Major Activities During FY 2019

This report summarizes major activities across the JABSOM missions, and performance against pre-defined outcome measures.

Some key personnel changes occurred in FY 2019. Mariana Gerschenson was recruited as the Associate Dean for Research following a national search. Takashi Matsui was selected as the incoming department chair for Anatomy, Biochemistry & Physiology. Karen Thompson was selected as the incoming department chair for Pathology.

Medical student education (the M.D. degree program) continues to be strong following the gradual enlargement of the entering class size (72 entering students in July 2018) - growing from 62 entering students in 2008 upon my arrival as dean. Over 80% of incoming students are residents of Hawai‘i. Thus, demonstrating a continued emphasis on supporting the educational aspirations of Hawaii’s citizens and enhancing retention of graduates in Hawai‘i where a significant statewide physician shortage exists - paralleling the rest of the nation. Plans to further expand the class size are subject to additional institutional and extramural funding.

The 2020 rankings for the Best Medical Schools in America were released recently by *U.S. News & World Report*. The magazine ranks UH-JABSOM #55 in Medical Primary Care, tied with Case Western Reserve University, Thomas Jefferson University, and Virginia Commonwealth University. These educational rankings come on the heels of impressive data compiled and reported this year by the Association of American Medical Colleges (AAMC), which found that JABSOM outperforms 89% of all accredited medical schools in the percentage of its graduates performing primary care. JABSOM also ranked very high (Top 30%) for the proportion of its graduates, once fully trained, practicing medicine in-state.

The AAMC data show that among all accredited medical schools in the U.S. and Canada, the UH medical school is:

- The leader in producing Native Hawaiian and Pacific Islander physicians
- In the top 1% of schools for student ranked medical education
- In the top 5% of schools for the proportion of women faculty members
- In the top 20% of schools for basic science instruction with clinical relevance, student satisfaction and metrics related to diversity, cultural awareness, and health disparities

The 2019 senior medical student class members recently were notified of their post-graduate training assignments (“residency training”). At JABSOM, 71 members of the graduating class matched into 15 different medical specialties in 13 states including Hawaii and the District of Columbia. More than half of them are going to join specialties on the front-lines of patient care, where shortages of physicians are most critical (these include internal medicine, family medicine, emergency medicine, pediatrics and obstetrics/gynecology). Thirty-eight percent of the graduating class will start residency training in Hawai‘i and thus more directly increase JABSOM’s impact on the Hawai‘i physician workforce.

JABSOM’s continued efforts to strengthen primary care continue with the evolution of a teaching service and planned teaching clinic for the family medicine residency program with Hawai‘i Pacific
Health’s Pali Momi Hospital. Funds for teaching clinic transition were awarded in the 2018 legislative session. Additional legislative support for the physician shortage was obtained during the legislative session through a tax credit bill to support volunteer instructors by providing up to $5,000 of tax credit a year for teaching in-state students.

The JABSOM undergraduate degree program is a BS degree in Medical Technology offered through the Department of Medical Technology. This program has an active educational and research exchange with Japan and is the only nationally accredited Medical Technology program in the State of Hawai’i. The curriculum is a 2+2 format where students with Medical Lab Technician (MLT) credentials (largely from Kapiolani Community College) are admitted so that they may complete the baccalaureate curriculum at Manoa and become eligible for career advancement as a Medical Lab Scientist (MLS, equivalent to the Medical Technology BS degree). The program also has a track for candidates who have already earned a BS degree in a different but related field. This BS in Medical Technology continues to have strong matriculation numbers.

The Graduate Programs (for life-science MS and Ph.D. candidates) continue to attract strong graduate students. There are two Advancing Science in America (ARCS) scholars in medicine this year: Alina Pang (Native Hawaiian) from the Cell and Molecular Biology Graduate Program and Chantell Balaan (Filipino) from the Developmental and Reproductive Biology Graduate Program. The basic science graduate programs have integrated their courses in biostatistics, ethics, and grant writing. The MS for Clinical & Translational Research has added a second track which focuses on quantitative health sciences and is adding to the growth of program enrollment. The MS for Communications Science and Disorders (CSD) continues to provide a vital program addressing speech pathology and has gradually grown – in part due to an Outreach College based course to prepare potential CSD program applicants for this degree. Collaborations with China for the development of online CSD educational activity have brought further innovation to Hawaii. The Graduate Certificate in Tropical Medicine (GCERT) program started in 2016 is popular among Hawaii students seeking MD or MS/PhD degrees. Total enrollment over the past 3 years was 24 students with its largest enrollment (12 students) during FY 2019.

