows, APPs, Nurses



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**Steve Stigler**  
**PACCM**



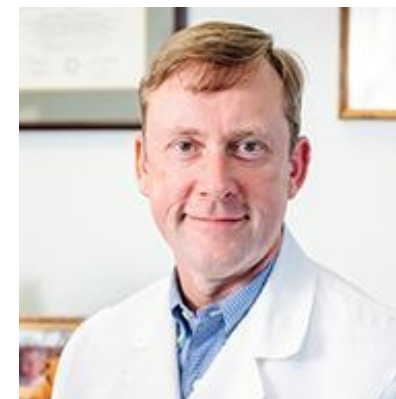
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**Jim Johnson**  
**PACCM**



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**Tracey Luckhardt**  
**PACCM**



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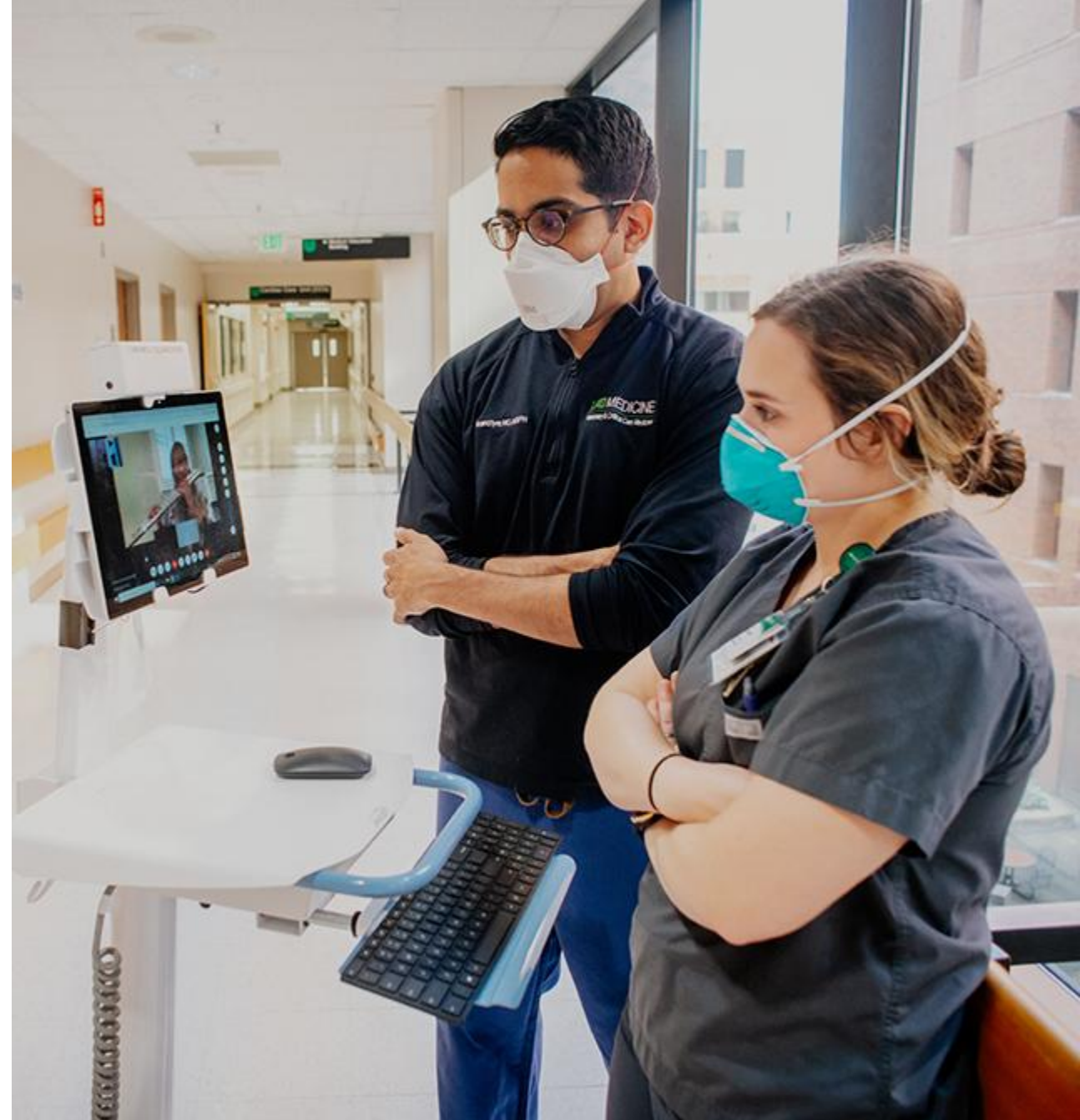
**Mark Dransfield**  
**PACCM**

*plus teams of consultants, respiratory therapists, EVS, and many others*



# Music for MICU Patients

- Alabama Symphony Orchestra musicians gave virtual concerts for COVID-19 patients
- Anand Iyer, MD, MSPH
- Valerie Labbé, manager of UAB Acute Care Therapy
- Wesley Hyde, MT-BC, and Hannah Oakes, MT-BC, musical therapists



# COVID Clinics

- COVID-19 Respiratory Clinic
- Post COVID Treatment Program
- COVID Infusion Clinic

## Physician Leaders

- Turner Overton, MD
- Sonya Heath, MD
- Mike Saag, MD





# Acute Hospital Care



**Elizabeth  
Turnipseed, MD, MSPH**

**Assoc. Professor &  
VC Clinical Programs**



**Lisa  
Willett, MD, MACM**

**Professor &  
VC Education**





# Ambulatory Care

- **2019 Wallace's Law:**  
Telehealth doubles every 16 months
- **2020 Wallace's Law:**  
Telehealth is our "New Normal"

