2020: A Year of Challenges & Achievements

Department of Medicine Faculty Meeting
Your Career

Mentoring
Annual Review
Reappointment & Promotion
Be kind, for everyone you meet is fighting a battle you know nothing about.
FACULTY ENGAGEMENT AND COMMUNICATIONS COMMITTEE & FACULTY SUPPORT

SEND US PICTURES OF COMFORT TO POST ON INSTAGRAM!
@vtmedfacsupport
Communications

- Chart publication quarterly
- Slides prior to Grand Rounds
- Working on Department of Medicine central calendar
Engagement

• Breakfasts prior to in-person M&M conferences

• Different family events when able: baseball, hockey tickets.

• After hours events: Typically one in the Fall to welcome new faculty, January post holidays event (The Guild last several years).

• One or two other events yearly, including promoting the residents graduation in June.
Looking forward to engaging with all of you in person in 2021!

Best wishes for a happy and healthy holiday season and New Year!
DOM Diversity, Equity and Inclusion Efforts
2020

Department of Medicine Grand Rounds December 18th, 2020
Diversity, Equity, and Inclusion (DEI) Task Force
Department of Medicine

Dr. Polly Parsons
Dr. Mark Pasanen
Dr. Macaulay Onuigbo
Dr. Allen Repp
Dr. Joe Pierson
Dr. Marie Sandoval
Dr. Jennifer Kelly
Becoming Anti-Racist

Fear Zone
- I identify how I may unknowingly benefit from Racism.
- I recognize racism as a present & current problem.
- I avoid questions that make me uncomfortable.
- I deny racism is a problem.
- I talk to others who look & think like me.
- I strive to be comfortable.

Learning Zone
- I promote & advocate for policies & leaders that are Anti-Racist.
- I seek out questions that make me uncomfortable.
- I understand my own privilege in ignoring racism.
- I avoid hard questions.
- I listen to others who think & look differently than me.
- I am vulnerable about my own biases & knowledge gaps.

Growth Zone
- I sit with my discomfort.
- I speak out when I see Racism in action.
- I educate my peers about race & structural racism.
- I don’t let mistakes deter me from being better.
- I yield positions of power to those otherwise marginalized.
- I surround myself with others who think & look differently than me.
What is our DEI task force up to currently?

Examples:
- Eliminate listing a patient’s race during the beginning of epic template.
- Making sure surveys/questionnaires list races alphabetically.
- Researching best practice for surveys for listing gender, race/ethnicity
- Evaluating current DOM grand rounds speaker representation
- Actively focusing on DOM grand rounds topics of health disparities and misinformation re: race and medical care

This is an evolving project, feel free to send ideas!
Tell Us Your Stories!

We’re presenting a series of short vignettes prior to grand rounds given by faculty members, fellows or residents describing an experience that they personally encountered related to diversity, equality and inclusion.

Please reach out to us with any instances that you’d like to share.

Contact either: Marie Sandoval, Jennifer Kelly, or Joe Pierson
"Injustice anywhere is a threat to justice everywhere."

MARTIN LUTHER KING JR.
What Matters Most

- Dr. Brumsted, Nov 11, 2020:
  - Narrow our focus
    - COVID-19 response
    - Cyberattack recovery
    - Meeting the needs of our patients
Quality Program: Missions

Serve as a resource center and laboratory to support

1. Care delivery improvement
2. Education, training, and faculty development
3. Promotion of scholarship in improvement science
Care Delivery Improvement

- **FY2021 Divisional QI**
  - Faculty Practice: No oversight / variable comp
  - Quality Program continues to support divisional efforts

- **Other Scholarly QI Initiatives**
  - Faculty-led and faculty-mentored fellow and resident QI initiatives

- **Quality as foundation for network divisions** (Medicine QA&I Committee)
  - Identify key measure(s) for each division
  - Create DoM dashboard
Quality Measures / P4P

- UVMMC requesting Extraordinary Circumstance Exception (removal for Oct-Dec 2020 data) from
  - CMS Hospital Value Based Purchasing
  - CMS Hospital Readmission Reduction Program
  - CMS Hospital Acquired Conditions

- OneCare Vermont filed for COVID exception for all quality measure data for 2020 (pay for reporting rather than pay for performance)
  - Medicare, Medicaid, BCBS, MVP
Education and Training

- **Students**
  - Choosing Wisely STARS (Students and Trainees Advocating for Resource Stewardship): student-led initiatives to advance health care value in medical education

- **Residents and Fellows**
  - 4th year of resident Improvement Science curriculum
  - Starting PCCM and GI fellows QI sessions
  - Resident and Fellow Scholarly Projects

- **Faculty**
  - Completed Hospital Medicine QI Training Program


Barrett KV, Kennedy AG, Repp AB, Tompkins BJ, Gilbert M. Predictors and Consequences of Inappropriate Thyroid Ultrasound in Hypothyroidism. Under review.