The JABSOM Area Health Education Program (AHEC) provides “pipeline” educational programs into the health professions across Hawaii and Pacific. During FY 2019 the Health Careers Opportunities Program (HCOP) within the AHEC held one-day trainings on all islands of Hawaii. These Teen Health Camps reached 892 students (over 60% from neighbor islands). In addition, the Pre-Health Career Corps (PHCC) program provides mentoring, shadowing and research experiences, and provides campus exposure to health careers. Over 1100 students have enrolled in the PHCC, 70% are educationally and/or economically disadvantaged students.

JABSOM continued to be a steady contributor to the UH Manoa international educational programs with multiple Memoranda of Understandings associated with international medical schools. Twenty-eight undergraduate and graduate medical students from Asian medical schools participated in a one-month exchange program in Hawaii hospitals, with 18 JABSOM students receiving reciprocal experiences at Asian institutions. The UH Post Graduate Medical Education Program in Okinawa represents the longest-lived UH international academic partnership. Each year 10 consultants are sent to Okinawa under JABSOM's sponsorship.
JABSOM continued to address the larger health needs of the Western Pacific through its AHEC in the Western and South Pacific. Each year the Pacific AHEC sends 11-24 students a year to work in interprofessional health teams in American Samoa, Guam, Palau, Phonpei and Taiwan. Also 18 students from Japan attended our Clinical Reasoning Workshop and 30 attended our Summer Educational Institute organized and taught by our Office of Medical Education faculty members. Our Hawaii-Okinawa Medical Education Faculty Fellowship is in its 7th year; there are seven faculty fellows visiting from Japan. In FY 2019, UH Manoa undergraduate students under the sponsorship of the JABSOM Department of Tropical Medicine’s Minority Health International Research Training (MHIRT) - Hawaii program, spent the summer in Thailand, Laos, India, Cameroon and Libya conducting locally relevant research. The Step-up Program continues to mentor high school and community college students from the Pacific Islands, Guam and Hawaii in basic science activities.

The SimTiki simulation center is accredited by the Society for Simulation in Healthcare for the Research and Teaching/Education categories. SimTiki was one of the first certified simulation research centers. The center supports multi-professional training and serves as a resource for healthcare education for a multitude of learners including JABSOM students, physician residents in multiple specialties, healthcare educators and providers in the community. In this role, multiple health systems are supported including Queens Health Systems, Hawaii Pacific Health, Kaiser, and others. Training for paramedics in the KCC program has been supported this year with an extramural grant. The center focus on faculty development and educational methods research thus fostering international collaboration with educators and healthcare trainees from Japan, Thailand, Taiwan, China, Malaysia, and Korea.

JABSOM faculty members continued to teach and provide research opportunities for undergraduate students from UH Manoa and other campuses. JABSOM supports UROP (Undergraduate Research Opportunities Program), the Undergraduate Research Opportunity Council (Dr. Michelle Talquist from JABSOM is on the committee), and the Honors Program. JABSOM has numerous internships via the NIH-funded INBRE program that Dr. Robert Nichols leads and via the Department of Native Hawaiian Health Summer Internship (https://www2.jabsom.hawaii.edu/native/news_sri.htm). Students have the opportunity annually in April to present at the JABSOM Biomedical Sciences and Health Disparities Symposium (http://jabsom.hawaii.edu/events/april-18-19-2018-symposium-on-biomedical-research-and-health-disparities/).

JABSOM also teaches undergraduate courses in Anatomy, Biochemistry, & Physiology; Cell & Molecular Biology, and Virology & Microbiological Physiology at UH Manoa. A new course in forensics was created by Anatomy, Biochemistry, & Physiology faculty through the UH Outreach College. JABSOM along with other health science deans has helped lead new UH Manoa interprofessional education (IPE) activities, certificate programs and funded grants for IPE training. These leaders have worked with Aimee Grace to envision the UHealthy initiative outlining health initiatives across the university.

JABSOM faculty members continued to provide educational enrichment experiences for thousands of Hawaii's youth this past year. Through field trips, Teen Health Camps, Keiki Health Camps, teacher training programs, student research experiences, and a new Pre-Health Career Corps, our faculty and medical students give back to the community that supports us by supporting over 3,000 pre-health students each year. We are pleased to have received educational grant awards that strengthen our
clinician/medical scientist and teacher partnerships, thus augmenting our capacity to mentor the next generation of health professionals for Hawai‘i.

