



University of Missouri
MU Health Care
MU School of Medicine

All Faculty Meeting
December 4, 2024



School of Medicine

University of Missouri

Richard J. Barohn, MD

Executive Vice Chancellor for Health Affairs

Hugh E. and Sarah D. Stephenson Dean



Accredited through 2032!

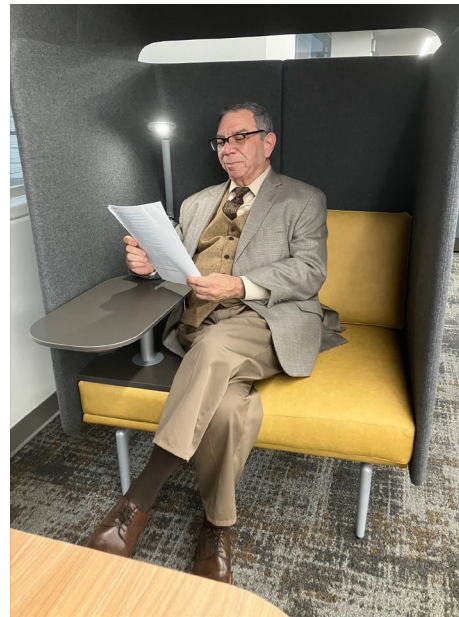
MU School of Medicine received full accreditation on Nov. 1 for eight years!

- Focused areas for continued improvement:
 - Space
 - Pre-clinical curriculum improvement in targeted areas
 - Timely feedback after clerkships
 - Career advising and elective opportunities
- Next Full Survey Visit: 2031-2032 academic year



J. Otto Lottes Health Sciences Library

- Redesigned library opened November 1
- Modern design meets the needs of students and other researchers
- Innovative furniture concepts appropriate for today's technology needs
- Improved access to technology and to collaborative and individual study spaces
- 1st and 3rd floors serve as new home for Department of Pediatrics



All of Us Research Program

- NIH-funded, recently became a site
- Overall project goal is to enroll 1 million Americans and collect blood samples, including DNA, and urine samples along with demographic information and link to electronic medical records (EMR)
- We will begin enrolling across MU and the region in early 2025

CONTACT:

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MU Health Strategic Framework FY26-30

QUALITY/EXCELLENCE

Achieve Exemplary Performance

GOAL

Deliver outstanding clinical care, research and education through continuous improvement and innovation.

STRATEGIES

- Establish clear performance metrics across the institution.
- Leverage and grow programs of distinction to strengthen the organization's reputation.
- Enhance standardization and reliability of care through use of best practices to reduce patient harm and improve outcomes.
- Accelerate time to implementation for innovations in research, academic programs and clinical care.

OUTCOMES

- Improved Quality Metrics
- Research Rankings & Advancements
- Educational Program Design
- Innovative Care Delivery Models
- Programs of Distinction
- Health Outcomes
- National Recognition

ENGAGEMENT

Cultivate an Inspirational Environment

GOAL

Attract, develop and retain a committed team.

STRATEGIES

- Build a culture that encourages transparency, promotes accountability and values well-being.
- Modernize compensation and staffing models to be competitive.
- Design systems and programs to recognize, develop and retain talent.
- Implement leadership development and succession planning programs.
- Establish the systems and processes to improve information sharing and engagement.
- Promote and position MU Health as an exemplary organization.

OUTCOMES

- Recruitment and Retention
- Wellbeing
- Engagement
- Enrollment/Success Rates
- Responsive Staffing

OUR MISSION

To save and improve lives – through exemplary education, research and patient care.

SERVICE

Deliver an Exceptional Experience

GOAL

Exceed the expectations of those we serve.

STRATEGIES

- Create a clear vision for the “exemplary experience” and ensure its consistent delivery.
- Foster a collaborative, team-based approach that anticipates needs and delivers tailored, coordinated service.
- Transform the digital experience to be integrated, accessible and convenient.
- Invest in infrastructure improvements that positively impact the overall experience and improve access.

OUTCOMES

- Patient Experience
- Brand Perception/Patient Loyalty
- Learner, Clinician, Staff and Researcher Experience
- Community Partnerships
- Access
- Hassle-Free Environment

OUR VISION

We will be the premier and transformational academic health system for Missouri.