## In-Person & Remote Visits

- Eric Wallace, MD
- Gaurav Jain, MD
- Lauryn Schultz, MSHA, MBA



# We Took Care of Our Community

- 112 Testing Sites across the community
  - Anitra Baylor
  - Bill Curry, MD
  - Mona Fouad, MD, MPH
  - Jordan DeMoss
- Nursing Home Units in Hoover and Talladega
  - Kellie Flood, MD



# COVID Control and Communication

- Employee Health
  - Rachael Lee, MD
  - Starr Steinhilber, MD
  - Sonya Heath, MD
- Communication
  - Jeanne Marrazzo, MD, MPH
  - Jodie Dionne-Odom, MD
  - Latesha Eloppe, MD, MSPH
  - Molly Fleece Thieman, MD
  - Mike Saag, MD





# Teaching Zoomed

- First COVID-19 panel discussion on March 31
- Nine Grand Rounds on COVID
  - Vera Bittner
  - Paul Goepfert
  - Bill Curry, Mona Fouad
  - Stephen Russell, KeAndrea Titer
  - Ashita Tolwani
  - Brendan McGuire
  - Ali Ahmed
  - Cynthia Brown, Eric Wallace

1

**The Rapid Development of Effective COVID-19 Vaccines**  
Medical Grand Rounds | January 6, 2021  
Paul Goepfert, MD  
Professor, UAB Infectious Diseases

UAB Department of Medicine MGR January 6, 2021

"The Rapid Development of Effective COVID-19 Vaccines" by Paul Goepfert, MD. A UAB Department of Medicine Medical Grand Rounds presentation.

2

**COVID-19 Community Testing**  
Medical Grand Rounds | June 24, 2020  
Mona Fouad, MD, MPH  
Bill Curry, MD

UAB Department of Medicine MGR June 24, 2020

"COVID-19 Community Testing" by Bill Curry, MD and Mona Fouad, MD, MPH. A UAB Department of Medicine Medical Grand Rounds presentation.

3

**National Conversations (and Controversies) in Medical Education**  
Medical Grand Rounds | June 17, 2020  
Craig Hoesley, MD  
Professor and Chair, Division of Medical Education, UAB School of Medicine

UAB Department of Medicine MGR June 17, 2020

"National Conversations (and Controversies) in Medical Education" by Craig Hoesley, MD. A UAB Department of Medicine Medical Grand Rounds presentation.

4

**Medical Education and COVID-19: The GEL Study Pre and Post COVID**  
Medical Grand Rounds | May 27, 2020  
Stephen Russell, MD  
KeAndrea Titer, MD  
Brendan McGuire, MD

UAB Department of Medicine MGR May 27, 2020

"Medical Education and COVID-19: The GEL Study Pre and Post COVID" by Drs. Stephen Russell, KeAndrea Titer, and Brendan McGuire. A UAB Department of Medicine Medical Grand Rounds presentation.

5

**Managing Acute Kidney Injury in COVID-19 Patients**  
Medical Grand Rounds | May 20, 2020  
Ashita Tolwani, MD, MSc

UAB Department of Medicine MGR May 20, 2020

"Managing Acute Kidney Injury in COVID-19 Patients" by Dr. Ashita Tolwani. A UAB Department of Medicine Medical Grand Rounds presentation.

6

**COVID-19: Impact on the Cardiovascular System**  
Medical Grand Rounds | May 13, 2020  
Dr. Vera Bittner

UAB Department of Medicine MGR May 13, 2020

"COVID-19: Impact on the Cardiovascular System" by Dr. Vera Bittner. A UAB Department of Medicine Medical Grand Rounds presentation.

7

**The Liver and COVID-19: Implications for Care**  
Medical Grand Rounds | May 6, 2020  
Brendan M. McGuire, MD, MS

UAB Department of Medicine MGR, May 6, 2020

"The Liver and COVID-19: Implications for Care" by Dr. Brendan McGuire. UAB Department of Medicine Medical Grand Rounds presentation.

8

**GI and COVID-19: Implications for Care**  
Medical Grand Rounds | May 6, 2020  
Ali M. Ahmed, MD

UAB Department of Medicine MGR, May 6, 2020

"GI and COVID-19: Implications for Care" by Dr. Ali Ahmed. A UAB Department of Medicine Medical Grand Rounds presentation.

9

**Physician engagement, patient engagement, and technology: the new normal?**  
Medical Grand Rounds | April 29, 2020  
Cynthia Brown, MD  
Eric Wallace, MD

UAB Department of Medicine MGR April 29, 2020

"Physician engagement, patient engagement, and technology: the new normal?" by Drs. Cynthia Brown and Eric Wallace. A UAB Department of Medicine Medical Grand Rounds presentation.

# Research in the Time of COVID

- Keep Researchers Safe
  - Cindy Joiner, PhD
  - Jeff Bridges
- Grants, Grants, Grants
- Community Based & Lab Research
- 179 Clinical Trials