Sheahan KH, Kennedy AG, Tompkins B, Repp AB, Gilbert MP. The Impact of a Nursing Strike on Glycemic Control in Hospitalized Patients with Diabetes. Under review.


We serve as a resource center and laboratory to support improvement in care delivery, education and training, and scholarship in quality, safety, and value in the Department of Medicine.

- **Analytic Support (Bradley Tompkins, MSc, MPH)**
  - For faculty-led and faculty-mentored fellow and resident QI initiatives
  - [http://www.med.uvm.edu/medicine/analytic-support-program](http://www.med.uvm.edu/medicine/analytic-support-program)

- **Consultation, Coaching and Mentorship (Amanda Kennedy, PharmD; Allen Repp, MD)**
  - For medical students, residents, fellows, and faculty to translate clinical quality improvement efforts into scholarship

- **Education and Training**
  - Lead QI, Patient Safety, and High Value Care curricula and training programs for medical students, Internal Medicine residents, fellows, and faculty

- **Project Management (Steve DeVoe, MPH)**
  - For divisional and cross-departmental QI and high value care initiatives

[https://www.med.uvm.edu/medicine/quality](https://www.med.uvm.edu/medicine/quality)
Department of Medicine:
Education Update

Mark E. Pasanen, MD, FACP
December 18, 2020
Overview

1. Changes in Residency Admin Team
2. Fellowship Match
3. Residency Recruitment
4. Awards:
   – ACP Abstract Winners 2020
   – UVMHN Medical Group Education Awards
5. Next steps
• Best wishes and a huge thanks to Shaden Eldakar-Hein!!
• Residency Team:
  – Associate Program Directors:
    • Halle Sobel, MD
      – Director of Primary Care Residency
    • Andy Hale, MD
    • Prema Menon, MD
  – Program Administrators:
    • Christine Farnham
    • Roseanne Murat
  – Chief Residents:
    • Edwin Goncharuk
    • Ben Irvine
    • Shawn Wayne
Fellowship Match

- Fellowship Match:
  - Jen Bergeron: Nephrology at Vanderbilt
  - Edwin Goncharuk: Gastroenterology at UVMMC
  - Ben Irvine: Cardiology at Tulane
  - Sundas Khan: Hematology/Oncology at Lankenau Medical Center
  - Brian Koenen: Gastroenterology at University of Arkansas
  - Carrie Mahurin: Cardiology at UVMMC
  - Samantha Steinmetz-Wood: Endocrinology at UVMMC
  - Andrew Wall: Cardiology at Lahey Clinic
  - Shawn Wayne: Pulmonary/Critical Care at UVMMC
  - Josh Zimmer: Cardiology at UVMMC

- Outstanding fellowship match here at UVMMC
Recruitment

• Nationally:
  • Overall:
    • 40,084 applicants (19,326 US allopathic seniors) for 34,266 R1 positions
  • Match rates:
    • Applicants:
      • US allopathic seniors: 94% (46% first choice, 71% top three)
      • US osteopathic seniors: 91%
      • International graduates: 61%
    • Programs: 94.6% positions filled
  • What specialties are US Seniors choosing?
    • IM 3496, Peds 1731, EM 1713, FM 1543, Anesthesiology 1201

• Internal Medicine:
  – Categorical: 587 programs with 8697 positions (in 2015: 429 programs, 6770 positions)
    • 13,118 applicants
    • 95.7% spots filled
      – 40% US allopathic seniors
      – 37% International graduates
      – 16% Osteopathic seniors
  – Primary Care: 85 programs, 430 positions
    • 98.4% filled
      – 57% filled with US allopathic seniors
  – Applicants applied 37-89 programs (39 for US MD Public Schools)
  – UVMMC:
    – We’ve interviewed 191 applicants thus far, with 160+ still to go!
Award Winners

UVMHN Graduate Medical Education Educator of the Year:
-- Julian Sprague, MD

Teaching Academy Educational Scholarship Award:
-- Andy Hale, MD

ASH Abstract Achievement Award:
-- Ryan Thomas, MD

ACP VERMONT 2020 SCIENTIFIC MEETING
ABSTRACT COMPETITION WINNERS

SCIENTIFIC ABSTRACTS

"Development and Validation of a Risk Assessment Model for In-Hospital Mortality in Medical Patients" 
by Matthew Lebow