STEWARDSHIP

Ensure Organizational Resilience and Success

GOAL

Create and maintain an aligned, efficient, and sustainable organization.

STRATEGIES

- Invest in the infrastructure required to support scale and growth.
- Evaluate processes, evolve systems and align resources to ensure sustainability and reward efficiency.
- Optimize partnerships to ensure value is realized.
- Evolve financial strategies to be market relevant and capitalize on opportunities.
- Develop and foster philanthropic support and engagement.
- Create new structures that enable diverse revenue sources.

OUTCOMES

- Philanthropic Metrics
- Focused Infrastructure Investment
- Financial Performance

OUR VALUES

Inclusion, Diversity and Equity, Service, Respect, Discovery, Responsibility, Excellence and Compassion.

GROWTH

Deepen and Broaden Our impact

GOAL

Expand to meet the evolving healthcare needs of Missourians and beyond.

STRATEGIES

- Develop a scalable framework to serve the healthcare
- Strengthen and grow research and training programs, leveraging our partnerships.
- Collaborate with organizations that share similar values to address gaps and expand access.

OUTCOMES

- Market Share
- Clinical Trials
- Publications
- Research Expenditures
- Size and Number of Training Programs
- Partnerships/Collaboration
- Intentional Expansion



APP Project Update and Timeline

Project Goal:

- Ensure fairness and competitiveness in compensation to increase retention including nurse practitioners and physician assistants.
- Project does *not* include Certified Registered Nurse Anesthetists (CRNA).

Roll Out:

- Communication has been sent to APPs with link to complete job history form and upload resume/CV. **Due Monday, December 23.**
- HR Team will review and analyze data January-February
- **March 2025** is target for market adjustment



Faculty Leave

UNIVERSITY HOLIDAYS	Holidays 9 days
FLEXIBLE LEAVE	Annual leave 20 days
QUALIFYING LEAVE	Family and Medical Leave 12 weeks paid 100% of salary <i>*up to two 12-week paid leave periods within a 6-year period</i> <i>*time does not need to be taken consecutively</i>
PROFESSIONAL DEVELOPMENT	At the discretion of the chair, but <u>should not</u> count against flexible leave



QUESTIONS?



School of Medicine

University of Missouri

SUMMARY

Proposed SOM Bylaws Revision, December 2024

Faculty Affairs Council

Article IV – B – Exercise of Authority (pg.7)

Adds Committee on Student Promotion to list of standing committees

6. *Exercise of Authority*

Policy may be proposed by the Faculty Assembly, councils, committees, or the Dean. Proposed policy shall be submitted to the Dean and the Faculty Affairs Council (FAC) for information prior to Faculty Assembly approval. The Faculty Assembly cannot exercise authority that would countermand or supplant the final decision authority of tenure and promotion process, the school of medicine admissions committee, committee on student promotion or the curriculum committee. Further, the Faculty Assembly actions are subject to and must be consistent with the University of Missouri Collected Rules and Regulations

Article VII – C – 2. Research Council (Pg.12)

Removes following statement:

“The Research council shall endeavor to enhance the quality of research and assure the protection of the rights of human subjects in experimentation. The research council shall further endeavor to assure adherence to all regulations on animal welfare.”

2. *Research Council*

Charge

The Research Council shall recommend policies governing research, including the fostering and stimulation of intramural and extramural research relationships, inter-disciplinary research, and the generation and distribution of research funds. The Research Council shall recommend to the Senior Associate Dean for Research the distribution of specified institutional research funds.

~~The Research Council shall endeavor to enhance the quality of research and assure the protection of the rights of human subjects in experimentation. The Research Council shall further endeavor to assure adherence to all regulations on animal welfare.~~

Article VII – C – 2. Research Council (Pg.12)

Removes requirement that the chair of the Research Council be an Associate or Full Professor with tenure

Membership and Composition

The Research Council consists of fifteen (15) members, all of whom must be members of the Faculty Assembly. To ensure comprehensive representation, the Council will include clinical and basic science department members. The Council aims to have representation from different academic ranks—full professors, associate professors, and assistant professors, all of which any of which (with or without tenure) can serve as. ~~The additional qualification to serve as the~~ Chair of the Research Council ~~requires an individual to hold the position of Associate or Full Professor with tenure.~~

Article VII – C – 2. Research Council (Pg.13)

