

Baylor  
College of  
Medicine

# DIRECTS

ANNUAL REPORT



2019

# DIRECTS

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**D**ISCOVER ▶ THE FUNDAMENTALS OF HUMAN DISEASE AND HEALTH

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**I**NVEST ▶ IN THE HUMAN AND TECHNOLOGICAL RESOURCES NECESSARY FOR INNOVATION

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**R**EACH ▶ THE COMMUNITY LOCALLY, NATIONALLY AND GLOBALLY

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**E**DUCCATE ▶ GENERATIONS OF LIFELONG LEARNERS DEDICATED TO EXCELLENCE IN BIOMEDICAL RESEARCH, PATIENT CARE AND EDUCATION

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**C**REATE ▶ THE LEARNING HEALTH DELIVERY SYSTEM OF THE FUTURE

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**S**USTAIN ▶ AN OPERATIONALLY EXCELLENT AND FISCALLY STABLE PLATFORM

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September 2019

Dear Baylor College of Medicine Friends and Colleagues,

At Baylor College of Medicine, we emphasize our values. Those core values—Respect, Integrity, Innovation, Teamwork and Excellence—serve as a roadmap for the work we do every day in our vision to improve human health.

While the values do not change, we survey the Baylor community from time to time to get input to update examples of what represents those values. Our community is highly engaged in shaping our values.

This year, in particular, I have been spending a lot of time thinking, talking and writing about Respect. While I would like to say that is because of its importance in general, the reality is national and international incidences of violence have prompted my focus. Too many times, I have addressed with the Baylor community violence at places of worship, schools, entertainment venues and, most recently, at a store where parents and their children were shopping for back-to-school items.

Do these events affect the Baylor community? Yes, they do. I hear from faculty, staff, students and trainees who are greatly concerned, who fear this type of violence and, most importantly, who cannot understand those who devalue people because of who they are, what they believe, or seemingly, for no reason at all.

That is not how it works at Baylor College of Medicine.

At Baylor College of Medicine, one of our greatest strengths is our diversity. Diversity comes in many forms, including different ideas based on our backgrounds and life experiences. We are stronger because of that diversity. We recognize it and celebrate it.

The focus on Respect leads to another one of our values, Excellence. We support an environment that inspires the best from our people.

I hope you will enjoy looking through this report that highlights accomplishments of the past year in all areas of our mission. There have been many, with many more exciting things to come.

A handwritten signature in black ink that reads "Paul Klotman". The signature is fluid and cursive, with a long horizontal stroke at the end.

Paul Klotman, M.D.

# DISCOVER —

## NIH FUNDING REPORT



FOR **12** CONSECUTIVE YEARS, BAYLOR HAS RANKED IN NIH FUNDING TO MEDICAL SCHOOLS ▶



IN ALL, 13 BAYLOR DEPARTMENTS RANKED IN THE TOP 30:

<b>#7</b> DEPARTMENT OF PEDIATRICS	<b>#10</b> DEPARTMENT OF MOLECULAR AND CELLULAR BIOLOGY	<b>#12</b> DEPARTMENT OF NEUROSCIENCE	<b>#14</b> DEPARTMENT OF NEUROSURGERY
<b>#18</b> DEPARTMENT OF OBSTETRICS AND GYNECOLOGY	<b>#18</b> BOBBY R. ALFORD DEPARTMENT OF OTOLARYNGOLOGY - HEAD AND NECK SURGERY	<b>#19</b> DEPARTMENT OF MOLECULAR PHYSIOLOGY	<b>#21</b> SCOTT DEPARTMENT OF UROLOGY
<b>#22</b> DEPARTMENT OF PATHOLOGY AND IMMUNOLOGY	<b>#23</b> H. BEN TAUB DEPARTMENT OF PHYSICAL MEDICINE AND REHABILITATION	<b>#25</b> DEPARTMENT OF OPHTHALMOLOGY	<b>#27</b> MARGARET M. AND ALBERT B. ALKEK DEPARTMENT OF MEDICINE

Source: The Blue Ridge Institute for Medical Research

# THE FUNDAMENTALS OF HUMAN DISEASE AND HEALTH

<b>MAJOR CLINICAL TRIALS</b>		◀ NEW DEEP BRAIN STIMULATION TECHNOLOGY FOR PARKINSON'S AND EPILEPSY PATIENTS		◀ USE OF DEEP BRAIN STIMULATION IN TREATMENT-RESISTANT DEPRESSION
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## CANCER PREVENTION & RESEARCH INSTITUTE OF TEXAS (CPRIT) FUNDING

▶ **\$292M** TOTAL 2007-19  
**\$ 17M** 2019

## NON-NIH FEDERAL FUNDING

▶ **\$ 68.2M**

### DR. HSIAO-TUAN CHAO

was awarded the National Institutes of Health Director's Early Independence Award from the **High-Risk, High-Reward Research** program, which recognizes creative scientists working on highly innovative research to address major challenges in biomedical research. Chao is an assistant professor of pediatrics and molecular and human genetics and a McNair Scholar.



