Fall/Winter Staff Engagement Agenda

• Opening remarks
• Connecting with Feinberg’s mission
• School news to know about
• Staff engagement programming
• Q&A
Mission of Feinberg School of Medicine

MISSION
Impact the practice of medicine through discovery and education to improve human health.

RESULT
Enhanced reputation as a learning organization.

Advance the Research Enterprise
Enhance the Educational Enterprise
Strengthen the Clinical Enterprise
Advance Diversity & Inclusion
Focus on Community Engagement
Feinberg Today
By the Numbers, 2021

28 departments
70+ institutes and centers

4,767 faculty members

$610.4 million research awards in 2021

680 medical students
1,254 residents & fellows
454 PhD students
452 postdoctoral research fellows

2,161 staff members

15 US News & World Report ranking

15 NIH funding ranking

14 departments in NIH top 20
Research: Funding Discovery
Fiscal Year 2021 Research Awards Totaled $610.4 Million

652
Principal investigators (PIs)

436
PIs of NIH grants

FY21 Awards by Clinical Department, Basic Science Department, Institutes and Centers

$356.8
Clinical Depts

$149.3
Basic Science Depts

$104.3
Institutes, Centers

FY21 Awards by Faculty Type

Investigator: Scientist 40%
Investigator: Physician Scientist 22.5%
Clinician-Educator 29.3%
Other 8.2%

Principal investigators (PIs)
436
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FY21 Awards by Clinical Department, Basic Science Department, Institutes and Centers

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Investigator: Scientist 40%
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Other 8.2%
Research Awards to Feinberg versus Top 10 Medical Schools
NIH Fiscal Year

Source: NIH Reporter, excludes subcontracts and R&D contracts
*CAGR calculated from FY2012-FY2021
Clinical Research Studies and Participants

**Clinical Research Studies**

<table>
<thead>
<tr>
<th>Year</th>
<th>Participants</th>
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<tbody>
<tr>
<td>FY17</td>
<td>4,446</td>
</tr>
<tr>
<td>FY18</td>
<td>4,571</td>
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<tr>
<td>FY19</td>
<td>4,189</td>
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<td>FY20</td>
<td>4,169</td>
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<td>FY21</td>
<td>5,724</td>
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**Newly Enrolled Participants**

<table>
<thead>
<tr>
<th>Year</th>
<th>Participants</th>
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<tbody>
<tr>
<td>FY17</td>
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<tr>
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<td>FY19</td>
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<td>FY20</td>
<td>32,095</td>
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<tr>
<td>FY21</td>
<td>39,344</td>
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</table>
Education: Recruiting the Best and Brightest

**Medical Students**

- **65%** matched to a residency at a Top 25 institution (2021)
- **22%** Class of 2025 from underrepresented minority groups

**New Residents**

- **42%** graduated from a Top 25 medical school
- **33%** AOA National Medical Honor Society members
- **23%** from underrepresented minority groups

**PhD**

- The 2020-2021 graduating classes of Feinberg’s four PhD programs published **262** papers in top journals
- **23%** PhD students and **20%** postdocs from underrepresented minority groups (2021, domestic only)
LCME Reaccreditation

| February 2020 | • LCME measures compliance with 12 standards and 93 elements  
|              | • Significant focus on process  
|              | • LCME Quality Improvement Committee (LQIC) established after the 2013 site visit | Three components of submission materials:  
| Reaccreditation preparation began | Three components of submission materials:  
| January 2021 | Submission of materials (over 2,000 pages) | 1. Data Collection Instrument  
|              | April 2021 | 2. Independent Student Analysis  
|              | Three day virtual site visit | 3. Institutional Self-Study  
| October 2021 | October 2021 | • 88 elements in compliance  
| Full Accreditation Granted at LCME meeting | • 3 elements satisfactory with monitoring  
|              | December 2022 | • 2 unsatisfactory  
| Progress Report Due | 2028 -2029 Next site visit |  

Advance the Research Enterprise  
Enhance the Educational Enterprise  
Strengthen the Clinical Enterprise  
Advance Diversity & Inclusion  
Focus on Community Engagement
Enrollment: 2021-2022

Medical Education

Undergraduate Medical Education
680

Graduate Medical Education (McGaw)
1,254

Continuing Medical Education
over 90,000

Graduate Science Education

PhD Students
454

Postdoctoral Fellows
452

Professional Education

Physical Therapy
281

Physician Assistant
72

Master’s Programs
394

Advance the Research Enterprise
Enhance the Educational Enterprise
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Focus on Community Engagement
The Graduate School: Feinberg-Based Programs