"Standardizing Methods in Culturing Ascitic Fluid: A Project in Quality Improvement at UVMMC" 
by Dr. Aurasch Moaven

CLINICAL VIGNETTES

"Encephalopathy of Unexpected Origin" 
by Richard Brach

"Steroid Responsive Immune Checkpoint Inhibitor Associated Cholestatic Hepatitis" 
by Dr. Ali Jindal
Next Steps

• Faculty Development Needs Assessment
• Geriatrics Fellowship Application
• New Program Requirements
  – New milestones/evaluations in July 2021
  – Major revisions in Program Requirements in July 2022
• Curriculum Review
  – Use what we’ve learned about online environment
  – Continue to incorporate resident feedback into our rotations
  – Priorities:
    • Anti-Racism, Equity, Diversity and Inclusiveness
    • “Resident As Teacher” Curriculum
    • Wellness
THANK YOU!!!

Residents and Fellows (for being amazing!)
Faculty and Staff (for also being amazing!)
Department of Medicine

Faculty Meeting - 12/18/20

Research Update
Trainee Awards for Outstanding Research Publication (2 of 4)

Medical Student
Christina Evans, M.D.'18 for "Lifestyle moderates genetic risk of venous thromboembolism: the Atherosclerotic Risk in Communities study." Evans' mentor is UVM Professor of Medicine Mary Cushman, M.D., M.Sc.

Postdoctoral Fellow
Vitor Mori, Ph.D. for "Cisplatin Pharmacodynamics Following Endobronchial Ultrasound-Guided Transbronchial Needle Injection into Lung Tumors." Mori's mentor is UVM Professor of Medicine Jason Bates, Ph.D.

UVM Health Network Medical Group Awards (2 of 6)

Junior Researcher of the Year
Katharine Cheung, M.D., Ph.D.

Innovation Grant
Devika Singh, M.D.

Staff Awards (2 of 3)

Research Laboratory Staff
Cheryl Collins, Research Analyst, Budd Lab

Clinical Research Coordinator
Sara Ardren, Clinical Research Coordinator

Faculty Awards (4 of 5)

Research Mentorship
Daniel Weiss, M.D., Ph.D., Professor of Medicine

Dean’s Clinical Trials Research Award
Harold Dauerman, M.D., Ph.D., Professor of Medicine

Mid-Career Investigator
Jason Botten, Ph.D., Associate Professor, Dept. of Medicine

Research Laureate
Anne Dixon, M.D., Professor of Medicine
Department of Medicine Grant Submissions

Mar-Dec 2019

90 applications
$21,648,145
Department of Medicine Grant Submissions

Mar-Dec 2019

90 applications
$21,648,145

Mar-Dec 2020

95 applications
$31,916,608
Department of Medicine Grant Success

Jul-Oct 2019

$3,782,211
Department of Medicine Grant Success

Jul-Oct 2019
$3,782,211

Jul-Oct 2020
$7,678,668
Communication
IRB COVID Information Site

COVID-19 Information for RPO

Updated 12/15/2020

Frequently Asked Questions For The Committees

Jump to:
Laboratory Animal Research | Biosafety Research | Human Subjects Research

Laboratory Animal Research

FREQUENTLY ASKED QUESTIONS
IACUC

Will the Research Protections Office (RPO) continue to operate as usual? 

When can I resume animal research activities? 

The IACUC approved my new protocol and/or amendment, does that mean I can begin my work? 

Quick Links

LCOM COMMONS AND COVID FORMS

- Instructions for getting into LCOM Commons Site (12/13/20)
- LCOM COVID-19 Information Link
- Research Participant COVID-19 Screening Tool (10/21/20)

UVM NOTICES

Human Subjects

- LCOM/OVPR Notice: Restrictions to Research Activities Occurring in Clinical Settings (12/3/2020)
- OVPR Notice: Moving to Level 4 research activity on Tuesday Nov 24 at 5 pm (November 23, 2020)
- LCOM Notice to Research Community: Change in Research Activity to Level 4 (PDF) (November

https://www.uvm.edu/rpo/covid-19-information-rpo
IRB COVID Information Site

https://www.uvm.edu/rpo/covid-19-information-rpo
**Current UVM Research Activity Level**

COVID-19 Guidelines for Research

UVM is currently operating at Research Activity Level 4 (orange).