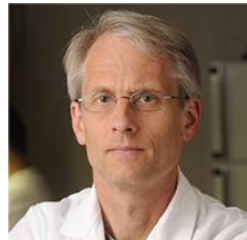
Nathan Erdmann  
Inpatient



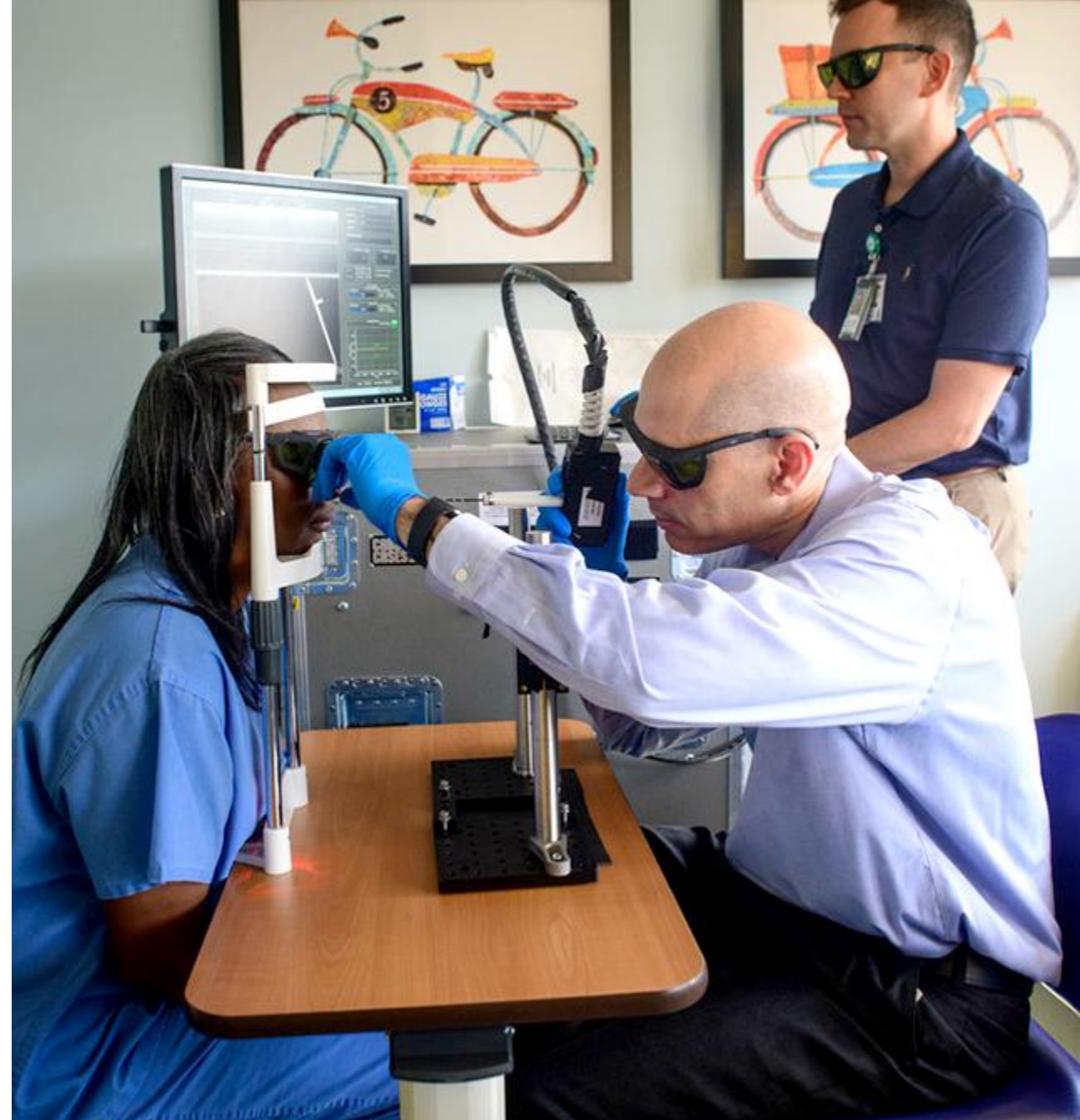
Bobbie Van Der Pol  
Diagnostics



James Willig  
Informatics



Paul Goepfert  
Vaccine







# Supporting Each Other

We relocated to new space, and plugged into our mission remotely.

- Division Staff & Administrators
- HR Teams
- Finance Personnel
- Communications
- DOM-IT

“

**Together**

”

**As a Community**



# Systemic Racism



## ***Creation***

We, the people of the United States, in order to form a more perfect Union, establish justice, insure domestic tranquility...