Removes Chair of the Institutional Review Board, Health Sciences Section

- d. Qualification to serve as Chair of the Research Council:
 - i. Associate or Full Professor with or without tenure
- e. Approximately one-third of the membership shall be replaced each year.
- f. Involvement in research is a prerequisite for Council membership. Such involvement may be evidenced by research administration, recent publications in refereed research journals, receiving of funded grants, presentations at national and international research meetings and/or service on national grant review panels.
- g. Three members who hold the following positions shall be ex officio:
 - i. An Associate Dean in the School of Medicine responsible for research.
 - ~~ii. Chair of the Institutional Review Board, Health Sciences Section.~~
 - ~~iii. ii.~~ Associate Chief of Staff for Research of the Harry S Truman Memorial Veterans Hospital.

Article VII – C – 2. Research (pgs. 1

Reorganizes order of information in this section

iii.ii. Associate Chief of Staff for Research of the Harry S Truman Memorial Veterans Hospital.

iii. Each Research Council member shall be elected for an initial term of three (3) years and may be reelected for an additional consecutive term of three (3) years. Following the completion of two consecutive terms, members shall observe a mandatory waiting period of one year of service before becoming eligible for re-election to the Research Council.

[No Title]

iv. Research Council officers shall be elected by the elected representatives of Research Council and will include a Chair, a Chair-Elect who will assume the Chair role after one year, and an Immediate-Past Chair, who will serve ex officio as a consultant for a one-year period. Elections for the Chair-Elect position must ensure that the term for the Chair can be served within the individual's existing three-year term of the member.

iv.v. The Chair shall be elected by a majority of the votes cast in a secret ballot of the members of the Research Council. Chairs may serve one three-year term and must have a break in service of one year before being eligible for one

additional three-year term. The Chair's term is for three years. The Chair can be removed from office for negligence of duty or impropriety. Such action shall be initiated by presentation of a petition to the Dean. The Dean will communicate a removal decision to the FAC chair.

v.vi. Each Research Council member shall be elected for an initial term of three (3) years and may be reelected for an additional consecutive term of three (3) years. Following the completion of two consecutive terms, members shall observe a mandatory waiting period of one year of service before becoming eligible for re-election to the Research Council.

Other responsibilities

vi.vii. Minutes of the Research Council shall be the responsibility of an administrative support staff whose duties include supporting the Senior-Associate Dean for Graduate Research Education. Minutes will be distributed to the Dean, the Senior Associate Dean for Research and to the FAC. The administrative support staff will also be responsible for taking attendance, maintaining records, distributing minutes, agendas, managing election processes, and other communications as directed by the Research Council Chair.

[No Title]

vii.viii. The Research Council shall report at least once a year to the faculty. The report shall be presented by the Chair and shall include an accounting of the distribution of specified institutional research funds.

viii.ix. Research Council shall have administrative support reporting directly to the research council chair. The administrative support will record the minutes of each meeting, maintain all records decisions, take attendance, and maintain records and be responsible for distributing minutes, agendas, managing election processes, and other communications as directed by the Chair.

Article VIII – a - Meeting and Agenda (Pg. 32)

Reorganizes order of information in this section

- b. The Chair of the FAC shall be the Vice Chair of the Faculty Assembly. The Vice Chair shall preside at meetings of the Faculty Assembly in the absence of the Chair or at other times when so designated by the Chair.
- c. A parliamentarian shall be appointed annually by the Chair of the Faculty Assembly.
- ~~c.d.~~ Secretary of the Faculty Assembly shall be appointed by the Chair and will be responsible coordinating and circulating meeting minutes, agenda and other necessary communications.

VIII. Article VIII - Meetings

a. ~~Faculty: all with rank of instructor or above~~ Meeting and Agenda

1. The faculty shall meet once a semester for the purpose of receiving reports from the Dean and from the councils and standing committees of

VIII. Article VIII - Meetings

a. ~~Faculty: all with rank of instructor or above~~ Meeting and Agenda

1. The faculty shall meet once a semester for the purpose of receiving reports from the Dean and from the councils and standing committees of the faculty as required.
2. The dates of these meetings shall be set by the FAC at the beginning of the academic year and distributed to the faculty electronically as well as shared by department chairs during department regularly scheduled meetings.
3. Additional meetings may be called by the Dean, the FAC or shall occur upon the written request of ten members of the faculty addressed to the Dean. Such meetings shall be held within fifteen days of the request.
4. Fifty members of the Faculty Assembly, representing at least ten academic departments shall constitute a quorum.