JABSOM and the Hawai‘i Consortium for Continuing Medical Education oversee and provide thousands of hours of educational opportunities for UH graduates, including distance learning to the most rural and underserved areas of Hawai‘i. In addition, JABSOM is assisting with access to telehealth services throughout the Pacific, as well as opioid abuse prevention and treatment services across Hawaii.

Recently the U.S. News & World Reports magazine ranked JABSOM #56 in Medical Research, tied with Boston’s Tufts University, Thomas Jefferson University, and Stony Brook University (SUNY). JABSOM faculty members brought in $275,000 in NIH funding per full-time faculty member. This ratio was higher than for faculty at Johns Hopkins University ($259,000 per faculty member, Research ranking #2), at UCLA ($247,000 per faculty member, Research ranking #6), Duke ($277,00 per faculty member, Research ranking #13) and several other medical schools closer to the top of the 2020 Research rankings. Unfortunately, other factors such as overall faculty size contribute to overall Medical Research national rankings. JABSOM contracts and grants at UH Manoa were $59.95 million in 2018 and JABSOM ranks #2 of all the UH Manoa units in extramural expenditures; this is a major achievement considering the relatively small size of the medical school faculty.

JABSOM’s Kaka’ako buildings are now over a decade old. JABSOM has begun to repair and renovate JABSOM’s medical education building. The JABSOM café has been updated with a new cafeteria floor and all classrooms and several other teaching spaces (including the former bookstore) are receiving audio-visual upgrades to enhance education and the associated wireless network. The BioScience Building is being renovated to improve the Biosafety Level-3 laboratory and vivarium to foster timely annual recertifications. The Kaka’ako parking rate was established and efforts are underway to reacquire 100 parking stalls lost due to HCDA land use changes.

JABSOM’s FY 2019 Internal Giving Campaign, was another success with $732,765 raised with the participation of 347 donors benefitting 82 funds. To date, philanthropic gifts to JABSOM through the UH Foundation for FY 2019 have totaled more $3.7M. Philanthropic highlights include:

- Barry and Virginia Weinman plus JABSOM’s health system partners Hawaii Pacific Health and The Queen’s Health Systems funded 23 four-year, full tuition scholarships for the incoming class of 2018.
- Three new memorial scholarships were endowed, one for former Dean Terence Rogers, one for former faculty member, Dr. Allen Richardson and one for Alumnus, Dr. Janice Soneda-Timtim. Total funds raised were nearly $750,000.
- Over 85 scholarship recipients met their donors at the inaugural JABSOM Scholarship dinner held in January, 2019.
- Realized over $250,000 from two bequest intentions.
- Territorial Savings Bank established a $100,000 expendable scholarship.
- The JABSOM Tuition Payment Program was conceived and launched; this program provides tuition support in exchange for clinical practice in Hawaii after graduation.

On the alumni front:
• The JABSOM Class of 1989 became the first alumni class to complete a scholarship endowment.
• Dr. Seang Seng (Imi Ho’ola and MD graduate Class of ’88) is the author of “Starving Season: One Person’s Story” was the keynote speaker at the Dean’s Circle event in March, 2019.
• October Alumni receptions in Hilo and Maui brought together over 50 alumni.
• The Help Our Students Travel (HOST) program is actively hosting our medical students traveling for mainland residency interviews and clinical rotations.
• The Homestay Aloha Program is actively hosting our medical students and residents during clinical rotations on the neighbor islands.

**FY 2019 Benchmarks and Performance:**

1. *Strive to acquire restoration of tuition dollars to base budget allocation to cover educational mission infrastructure needed for class size expansion.*

   Although JABSOM has increased its tuition revenue by 37% over the last decade, the JABSOM base budget allocation has remained fairly steady. Although some incremental class growth has occurred, the additional need for classroom expansion, student support services and more clinical training sites remain unmet. Efforts to attain extramural support for expansion of essential JABSOM educational programs will be dependent upon a commitment by UH Manoa to sustain its commitment to the medical school.

2. *Use restored educational mission infrastructure to grow the medical student class size.*

   Monies for capital improvement were invested to permit continued accreditation of the school and enhanced structural capacity for continued incremental growth of the school’s student numbers.

3. *Complete recruitment of Associate Dean for Research and begin recruitment of key new research faculty members.*

   As noted above, Mariana Gerschenson, PhD, was recruited as the Associate Dean for Research following a national search. She has recruited an Assistant Director for Research and is working with the department chairs to develop strategies for recruitment of basic and clinical/translational researchers. She continues to actively coordinate collaborations with the Cancer Center while strengthening shared life-science research infrastructure across UH Manoa. The additional IDC return support that JABSOM will receive from UH Manoa will greatly facilitate these endeavors.