**PhD Programs**
- Clinical Psychology
- Health Sciences Integrated Program
- Driskill Graduate Program
- Interdepartmental Neuroscience

**Masters Programs**
- Clinical Investigation
- Clinical Psychology
- Biostatistics
- Genetic Counseling
- Health & Biomedical Informatics
- Healthcare Quality & Patient Safety
- Health Services & Outcomes Research
- Medical Humanities & Bioethics
- Public Health
- Reproductive Science & Medicine
Strengthening the Clinical Enterprise

Northwestern Medicine®
Feinberg School of Medicine

Northwestern University

Clinical Affiliates

Northwestern Memorial HealthCare®
- 11 hospitals, 200+ sites
- 5,400 aligned physicians
- 17 shared departments with Feinberg
- Ambulatory, post-acute care
- US News Honor Roll hospital (ranked 10)

Shirley Ryan AbilityLab.
- 262 beds
- Inpatient, day rehabilitation & outpatient services
- Feinberg Department of Physical Medicine and Rehabilitation
- US News Honor Roll hospital (ranked 1)

Ann & Robert H. Lurie Children’s Hospital of Chicago™
- 15 partner hospitals, 14 outpatient services locations
- 1,800+ physicians
- Feinberg Department of Pediatrics
Clinical Growth
Expanding access to NM care closer to where patients live and work

Legend
NM Hospital
NM Clinic

NM IP Discharges by ZIP Code

2009

Legend
NM Hospital
NM Clinic

NM IP Discharges by ZIP Code

2021
Diversity & Inclusion Progress

Social Justice Report: One Year Later published online

Progress noted in the report includes:

- Implementation of an Inclusive and Bias Free Curriculum Checklist
- Creation of a campus-wide bias reporting portal across all Feinberg educational programs
- Review of the use of race in teaching and clinical algorithms; updated recommendation of the NKF and ASN implemented across NM
- Increased curricular emphasis on healthcare disparities and underserved communities; established new resident clinic at Near North Health Center
- New resources for medical Spanish
- Launched anti-racism training program for managers (faculty and staff) and online module for all employees
- Two new annual research fellowships for underrepresented minorities in McGaw clinical fellowship programs
- Addition of “Community Engagement” as a fifth domain for Clinician-Educators and launched DEI section in the Feinberg Faculty Portal
- Expansion of the Office of Diversity & Inclusion to coordinate efforts and track pipeline program and other data
Pipeline Programs

- NM Scholars
- NU Docs
- Cancer Undergraduate Research and Education Program (CURE)
- Health Professions Recruitment and Exposure Program (HPREP)
- NU GoKIDNEY SciHigh Summer Program
- Pulmonary and Critical Care Summer Research Program
- Chicago CHEC Research Fellows Program
- T37 NU Minority Health and Health Disparities Research Training Program
- Health Equity Fellows

NU Docs Alternative Spring Break at Feinberg
Community Engagement

- There are 1,178 active community partner organizations engaged with Feinberg in teaching, service or research.
- There are 434 active eIRB protocols involving research with 286 community partner locations throughout the greater Chicago area.
News to Know About
New Northwestern President Named
Rebecca M. Blank to become University’s 17th President

- Served on the faculty of the economics department from 1989 to 1999, and one of the first tenured women in the Northwestern economics
- Member of the American Academy of Arts and Sciences
- Received lifetime achievement award as a 2021 Distinguished Fellow of the American Economic Association
- As UW-Madison chancellor for the past eight years, Blank oversees a research portfolio that brought in $1.5 billion in sponsored research funds last year.
- Served in three presidential administrations, most recently as acting secretary of commerce and deputy secretary of commerce under President Barack Obama. She also was a member of the Council of Economic Advisers under President Bill Clinton, and a senior staff economist on the Council under President George H.W. Bush.
New Leadership and Institutes/Centers at Feinberg
Lorraine Goffe named Northwestern University Vice President for Human Resources, effective February 1

- Currently VP and Chief Human Resources Officer at The Pennsylvania State University
- Previously served as VP and Chief Human Resources Officer at MIT and as Vice Chancellor for Human Resources at Washington University in St. Louis
Staff Engagement Programming
Staff Engagement Activities
You asked. We listened and answered.

- **DEI Task Force**
  - CREATED

- **Sustained Dialogue**
  - SECOND COHORT COMPLETE
  - Exclusively for staff, SD creates a safe learning space to engage in dialogue of difficult topics by focusing on active listening.