b. ~~Faculty Assembly: faculty with regular appointments (tenured or tenure track), faculty on clinical, professional practice, research and teaching tracks, and faculty voted into Assembly.~~

i. ~~Meetings~~

~~The Faculty Assembly shall meet (a) at times determined by it, (b) when called by the FAC, or (c) when called by the Dean. Upon written request of ten members of the faculty, the Dean shall call into meeting the Faculty Assembly to be held within fifteen days of such request.~~

ii. ~~Quorum~~

Voting

- For those attending in-person, please use the paper ballots available to cast your vote.
- For those attending via ZOOM, please use the polling option to cast your vote.

Jane Emerson, MD

Faculty Affairs Council Chair

Division Director, Pediatric Rehabilitation

Professor of Physical Medicine and Rehabilitation



Faculty Affair Council Membership

2024-25 FAC Department Representatives

Jane Emerson, Physical Medicine & Rehabilitation (Chair)
Niraj Arora, Neurology
Taxing Cui, Medical Pharmacology / Physiology
William Folk, Biochemistry
Diana Gil Pages, Molecular Microbiology & Immunology
Jill Kanaley, Nutrition and Exercise Physiology
Melissa Lawson, Child Health
Kunal Malhotra, Medicine
Allison Nesbitt, Pathology & Anatomical Sciences
Luke Stephens, Family and Community Medicine
Karen Thies, OBGYN & Women's Health
Abbie Wright, Emergency Medicine

Farhan Siddiq, Neurosurgery (Chair emeritus)
Gregory Bierdermann, Radiation Oncology
Ila Durkin, Psychiatry
Mark Gilbert, Otolaryngology
Ashley Jenkins, Dermatology
James Landreneau, Ophthalmology
Emily Leary, Orthopaedic Surgery
Ahmed (Rony) Marwan, Surgery – Pediatric
Mihail Popescu, BBME
Jon Taylor, Anesthesia
Nanda Thimmappa, Radiology

Ad Hoc (non-voting) members

Kara Braudis, Dermatology
Stephen Keithahn, Medicine (Hospitalist)
Kirby Woodall, OBGYN & Women's Health

Casey Holliday, Pathology & Anatomical Sciences
Abdelnaby Khalyfa, Child Health
Abu Mosa, Health Management & Informatics

Guanghong Jia, Medicine
Carol Ward, Pathology & Anatomical Sciences

Faculty Affairs Council – Charge

“The Faculty Affairs Council . . .shall serve as a representative body of the medical school faculty in matters of concerns to that faculty.

(and) for the Faculty Assembly, shall

- review, provide input and feedback to the faculty Bylaws;
- review, provide input and feedback Medical School policy on appointment, promotion and granting of tenure;
- promote the University’s inclusive excellence framework in faculty recruiting;
- collaboration with the Dean to ensure that all faculty have the opportunity to provide input to their department chair, division and the school.
- FAC shall in all matters uphold the rights, responsibilities, and authorities of the faculty.”

- Bylaws of the Faculty, School of Medicine

Curriculum Committee Activities, 2024

Report to Faculty Assembly, 12-4-2024

Mark Ellis, M.D., MSPH
Curriculum Committee Chair

Committee Membership

- Mark Ellis, Chair
 - Luis Polo-Parada, Vice Chair
 - Maike Krenz, Secretary
 - Michael McCullough
 - William Folk
 - Habib Zaghouani *Emily Winfrey
 - Casey Holliday *Aidan Jacobsen
 - Komal Ashraf *Edward Van Matre
 - Sara Adams *Adrian Peacock
 - Dima Dandachi
- **Ex-officio members (non-voting)**
 - Kevin Kane
 - Nate Beucke
 - David Haustein
 - Colleen Hayden
 - Scott Kinkade
 - Laura Henderson-Kelley
 - Steve Halenda
 - Stephen Colbert
 - Julia Halsey
 - *Sarah Burkhardt, Staff Support*

Work and Initiatives of Curriculum Committee

- *Maintenance and upkeep of current curriculum
- *Collaborative work to respond to LCME areas of concern
- *Initiation and oversight of CC subcommittees
- *Work on Blue Ribbon Panel Issues
- *Supporting and exploring emerging issues in medical education