4. *Grow clinical & translational research aligned with the needs of the people of Hawaii.*

   As noted above, this is part of the charge for the newly appointed Associate Dean for Research. JABSOM is also preparing an NIH NIGMS U54 infrastructure grant related to clinical & translational research on health disparities for submission in the fall of 2019. This grant, if funded, will complement other JABSOM based infrastructure grants that assist with the development of life-science research and investigator development at UH Manoa and beyond.

5. *Continue to create greater alignment of JABSOM with teaching hospitals through the school’s clinical practice plan to strengthen academic programs and health services delivery in a stable clinical learning environment.*
Serious discussions to better align the JABSOM academic faculty practices with the major health systems have been undertaken. These discussions and anticipated alignment of the University Health Partners of Hawaii with major teaching health system practice plans will advance clinical research, clinical faculty support needed for strengthening and expansion of JABSOM based teaching programs, and enhanced recruitment/retention of needed academic practitioners.

6. **Foster STEM education at the undergraduate and K-12 levels in biomedical careers.**

JABSOM faculty members use local and federal grant funding to reach over 3,000 Hawaii youth annually to encourage a breadth of health and biomedical careers through training, mentoring, research and outreach. Along with faculty members in the Department of Native Hawaiian Health, JABSOM leadership worked with UH West Oahu to create six additional UH positions funded by the legislature. One of the Department of Tropical Medicine doctoral students developed a “one health” course curriculum for UH West Oahu. Discussions regarding new undergraduate science programs involving JABSOM at UH Manoa have continued.

7. **Complete the process of transition of three highly qualified interim department chairs.**

During FY 2019, two interim department chairs were appointed to lead their respective departments: Takashi Matsui, MD, PhD, became the appointed chair of Anatomy, Biochemistry and Physiology. He also oversees the campus morgue and Willed Body Program and will be assuming the role of deputy director for the cardiovascular research center. Nationally recognized pediatric pathologist Karen Thompson, MD, became the appointed chair of Pathology and continues to be a leader in the medical school’s medical education program. The third interim chair (John Chen - Department of Integrative Medicine) will be transitioning into an appointed role but he needs support for departmental reorganization and faculty positions.

8. **Establish a Kaka’ako parking zone and rate and expand parking opportunities for students, staff and faculty in Kaka’ako.**

The Kaka’ako parking zone was approved by the UH Board of Regents in FY 2019. This parking zone maximizes UH benefits for our employees while addressing the increases in market-based parking costs due to economic growth in the Kaka’ako district. With the support of the UH Office of General Counsel, the medical school submitted a request to the HCDA for right of entry (permitting parking) in two lots associated with the Kaka’ako waterfront region. Right of entry has been provided for one lot on Ohe Street. A second appeal is planned for access to supplemental parking stalls in Waterfront Park in early May, 2019.

**Self-assessment of Performance in Primary Evaluation Criteria:**

In terms of our collective productivity as it relates to the primary evaluation criteria of “quality, quantity, timeliness, cost-effectiveness, interpersonal impact, decision-making, and EO/AA (see below for more on this topic),” I would say we continue to be superior to outstanding. Recent augmented RTRF support will help stabilize our aging research facilities and aid incremental growth in faculty time for fostering extramural research. A restoration of $2 M/year in tuition support which had been assigned to UH Manoa by a former Chancellor in FY 2014 will be needed to stabilize the medical
school’s educational mission and allow expansion in trainees. This need is ever more imperative given the significant physician shortage in Hawaii.

EO/AA Activities:

a) Leadership diversity in the Dean’s office: Nancy Foster (CFO - Native Hawaiian) – has helped us embrace the concept of a Hawaiian-led place of learning; Lee Buenconsejo-Lum (DIO – Filipino, Hispanic (Spanish), Korean), Mariana Gerschenson (Associate Dean for Research - Hispanic), Jill Omori (Director for Office of Medical Education – Japanese) and Alan Otsuki (Associate Dean for Academic Affairs - Japanese) add additional diversity to the Dean’s office.

b) JABSOM provides leadership training for its 15 department chairs, including eleven non-White and four female chairs.

c) JABSOM continues to partner with the Queens Medical Center and other community groups to provide an alternative pathway into JABSOM for those applicants with social, geographic or economic disadvantages via the ‘Imi Ho’ōla Program.