- $\frac{3}{5}$  Compromise
- Return of fugitive slaves
- Import of slaves

Artist: Jacob Lawrence  
Photograph: Bob Packert/PEM





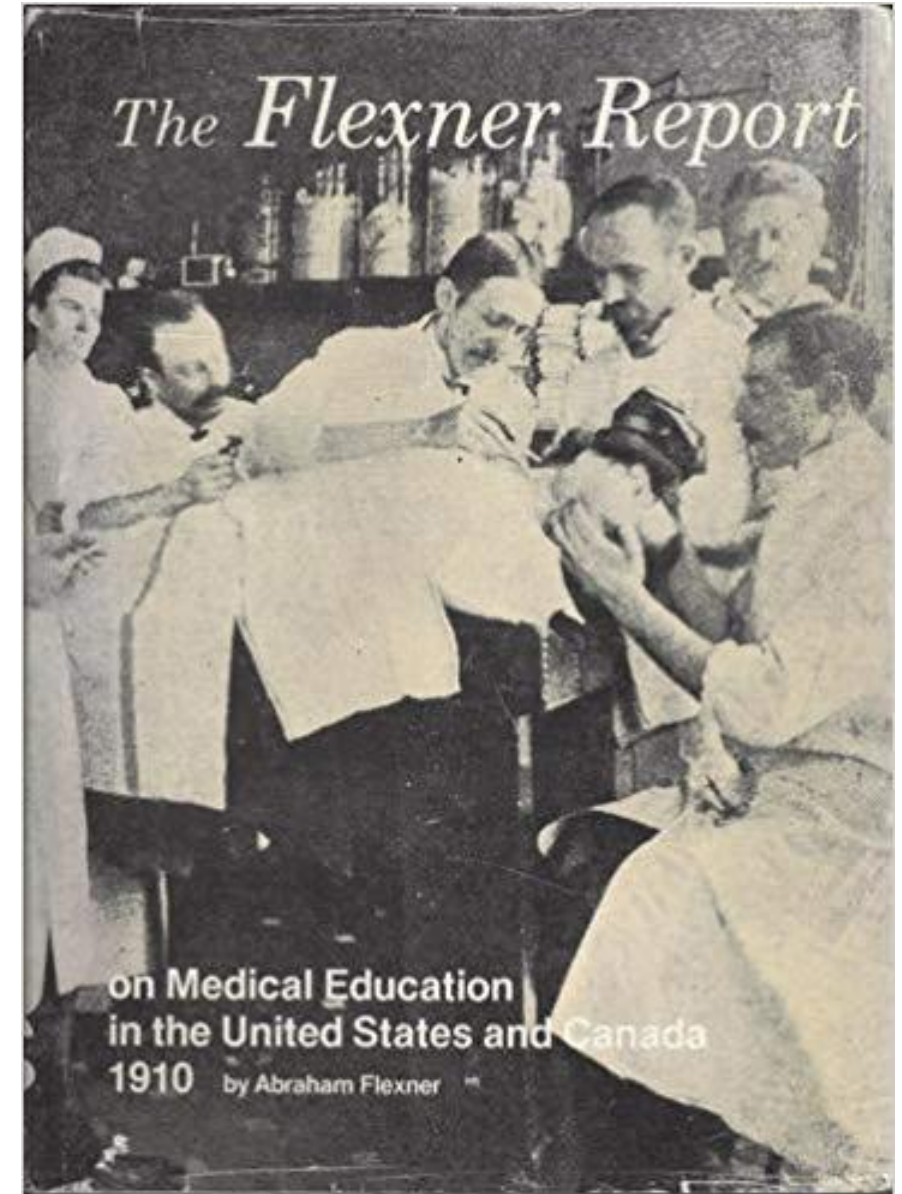
June 5, 2020



# Systemic Racism in Medical Education

## Flexner Report (1910)

- closure of most medical schools for Blacks and for women
- fewer Black physicians and women physicians
- 2020: AAMC renamed its Abraham Flexner Award to AAMC Award for Excellence in Medical Education







Monica Baskin

# *The Case of Systemic Racism in Medicine: Diagnosis, Treatment, Prognosis*

Monica L. Baskin, PhD  
Professor of Preventive Medicine  
Vice Chair for Culture and Diversity  
Department of Medicine

# DOM Working Group on Systemic Racism

Nilu Agarwal

Agee Baldwin

Joseph Barney

Kurt Blake

Megann Cain

Zenoria Causey Pruitt

Andrea Cherrington

Devika Das

Jane Davis

Brittani DeLoach

Tanja Dudenbostel

Deborah Ejem

Ronit Elk

Latesha Eloppe

Shyla Fields

Angelo Gaffo

Gustavo Heudebert

Edward Jackson

Lisa Jackson

Waltina Josephat

John Kennedy

Nitasha Khullar

Seema Kumar

Kathryn Lea

Claretha Lys

Myla Marshall

Trisha Parekh

Mariel Parman

Sara Pereira

Kelly Ross-Davis

Steffanie Sabbaj

Shirley Selvage

Jasvinder Singh

Kalaivani Sivakumar

Ryan Taylor

Swaroop Vitta

Carolyn Walsh

Stephanie Carroll

Sharonda Hardy



# Report of the Working Group, September 2020

21 Strategies, with 7 Top Priorities:

## Done

- Disseminate DOM Residency Best Practices for Recruitment
- Post All Positions Before Hiring
- Standardize Interview and Selection Process

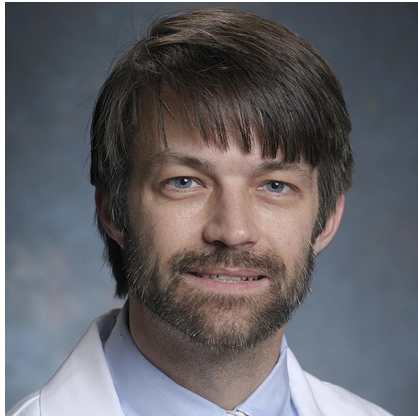
## To Do

- Cultural Sensitivity Courses
- Diversity, Equity, and Inclusion Education
- Annual Anti-racist Training for Supervisors
- Procedures: What to Do When Discrimination Happens