Maintenance and Upkeep of Curriculum

- New courses approved (CCSC): 3 courses new electives since 6-2024
- Course content changes (PCSC): Anatomy examination content
- Addressed student proposal for change to virtual format for T-giving week
- Academic calendar (COMPASS, OSCE dates)



Maintenance and Upkeep of Curriculum

- Reviewed, discussed and approved new policies:
 - Monitoring of preclerkship student time
 - Medical student supervision
 - Appeals process (M1-2 years)
 - Implementation of proctored exams
 - Attendance policy



Collaborative Work to Respond to LCME Areas of Concern

- Reviewed LCME citations
- Addressing identified needs/deficiencies:
 - Formative feedback/evaluation
 - Fair and timely summative assessment
 - Medical student feedback
 - Student advancement and appeals process



Initiation and Oversight of CC Subcommittees

- Education Day subcommittee changed to ongoing monthly committee; representation and leadership defined.
- Approved a new Assessment and Evaluation Subcommittee
 - Chaired by Associate Dean for Assessment and Evaluation
 - Approved charge, meeting frequency, representation



Work on Blue Ribbon Panel Issues (ad-hoc subcommittees)

- IPC/PBL integration
- Transition to residency curriculum
- Remediation
- Early clinical integration.



Supporting and Exploring New Issues in Medical Education

- Education Day 2024 (Artificial Intelligence in Medicine/Medical Education)
 - Ethical Aspects—Dr. Brandt
 - AI tutorial/workshop--Dr. Fares
- Preclinical Phase Review (December 2024)
- Review and Refresh, MU-SOM Educational Goal Statements (Jan 2025)



Questions and Faculty Assembly Input

Committee on Student Admissions

**Nikki Cronk, PhD
Chris Hardin, PhD**

Co-Chairs of the Admissions Committee



Committee on Student Admissions

- The Committee shall select students for admission into the School of Medicine. It is the obligation of the committee to consider, in depth, the credentials of all applicants that will allow for success in their medical studies. **The committee has the sole authority to select, evaluate and admit medical students to University of Missouri School of Medicine.**
- The committee is also responsible for making changes to admissions requirements.
- At least 25 members on the committee.
 - 70% must be faculty from SOM

General Admission Requirements

- US Citizen or Permanent Resident
- 3.0 Cumulative and Math/Science GPA
- 494 MCAT
- Meet all Course Requirements
- Missouri Residents
 - Are given priority in admissions
 - Non-MO residents must meet certain GPA/MCAT requirements and complete an out-of-state form.

Entering Class 2025 - Application Numbers

Total Applications	3,678
Verified Missouri Residents	568
Verified Out-of-State Residents	3,110
Interviews Completed * <i>(Committee will interview until March with a goal to complete 400+ interviews.)</i>	181
Total Accepted*	36
Total that will Matriculate <i>(in July 2025)</i>	128+

*** As of 11/26/24**

Entering Class 2025 - Acceptance Data

36 Admitted Students as of 11/26/24

Average Undergraduate Cumulative GPA		3.89
Average Undergraduate Science GPA	3.85	
MCAT Average Percentile		91%
MCAT		515
Missouri Residents		100%
Out-of-State Residents		0%
Female		50%
Male		50%
Low Socioeconomically Disadvantaged Background		17%
First Generation College Student		11%
Rural		8%

Meet the CLASS OF 2028



2,510

TOTAL APPLICATIONS



422
INTERVIEWS



128

STUDENTS MATRICULATED

Undergrad institutions
represented

51

Undergrad majors
represented

30

AGE RANGE:

20 **36**

80 **48**

18%

Students come from
socioeconomically
disadvantaged
backgrounds



18%

STUDENTS COME FROM
RURAL AREAS

Students
from Missouri

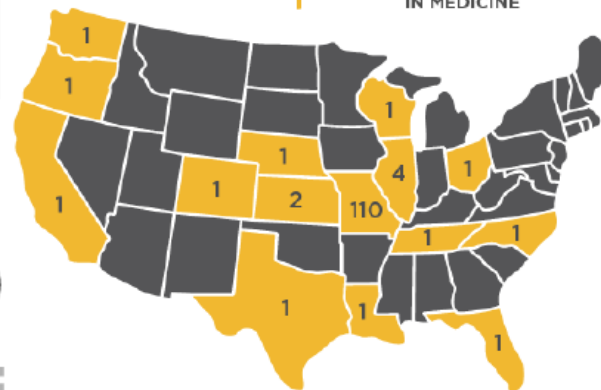
86%

4%

FIRST GENERATION
COLLEGE STUDENT

11%

SELF-IDENTIFY AS
UNDERREPRESENTED
IN MEDICINE



3.79

Average
Math/Science
GPA

3.83

Average
Total GPA

509

Average
MCAT Score

**Entering
Class 2025**
(Current M1s)

Interested in Serving on the Admissions Committee?

- **Contact Dr. Nathan Beucke, the committee co-chairs, or your department chair if you are interested in serving.**
- Admissions Committee Expectations:
 - Interview season is October – March
 - Interview one day/time a week (virtual)
 - Monday, Tuesday, Wednesday
 - 1:00-3:30 p.m.
 - Attend committee meetings Wednesday evenings
 - 5:00-8:00 p.m.
- There is MBM credit for participation

Dr. Cronk, Co-Chair
cronkn@health.missouri.edu

Dr. Hardin, Co-Chair
hardinc@health.missouri.edu

THANK YOU!





Committee on Student Promotion (CSP)

Report to Faculty

Jim Stevermer, MD
CSP Chair





The Committee on Student Promotion (CSP), is charged by the Faculty of the School of Medicine with the responsibility of reviewing the progress of all students who are candidates for the degree Doctor of Medicine.



Committee Members

- **Voting Members**

- *Bert Bachrach, MD (alternate)-Pediatrics*
- Kevin Bartow, MD-Surgery
- *Clayton Butcher, MD (alternate)- Medicine*
- Charles Chen, MD-Pediatrics
- Steven Cheung, MD-Surgery
- Denicia Dwarica, MD- OB/Gyn
- Brady Fleshman, MD- Family Medicine
- Shellaine Frazier, DO- Path & Anat Sci
- Suma Gondi- M4 Medical Student
- Mike McCullough, MD- OB/Gyn
- Chaitanya Panchangam, MD- Pediatrics
- Luis Polo-Parada, PhD- Med Pharm/Phys
- Connor Sierra-M3 Medical Student
- Veronica Sievert, MD- Family Medicine
- Greg Sowa, PhD- Med Pharm/Phys
- *Tom Willson, MD (alternate)- Surgery*
- Abbie Wright, MD- Emergency Medicine

- **Non-Voting Members**

- Rawan Ebada, M1 Medical Student
- Amal Hamed, M2 Medical Student
- Jim Stevermer, MD (Chair)- Family Medicine

- **Ex-Officio**

- Nate Beucke, MD
- David Haustein, MD
- Scott Kinkade, MD



Since the last meeting, the Committee has met on:

- June 10, 2024
 - September 17, 2024
 - November 18 & 19, 2024
- 

Leave of Absences

- Leave of absence to develop skills
 - PhD
 - Research
 - Post-sophomore fellowship (pathology)
- Current status
 - 5 students newly approved for LOA
 - 7 students completed LOA
 - **19** students remain on LOA

Leave of Absence

- Leave of absence for personal or academic challenges
- Academic and Health & Personal
 - 12 student placed on LOA
 - 9 students completed LOA
 - 17 students remain on LOA
- Individualized Study Plan (1 yr tailored plan to remediate and recover)
 - 4 students started an ISP
 - 0 students completed ISP
 - 4 students currently on ISP

Preclinical Grades

M1 Blocks

- Block 4 (128)
 - 6 PBL Unsatisfactory Grades
 - 8 IPC Unsatisfactory Grade
- Block 1 (128)
 - 6 PBL Unsatisfactory Grades
 - 0 IPC Unsatisfactory Grades

M2 Blocks

- Block 8 (136)
 - 11 PBL Unsatisfactory Grades
 - 0 IPC Unsatisfactory Grades
 - Honors
 - 13 PBL Honors Grades
 - 108 IPC Honors Grades
- Block 5 (126)
 - 12 PBL Unsatisfactory Grades
 - 13 IPC Unsatisfactory Grades
 - Honors
 - 20 PBL Honors Grades
 - 20 IPC Honors Grades