- **Manager Mentor Program**
  - THIRD COHORT LAUNCHED 09/2021

- **Feinberg Service Recognition Program**
  - LAUNCHED
  - 50 nominees to date
  - Peer nominated service recognition program, with department and school leadership acknowledgment

- **Leadership Lunches**
  - MONTHLY PROGRAM (Restarting in January)
  - More than **150** staff have attended to date.

- **Staff Grand Rounds**
  - NEXT SESSION: January 11, 2022
  - Tactical and skill-based sessions focused on best practices, new developments and information sharing.
Staff Engagement: Service Excellence
Recognizing staff who have gone above and beyond

### 2021 HONOR ROLL

<table>
<thead>
<tr>
<th>Sarah Al-Sharif</th>
<th>James Eisenbart</th>
<th>Susan Kaiser</th>
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<tbody>
<tr>
<td>Chip Bagnall</td>
<td>Bethany Ekesa</td>
<td>Lauren Kapinski</td>
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<td>Mary Beth Blocher</td>
<td>Michelle Fu</td>
<td>Mark Kim</td>
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<td>Patricia Bustamante</td>
<td>Lacey Gleason</td>
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<td>Christine Charles</td>
<td>Allison Gibowski</td>
<td>Brianna Kuramitsu</td>
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<td>Jenna Chynoweth</td>
<td>Lynne Goodreau</td>
<td>Nicola Lancki</td>
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<td>Curtis Hanawalt</td>
<td>Setong Mavong</td>
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<td>Cindy Cruz</td>
<td>Toddie Hays</td>
<td>Alex Menias</td>
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<td>Elyse Daly</td>
<td>Steven Hays</td>
<td>Melanie Mkrdichian</td>
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<tr>
<td>Alexis Ebbrecht</td>
<td>Keith Herzog</td>
<td>Edwin Morales</td>
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# Staff Engagement: Service Excellence
Recognizing staff who have gone above and beyond

## 2021 HONOR ROLL

<table>
<thead>
<tr>
<th>Tracy Mrowczynski</th>
<th>Laura Tom</th>
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<tbody>
<tr>
<td>Ania Nassiri</td>
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<td>Nicole Ouellette</td>
<td>Lyndsey Van</td>
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<td>Leela Rao</td>
<td>Lauren Walker</td>
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<td>Michaela Riley</td>
<td>Alex Wallis</td>
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<tr>
<td>Sam Ritchey</td>
<td>Lynn Welch</td>
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<tr>
<td>Todd Shamaly</td>
<td>Chen (Jen) Yeh</td>
</tr>
<tr>
<td>Callen Spencer</td>
<td>Katelyn Zumpf</td>
</tr>
<tr>
<td>Kathryn Swary</td>
<td>Elena Zvirbulis</td>
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</tbody>
</table>
Staff Engagement: ODI Focus

- ODI Task Force
- Department DEI guide: How to create your own DEI group
- Sustained Dialogue
  - Second Cohort made up of 15 staff from various Feinberg departments
  - Sessions started in late July and completed in early September 2021

Staff Engagement ODI Task Force

Members
- Daniela Amortegui
- Elena Artiside
- Andes Avila
- Tameka Brannon
- Toni Gutierrez
- Jenine Ideis
- Jessica Johnson
- Melanie Kruchten
- MaryPat Mauro
- Monica Rodriguez
- Samuel Ross
- Ashley Sipocz
- Anna Yee
Staff Engagement Programming
Upcoming ways to get involved

Career Development Programming
• Manager Mentor Program
• Sponsor: NUSAC Growing Your Career Workshop
• Manager Foundations
  – 130 Feinberg participants
  – 32 Feinberg participants in next cohorts
• Lead 4 Success™
• myHR Learn

Staff Grand Rounds/Virtual Programming
• DEI in Action: Putting Values into Action at Feinberg
  – January TBD
  – Virtual format
• Past Sessions Online
  – Tasks, Tips and Tricks
  – Making the Most of Microsoft Teams
Work Tasks: New Processes and Tools

Upgrades to the staff experience

- Sponsored Research Administration Transformation Program
  - Huron Grants & Agreements to replace InfoEd
- New timekeeping system coming soon: Workforce
- OneDrive and SharePoint replacing Box for cloud storage
Get In Touch With Us

feinbergstaffengagement@northwestern.edu
A Focus on the Staff Experience
Questions
Thank you!