# DOM: Facts and Figures



# 10 Faculty Promoted to Professor



**Joseph Barney, MD**  
PACCM



**Luciano Costa, MD**  
Hematology/Oncology



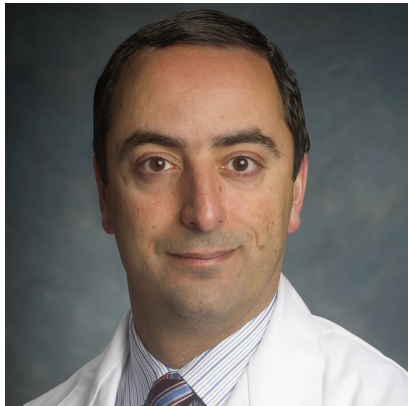
**Harish Doppalapudi, MD**  
CVD



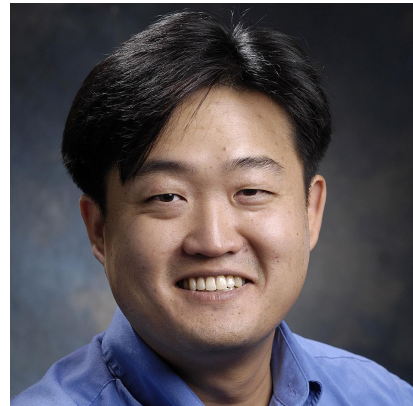
**Kellie Flood, MD**  
GGPC



**Shawn Galin, PhD**  
PACCM



**Fadi Hage, MD**  
CVD



**Young-il Kim, PhD**  
DOPM



**Donna Porter, PhD**  
Infectious Diseases

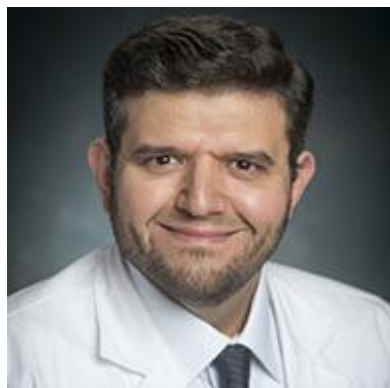


**Sethu Palaniappan, PhD**  
CVD



**Jaroslaw Zmijewski, PhD**  
PACCM

# 22 Faculty Promoted to Associate Professor



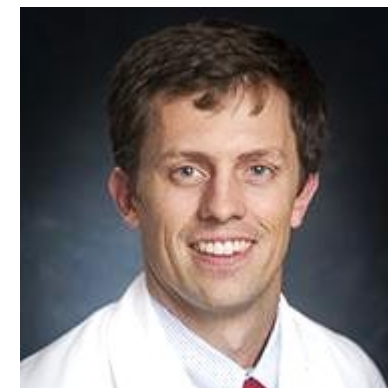
**Firas Al Solaiman, MD**  
CVD



**Garima Arora, MD**  
CVD



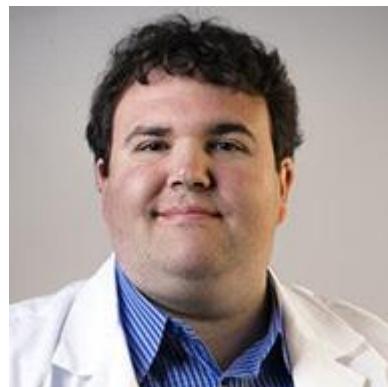
**Erin Contratto, MD**  
GIM



**Winter Williams, MD**  
GIM



**Tiffany Carson, PhD**  
DOPM



**Marty Solomon, MD**  
PACCM



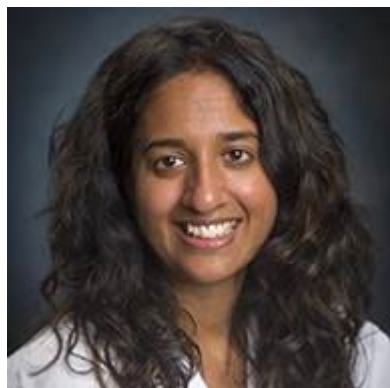
**Hitesh Batra, MD**  
PACCM



**Vamsee Raju, PhD**  
PACCM



# 22 New Associate Professors



**Anoma Nellore, MD**  
Infectious Diseases



**Michael Vinikoor, MD**  
Infectious Diseases



**Jodie Dionne-Odom, MD**  
Infectious Diseases



**Amanda Willig, PhD**  
Infectious Diseases



**Gabrielle Rocque, MD**  
Hematology/Oncology



**Amitkumar Mehta, MD**  
Hematology/Oncology



**Rita Paschal, MD**  
Hematology/Oncology

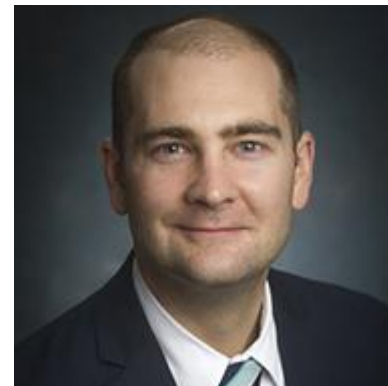
# 22 New Associate Professors



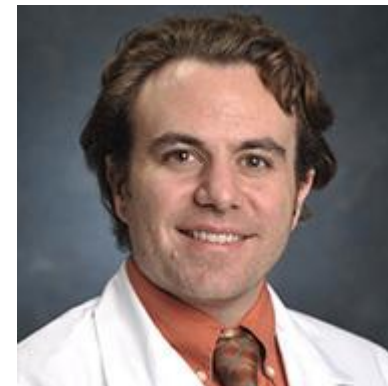
**Gaurav Agarwal, MD**  
Nephrology



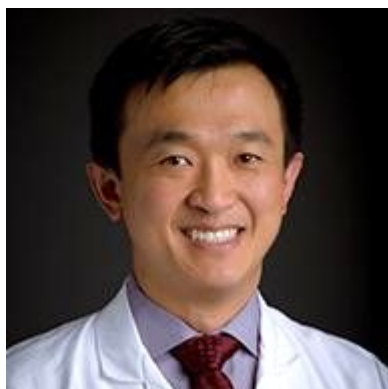
**Takamitsu Saigusa, MD**  
Nephrology



**Eric Judd, MD**  
Nephrology



**Graham Towns, MD**  
Nephrology



**Song Ong, MD**  
Nephrology



**Chad Burski, MD**  
Gi/Hep



**Marianthe Grammas, MD**  
GGPC



# Composition of Our Faculty: Gender

Gender		Hired FY20	2019
Women	%	42%	37%
Men	%	58%	63%

2020: Women are 37% of Faculty in US DOMs

# Composition of Our Faculty: Race/Ethnicity

Race		Hired FY20	2019
Black or African American	%	9%	5%
Hispanic or Latinx	%	2%	5%
Asian	%	40%	30%
White	%	49%	60%

2020: Black/African American and Hispanic/Latinx Faculty are 3.7% and 6%, respectively, of Faculty in US DOMs