Clinical Grades

- **M3 Blocks**

- Block 14(108)
 - 1 Unsatisfactory Grade
- Block 15 (105)
 - 2 Unsatisfactory Grades
- Block 9 (113)
 - 1 Unsatisfactory Grade
- Block 10 (121)
 - 1 Unsatisfactory Grade
- Block 11 (122)
 - 1 Unsatisfactory Grade

- **M4 Blocks**

- Block 22
 - 1 Unsatisfactory grade

USMLE Step 1 and Step 2

- USMLE Step 1
 - 12 Failures
 - 104 Passes
- USMLE Step 2
 - 0 Failures
 - 111 Passes

Academic Probation

- 17 placed on Academic Probation
- 17 removed from Academic Probation
- 33 currently on Academic Probation
 - 1 M1s
 - 12 M2 students
 - 19 M3 students
 - 1 M4 student

Student CSP Appearances

- 16 Students appeared before the Committee
- 8 votes for dismissal
- 2 votes passed
 - 1 dismissed
 - 1 in automatic appeal process



CIRCLE ANNUAL REPORT

2023-2024

Ila Durkin, MD

CiRCLE Committee Chair



CIRCLE ANNUAL REPORT AY 23-24

Charge

The committee is charged with:

1. Reviewing all individual reports of possible mistreatment that come from multiple areas including the student portfolio, pre-clinical evaluation, clinical evaluation, annual survey, and the graduation survey.
2. Reviewing any actions already taken by the Associate Dean for Student Affairs, the Office of Medical Education and others in response to individual reports made by students and determine if:
 - a. Action is sufficient
 - b. Further action needs to be taken
 - c. Action is to be tabled in order to gather more information
3. Review trends in reports, particular settings that may be problematic, types of mistreatments, etc. across the different venues.
4. Recommending further institutional actions, including changes in policy, educational interventions, etc., as appropriate
5. Providing an annual report to the Dean, students, Faculty Affairs Council, Council of Chairs and the Committee on Curriculum.

Meeting Dates AY 2023-2024

August 15, 2023
September 19, 2023
October 17, 2023
November 21, 2023
January 16, 2024
February 20, 2024
April 23, 2024
May 21, 2024
June 18, 2024

CiRCLE ANNUAL REPORT AY 23-24

Highlights

- Dr. Carla Dyer gave the pre-clerkship/clerkship annual mistreatment report.
- Mistreatment “buttons” were added to each of the clerkship evaluations and M4 evaluations for students to use if needing to report mistreatment.
- The M1’s conducted a survey regarding mistreatment as it relates to M1’s and reported to the committee the findings.
- The CiRCLE committee introduced and presented the new CiRCLE of Excellence Award. It was presented at the Honors and Awards ceremony and given to one staff, one faculty and one student member of the School of Medicine.
- A new policy was created and implemented: Non-Retaliation Policy.
- The committee added two new faculty members to represent both Springfield and Rural Scholars.
- An unprofessionalism reporting initiative was incorporated into Mistreatment Awareness Trainings and reporting modules.
- Mistreatment Awareness Training was changed to Maintaining a Positive Learning Environment (MaPLE) to invoke a more positive stance on the training.
- Dr. Bruce Horwitz of the Faculty Development Coordinating Committee came to speak about collaborating ideas for the two committees.
- New videos for the 24-25 AY were created in April 2024.
- Several committee members spoke on behalf of CiRCLE and MAT (MaPLE) training during the 2023 Accreditation site visit.
- The following Mistreatment Awareness Training (MAT) sessions took place via Zoom and in person:
 - New SOM faculty/staff
 - All 1st year residents/fellows
 - All of Office of Medical Education Staff/Dean’s Office
 - M1 Medical Students
- Ongoing annual training within each department was continued for 2023-2024. All facilitators have access to the OneDrive folder with all the videos, discussion questions, protocol, background and results, mistreatment examples, and the sign-in sheet they will use for taking and reporting attendance. All departments completed their annual training.
- A total of 9 reports of mistreatment were submitted to the CiRCLE process during AY 23-24. See Table 2 below for a summary of reports. Of these 9 reports:
 - Nine reports have been investigated, discussed by CiRCLE, and resolved with all parties.



Thank you!



Question & Answer Opportunity with Dean Barohn