**Development of research activity levels**

In our efforts to provide greater flexibility to our researchers in responding to the COVID-19 pandemic, the UVM Strong Research and Graduate Education Working Group has developed a set of research activity levels. Because research activities are already monitored closely for safety, research offers a controlled environment where activity levels can be raised or lowered outside of other activities on campus. In addition, all active research projects are currently operating under COVID-19 safety plans that have been reviewed and approved by College, Office of Research, and Lab Safety/Risk Management personnel.

The purpose of our research schematic is to allow the research community to modulate its activities and adjust to changes in COVID-19 conditions while continuing to operate safely and protect important research assets. In the table below we present five levels of research activities—gradations that reflect pre-COVID-19 risk levels to the sorts of extreme COVID-19 risk levels we faced early in the pandemic. As potential COVID-19 risks increase, an increasing number of research activities are curtailed. The goal is to allow continued safe operation and the ability to increase or decrease activity without resorting to the complete shutdown of activities witnessed in spring 2020.

https://www.uvm.edu/ovpr/covid-19-guidelines-research
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https://www.uvm.edu/ovpr/covid-19-guidelines-research
## Allowed Activities for each UVM Research Activity Level

### Guidelines for conducting research during COVID-19 pandemic

<table>
<thead>
<tr>
<th>Research Activity Level</th>
<th>Laboratory Staffing/Activities</th>
<th>Fieldwork</th>
<th>Allowable Fieldwork-related Travel</th>
<th>Allowable Overnight Fieldwork Accommodation</th>
<th>Face-to-face direct contact research with human subjects</th>
<th>Undergrad Participation</th>
<th>Research Building Access</th>
<th>In-person Lab Meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research 5</td>
<td>Essential workers/activities only: faculty/staff, approved post-docs, approved grad students</td>
<td>None, except by essential designation obtained from Dean’s Office and OVPR</td>
<td>None, except by essential designation obtained from Dean’s Office and OVPR</td>
<td>None, except by essential designation obtained from Dean’s Office and OVPR</td>
<td>Essential clinical research projects; remote data collection can continue</td>
<td>No Undergraduate Research Assistants</td>
<td>Approved Essential workers only</td>
<td>No in-person meetings</td>
</tr>
<tr>
<td>Research 4</td>
<td>Wet lab activities by faculty/staff, post-docs, grad students, medical students only</td>
<td>Activities absolutely required to protect the integrity of existing data sets or to protect valuable field equipment</td>
<td>Only local, in-state travel. Minimal field crews who can travel in separate vehicles or vehicles (boats) where adequate physical distancing is possible</td>
<td>Only if team members can isolate in separate accommodation s or are domestic co-residents.</td>
<td>In clinical setting, PPE protocols must align with institutional requirements; Socially distant, non-contact in-person can continue; no more than one researcher &amp; one participant per interaction/room; where remote data collection is possible, it should be used</td>
<td>No Undergraduate Research Assistants</td>
<td>Building occupants only; no UVM or external visitors</td>
<td>No in-person meetings</td>
</tr>
</tbody>
</table>

[https://www.uvm.edu/sites/default/files/Office-of-the-Vice-President-for-Research-OVPR/Fall2020ResearchActivitiesTable1.pdf](https://www.uvm.edu/sites/default/files/Office-of-the-Vice-President-for-Research-OVPR/Fall2020ResearchActivitiesTable1.pdf)
Current LCOM/UVMMC Research Activity Info

COVID-19 Information for Researchers

In light of recent State of Vermont and University statements on COVID-19 and the rapidly evolving outbreak, UVM is issuing a temporary policy related to human subjects-related research visits. The focus of this policy is the safety of research participants. When applying this policy, the safety of staff and health care providers should also be considered when assessing whether a research visit should proceed.

Current LCOM and UVMMC Research Policy Overview

Key updates regarding ongoing restrictions for clinical research conducted at the UVM Medical Center/Health Network and the Clinical Research Center.

1. As of Monday, December 7, 2020 at 5 pm, we are restricting clinical research activities to interventions that offer potential for immediate benefit or contribute to COVID-19 research. We are basing these restrictions on the current status of the COVID-19 pandemic. We will re-evaluate this restriction frequently, but it is likely that we will remain at the current level of restriction for at least two to three more weeks while we monitor the anticipated post-Thanksgiving surge. Please appreciate that the level of restriction may change at short notice.