# Salary Above AAMC Median

Faculty	Men (n=272)	Women (n=151)
All Faculty	61%	56%
Assistant Professors	51%	51%
Associate Professors	82%	61%
Professors	59%	64%

# 7 Specialties Ranked Highly by US News & World Report

- Cancer – 25
- Cardiology – 24
- GI – High Performing
- Geriatrics – 49
- Nephrology – 29
- Pulmonary – 25
- Rheumatology – 10





# 226 Residents & Fellows in 16 ACGME Programs



Internal Medicine

Medicine/Pediatrics

Cardiology

- Advanced Heart Failure

- Electrophysiology

- Interventional

Endocrinology

Gastroenterology

Geriatrics

Hematology/Oncology

Infectious Diseases

Nephrology

Palliative Care

Pulmonary/Critical Care

Rheumatology

Transplant Hepatology

# 101 Research Scholars Train in DOM

51

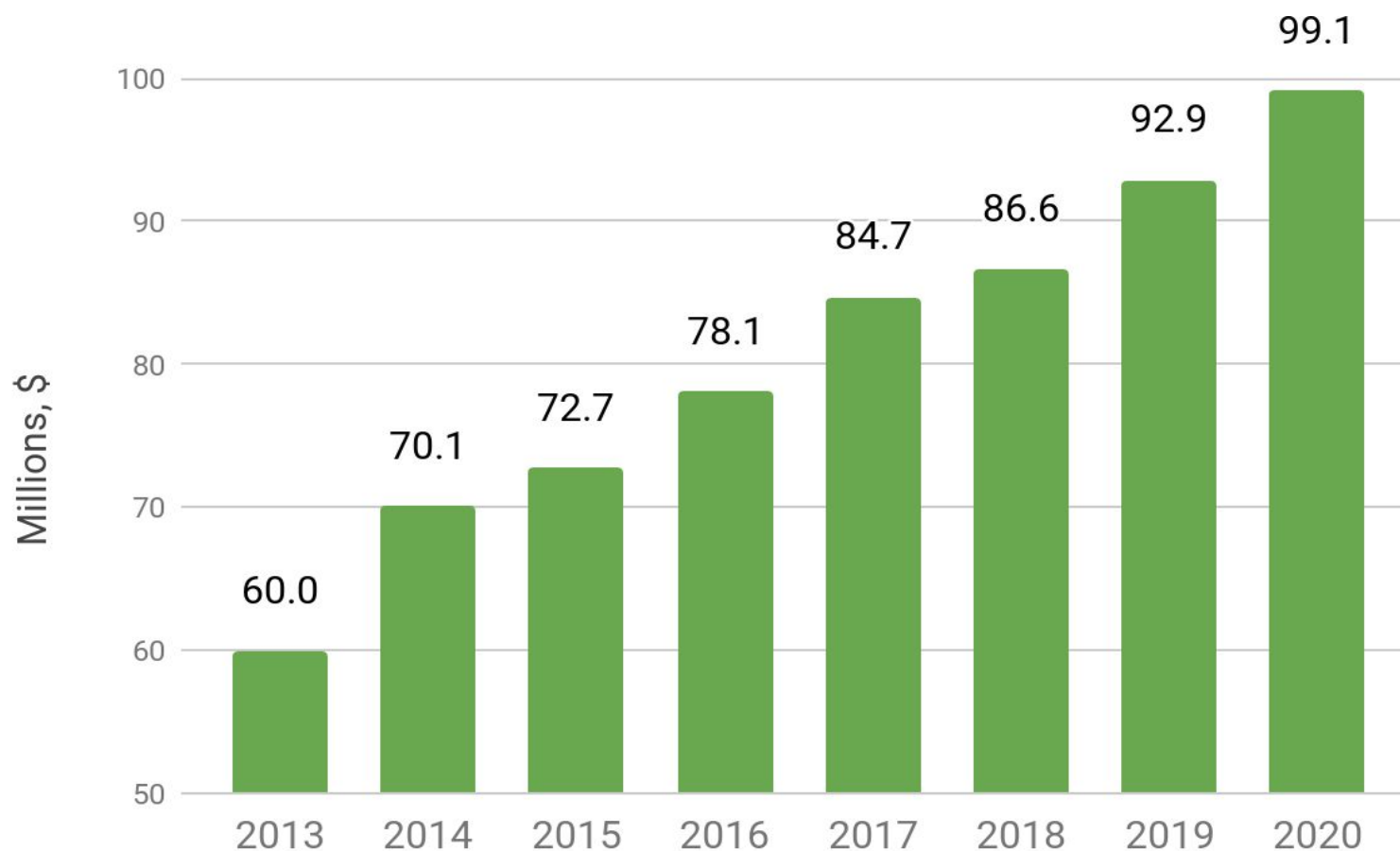
**Graduate Students**  
(27% of Total SOM)