d) Many of the JABSOM research programs (including the U54 RMATRIX, COBREs, and U54 Ola HAWAII infrastructure programs) focus on reducing health disparities in Native Hawaiians & other Pacific Islanders.

e) JABSOM students are actively involved in community programs and advocacy for the disadvantaged – e.g., Social Justice Interest Group focus on the health inequities in Micronesians and homeless persons in Honolulu and the Hawaii H.O.M.E. Project supports homeless adults and children residing in several Oahu homeless shelters. Dean’s certificates have been developed for students seeking special education in Native Hawaiian & Indigenous Health and in Social Justice.

Leadership Vision & Goals as they apply to the new UH Manoa Strategic Plan:

Goal 1: Hawai‘i Graduation Initiative

JABSOM is committed to MD students completing their training and graduating as rapidly as possible. As we are highly selective in who enters medical school, the attrition is limited. Nonetheless, considerable effort is placed into assessing learning style, teaching study skills, and providing multiple formats for an interactive and stimulating student experience. We use an innovative problem-based learning format that emphasizes the synthesis of basic science and clinical skills. Support for remediation is available where needed. Furthermore, JABSOM provides a well-known post-baccalaureate program (‘Imi Ho’ōla) to prepare those students with educational disadvantages prior to entering medical school.

Goal 2: the Hawai‘i Innovation Initiative

JABSOM has been awarded a new NIMHD U54 grant (Ola HAWAII) that will in part replace the NIMHD supported RMATRIX-II U54 grant (supporting clinical & translational research) which is in a no cost extension year. Through Ola HAWAII, RMATRIX, INBRE, and other grant programs (e.g., JABSOM based COBRE’s), interdisciplinary translational research continues to be championed by JABSOM. The number of R01 grants has increased significantly in the last decade although current initiatives by NIH to push more grant awards to junior investigators will compromise JABSOM due to a limited ability to invest in developing junior investigators.
Goal 3: Twenty-First Century Facilities

Historically, JABSOM has been blessed to have relatively new educational and basic science buildings – now nearly 15 years old. Each year, JABSOM engages in repairs and maintenance to keep the facility strong and productive. JABSOM has invested in maintaining the university’s Biosafety Level-3 research facilities operational to permit active (nonselect) microbiological research. JABSOM separately sustains a clinical practice site for its academic speech & hearing program in a building adjacent to the Kaka’ako campus. A small clinical & translational research clinic is available for clinical research on the Kaka’ako campus. Additional support from UH Manoa will be needed to maintain these facilities and existing research cores that are used broadly by investigators across UH Manoa.

Goal 4: High Performing System of Higher Education

JABSOM has been a campus leader in collaborative higher education and resource & energy conservation. The fiscal underpinnings of JABSOM have been made transparent and available to the JABSOM leadership team, faculty, staff and students. JABSOM contributes academically across UH Manoa and the entire UH System. In compliance with new LCME accreditation guidelines and the continuing interest of JABSOM leadership, alliances and shared programs with Asian medical schools help JABSOM graduates contribute toward the development of a healthy world community.

Goal 5: Hawaiian Place of Learning

The Hawaiian Sense of Place is a part of the essence of JABSOM. Although the Department of Native Hawaiian Health is a visible leader in sustaining Hawaiian values within JABSOM and the medical community, JABSOM embraces Hawaiian values and practices throughout its endeavors, including its MD student pipeline projects, community-based research programs, and its underlying shared values.

Leadership, Vision & Goals as related to Campus Strategic & Budget Plans:

We have worked hard to establish a solid fiscal base for the School. We have done so in a highly transparent manner. We always seek to leverage our resources to generate additional investment from the local hospitals & community groups, state & federal granting agencies, and donors. The trust upon which these supplemental investments have been built has taken years to develop. These entities have stepped up based upon the belief that UH will fulfill its commitments to the community (including to the legislature) and local supporting agencies.

Proposed FY 2020 Goals:

1. Continue to strive to acquire restoration of tuition dollars to base budget tuition/general fund allocation to cover educational mission infrastructure needed for class size expansion.
2. Grow clinical & translational research aligned with the needs of the people of Hawaii.
3. Continue to create greater alignment of JABSOM with teaching hospitals through the clinical practice plan to strengthen academic programs and health services delivery in a stable clinical learning environment.
4. Complete the process of the creation of a quantitative health sciences department via conversion of the department of integrative medicine.