   Clinical research activities include interventions that offer potential for benefit such as Drug/Device treatment trials and behavioral intervention trials, excluding phase I investigations. Whenever possible, participant research visits should be performed remotely (e.g., phone, Zoom, or other means).

   If you are unsure if your research meets the definition of clinical research that offers potential for immediate benefit to the health and welfare of participants enrolled in a study, investigators should consult with their department chair, clinic director, or division chief to make this determination. If you plan to use the Office of Clinical Trials Research resources, space and/or staff at the Clinical Research Center you must obtain prior approval from the Senior Associate Dean for Research and Assistant Dean for Clinical Research Administration.

2. This clinical trial guidance for the UVM Medical Center/Health Network as well as the Clinical Research Center is distinct from the University of Vermont phased research guidance that was recently released on 11/23/2020. It is necessary to align research in these clinical settings with guidance from the UVM Health Network and the Department of Health. The recent UVM phase 4 guidance is intended to apply to human subjects research on the UVM Campus, in the community or other nonclinical settings.

   LCOM RESEARCH: At 5pm on Tuesday, November 24, 2020, the university will move to Research Activity Level 4 (orange). This represents a more restrictive level of research activity, and applies to all UVM research spaces/facilities and activities. Approved activities can be reviewed here. Information on the current activity level, activity level rationale and context around the decision process can be viewed here.

Key level 4 guidelines implications:

https://commons.med.uvm.edu/dean/comclntril/SitePages/COVID-19%20Information%20for%20Researchers.aspx
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1. Changes to Allowable Research Activities in the Clinical Setting. UVM/UVMMC and the CRC effective 8/7/2020.

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Key level 4 guideline implications:

https://commons.med.uvm.edu/dean/comclntrl/SitePages/COVID-19%20Information%20for%20Researchers.aspx
Recent IRB Changes to Research Activities

The University of Vermont

RESEARCH PROTECTIONS OFFICE

IRB Policies and Procedures

9.9 Obtaining Electronic Written Consent
9.10 Virtual Research
9.11 Technical Guidance for Remote Visit

https://www.uvm.edu/rpo/irb-policies-and-procedures
Department of Medicine COVID Grant Submissions

28 applications $21,648,145
Department of Medicine COVID Grant Submissions

28 applications      $21,648,145
3 funded               $2,039,308
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>28 applications</td>
<td>$21,648,145</td>
</tr>
<tr>
<td>3 funded</td>
<td>$2,039,308</td>
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<tr>
<td>20 pending</td>
<td>$12,145,377</td>
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</tbody>
</table>

**Department of Medicine COVID Grant Submissions**
What’s a Vice Chair Emerging Researchers

My role:
- Foster an environment to enhance career development of early career scientists
- Establish / support an Early Career Advisory Committee
  - Develop programs that enhance early career experience
- Increase funded grants, trials

Who:
- Junior faculty, fellows, residents, med/grad students
What’s Available to You Now?

DOM Pre-award office
- Gretchen Argraves
- Bridget Carney
They are assigned to all divisions to assist with identifying the right funding opportunity, grant preparation and submission

http://www.med.uvm.edu/medicine/dom-research/pre-award-office

Research Development Office of the VPR
- Also provides assistance in grant-writing
What am I Working on?

• Getting to Know People!
  • Review early career research-oriented faculty by survey of submitted grants
  • Meet with Division Directors to assess needs
  • Introductory meetings with groups of junior faculty

<table>
<thead>
<tr>
<th>Faculty Name and degrees:</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Faculty Rank</td>
<td></td>
</tr>
<tr>
<td>Year of Hire:</td>
<td></td>
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<tr>
<td>Tenure Track?</td>
<td></td>
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<tr>
<td>% Time Allocated to Research</td>
<td></td>
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<tr>
<td>List grants received/active</td>
<td></td>
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<tr>
<td>Brief assessment of your strengths</td>
<td></td>
</tr>
<tr>
<td>Brief assessment of your weaknesses</td>
<td></td>
</tr>
<tr>
<td>Brief assessment of most critical need for success</td>
<td></td>
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<tr>
<td>Planned grant submissions in next year</td>
<td></td>
</tr>
<tr>
<td>Have you worked with a grant writer</td>
<td></td>
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<tr>
<td>Have you worked with someone in DOM pre-award services?</td>
<td></td>
</tr>
</tbody>
</table>
What am I Working on?

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• Aims Page Committees for Junior Faculty
  • I’d encourage every grant to have an aims page committee convened 6 months prior to your deadline, especially for K awards and your first R01
  • Contact me to discuss

• Early Career Professorship
  • Watch for more information!