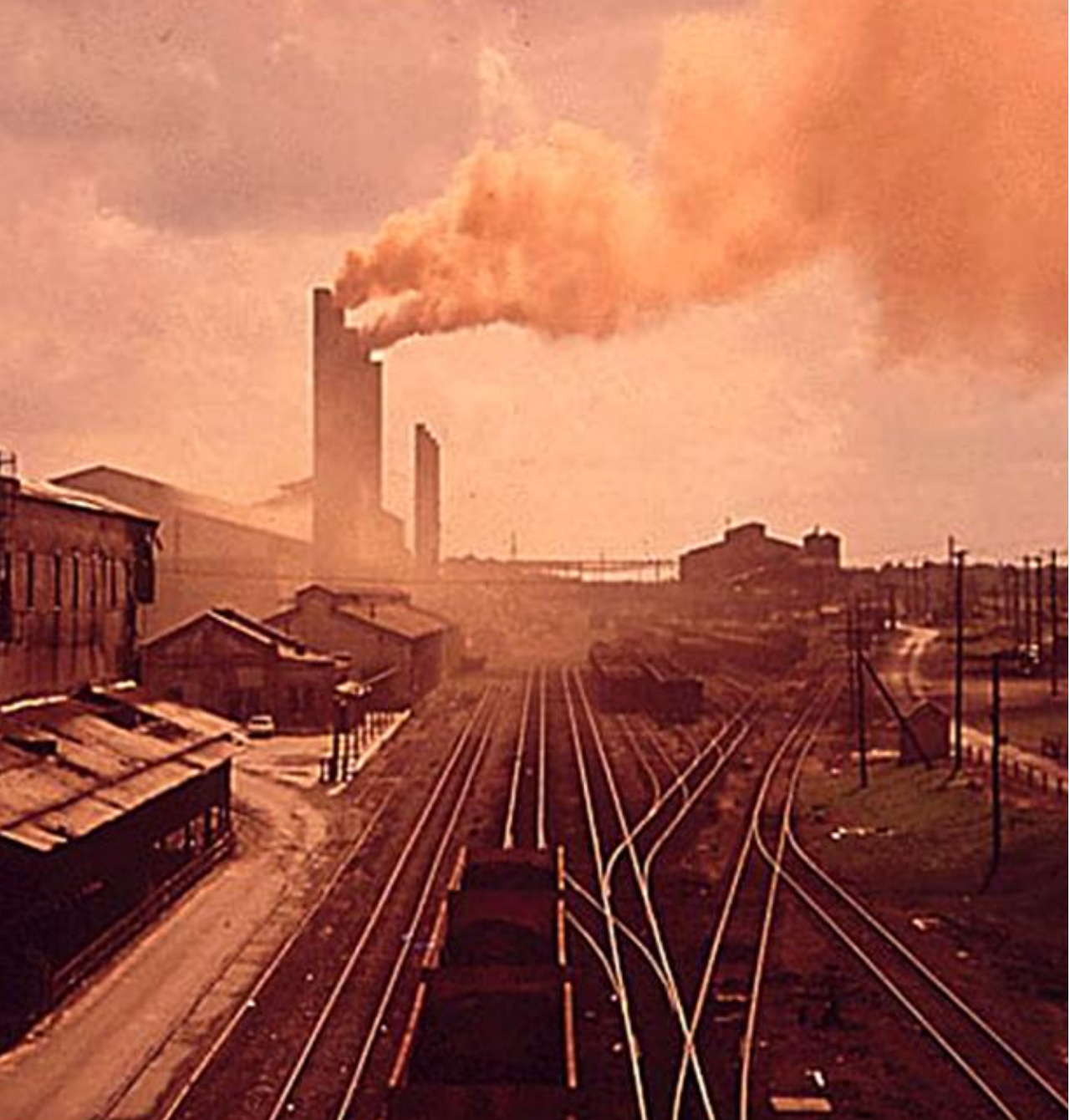
50

**Post-Docs**  
(18% of Total SOM)



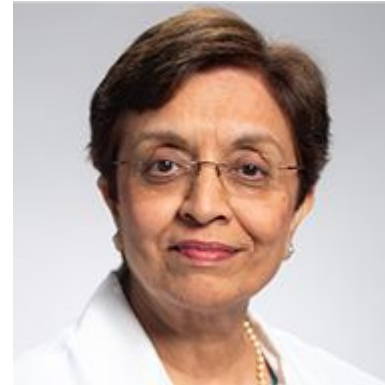
# NIH Funding Continues to Grow





# NIH Superfund Research Center

Impact of Airborne Heavy Metals on Lung Disease and the Environment



**Veena Antony, MD**  
**Professor of Medicine**  
**Endowed Professor in**  
**Environmental Medicine**

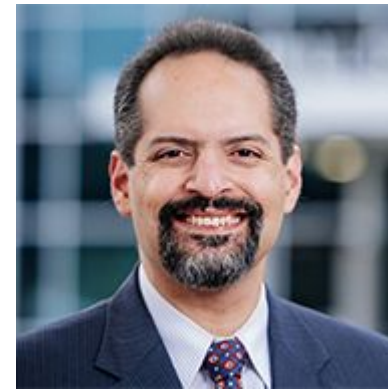
Image: Bhamwiki by LeRoy Woodson, EPA “Documerica” program





## > 1,000 Discoveries

Apolipoprotein L1 Variants Increase Risk for Sepsis and Nephropathy among People of African Descent



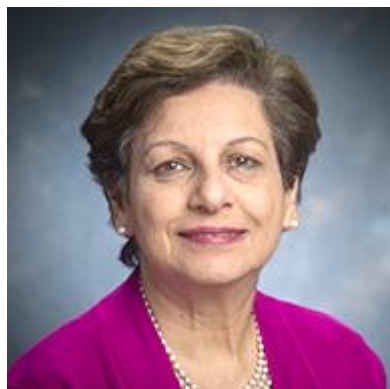
**Orlando Gutierrez, MD**  
**Professor of Medicine**  
**Hilda B. Anderson Endowed**  
**Chair in Nephrology**

# DOM Research Awards Program

- July 1, 2021
- Research-Intensive Faculty who PI NIH grants and have >70% effort funded
- Effort funded above 70%. Research Development Funds



# 9 Endowed Chairs and Professorships



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**Mona Fouad, MD, MPH**  
**DOPM**

Edward E. Partridge,  
MD, Endowed Chair for  
Cancer Disparities  
Research



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**Barry Sleckman, MD, PhD**  
**Hematology/Oncology**

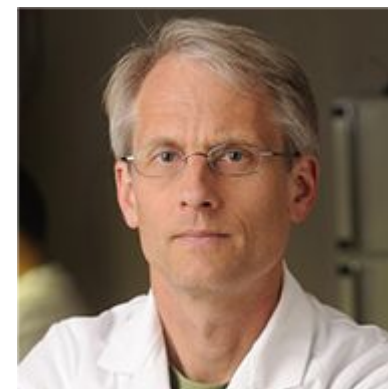
Evalina B. Spencer  
Chair in Oncology



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**Olaf Kutsch, PhD**  
**Infectious Diseases**

Michael S. Saag, MD,  
Endowed  
Professorship in  
Infectious Diseases



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**Paul Goepfert, MD**  
**Infectious Diseases**

Edward W. Hook, III,  
MD, Endowed  
Professorship in  
Infectious Diseases



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**Veena Antony, MD**  
**PACCM**

Endowed  
Professorship in  
Environmental  
Medicine



# 9 Endowed Chairs and Professorships



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**Jason Morris, MD**  
**GIM**

Gustavo R. Heudebert,  
MD, MACP, Endowed  
Professorship in  
General Internal  
Medicine



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**Gaurav Jain, MD**  
**Nephrology**

Anderson Family  
Endowed  
Professorship in  
Nephrology



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**Jennifer Pollock, PhD**  
**Nephrology**

Endowed  
Professorship in  
Nephrology



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**Ashita Tolwani, MD**  
**Nephrology**

DCI Edwin A. Rutsky,  
MD, Distinguished  
Endowed Chair

# Leaders Develop in DOM



# UAB President's Award for Excellence in Teaching

## Nick Van Wagoner, MD, PhD

- Professor of Medicine, ID
- Associate Dean for Students



# National Honorary Societies

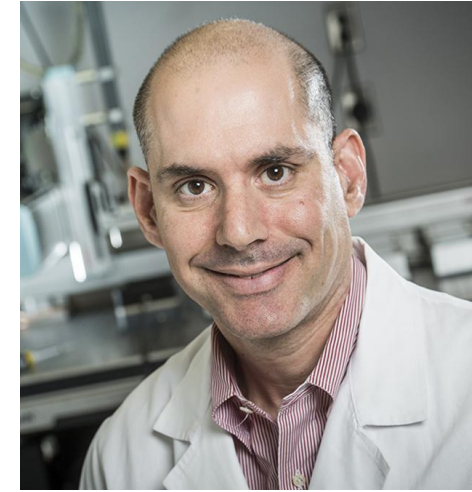


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**Amit Gaggar, MD, PhD**

**PACCM**

American Society for Clinical Investigation



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**Steve Rowe, MD, MPH**

**PACCM**

Association of American Physicians



## Chief of the Medical Staff

- Elizabeth Turnipseed, MD, MSPH
- Associate Professor, Division of General Internal Medicine
- Vice Chair for Clinical Programs

# 5 Faculty Lead National Professional Societies



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**Anupam Agarwal, MD**

**President**

American Society of  
Nephrology



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**Monica Baskin, PhD**

**President**

Society of Behavioral  
Medicine



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**Ken Saag, MD, MSc**

**President-Elect**

American College of  
Rheumatology



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**Rodney Tucker, MD, MMM**

**President**

American Academy of  
Hospice and Palliative  
Medicine



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**Jennifer Pollock, PhD**

**President-Elect**

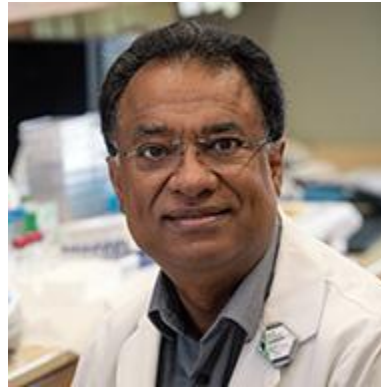
American Physiological  
Society



# Rising Stars



**Cynthia Brown, MD, MSPH**  
DOM Chair - LSU



**Victor Thannickal, MD**  
DOM Chair - Tulane



**Lou Bridges, MD, PhD**  
DOM Chair - Hospital for Special Surgery



**Alex Boles**  
SOM Assistant Dean for Finance  
and Administration



**Ryan Outman**  
Executive Administrator,  
Family Medicine



**Rachelle Hall**  
Director of Finance  
SOM/HSF Shared Financial Services

# DOM 2025

**Our Mission: To advance the health  
and well-being of society**



# ***Wagon West***

Old America seems  
to be breaking up and  
moving Westward...

Morris Birkbeck  
1817

Artist: Jacob Lawrence  
Photograph: Bob Packert/PEM



# Vision for 2025

## Three Targets:

1. Disease
2. Systemic Racism
3. Wellness





# Fight Disease

- Eliminate COVID
- Eliminate Health Disparities:  
Reduce Deaths from CVD, Cancer,  
and Diabetes
- Reduce Smoking by 50%
- Reduce Overdose Deaths by 50%





# Fight Systemic Racism

- Implement our Working Group recommendations, & Go Beyond
- Residents and fellows reflect Alabama's population, 32% URiM
- New faculty reflect Alabama's population, 32% URiM



# Live Well

- UAB is “the place to be” for all staff, trainees, and faculty
- All feel healthy, well, and cared for
- Our families benefit:
  - remote work
  - flexible scheduling
  - childcare







## February 2021... A New Spring

When day comes we step  
out of the shade,  
Aflame and unafraid,  
The new dawn blooms as we free it.  
For there is always light,  
If only we're brave enough to see it.  
If only we're brave enough to be it.

– Amanda Gorman, *The Hill We Climb*