## GRANT FUNDS MUCOSAL INFECTION RESEARCH AT BAYLOR



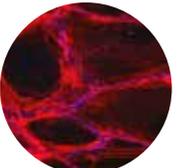
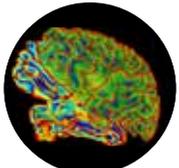
Baylor will receive a grant of up to \$19.5 million over five years from the National Institutes of Health and its Genomic Centers of Infectious Diseases Program. This grant will fund Baylor research to study mucosal infection (bacteria, viruses and parasites) through the use of genomics and organoid model systems.

### STAND UP TO CANCER

announced the creation of an **\$8 million Dream Team** of top scientists, including Baylor's Dr. Helen Heslop, focused on finding therapies for T-cell lymphoma, a rare cancer of the blood and immune system, using chimeric antigen receptors to trigger the immune system to both attack and destroy cancerous cells.



## MAJOR DISCOVERIES

				
THE DARK SIDE OF ANTIBIOTIC CIPROFLOXACIN	A MICROBIAL-BASED TREATMENT REVERSES SOCIAL DEFICITS IN MOUSE MODELS OF AUTISM	FUNGI CAUSE BRAIN INFECTION AND IMPAIR MEMORY IN MICE	GENE THERAPY APPROACH TO REDUCE JOINT PAIN INFLAMMATION IN OSTEOARTHRITIS	STUDY REVEALS ELEVATED CANCER RISK IN CHILDREN WITH BIRTH DEFECTS

## COMMERCIALIZATION

BCM Ventures, Baylor's commercialization team, recently moved into its new space at the McGovern building in the Texas Medical Center. The group focuses on maximizing the impact of the innovative enterprise at Baylor by supporting the development and commercialization of the College's intellectual property assets into products and services that benefit the public. In addition, it aims to foster the development of a culture of entrepreneurship where commercialization is viewed as a natural extension of the College's mission.



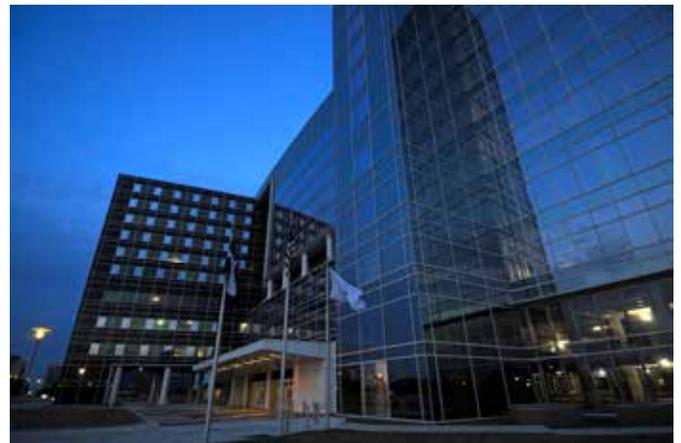
# INVEST

## McNAIR CAMPUS

This January marked another milestone for the McNair Campus as the Dan L Duncan Comprehensive Cancer Center clinics moved into new space on the 7th floor.

The opening of the Duncan Cancer Center clinics provides Baylor patients, clinical faculty and staff a central location for cancer-related services.

Inpatient beds for orthopedics and physical medicine and rehabilitation, as well as an emergency center, also opened on the McNair Campus this year. Beginning in FY 2020, the 7th floor services will be managed by Baylor St. Luke's Medical Center, as a part of the long-term strategic plan.



## BAYLOR MEDICINE - FAMILY MEDICINE CLINIC OPENS

Baylor has opened a new family medicine clinic in Houston's River Oaks area. This new convenient location offers patients same-day and next-day appointments.



**8,000**

SQUARE  
FEET

**14**

EXAM  
ROOMS



ONSITE LABS  
AND DIAGNOSTICS

BAYLOR MEDICINE  
FAMILY MEDICINE  
3743 WESTHEIMER RD.



# IN THE HUMAN AND TECHNOLOGICAL RESOURCES NECESSARY FOR INNOVATION

## FACULTY SURVEY

An organization’s most valuable asset is its people. To improve employee engagement and retention, Baylor conducted a survey for faculty and staff, administered by the Association of American Medical Colleges.



**77%**

FACULTY

In 2018, **77% of faculty indicated that they were satisfied or very satisfied** with the College, an increase from 2016’s 75%.



**78%**

STAFF

For the first year, a staff satisfaction survey was distributed, where **78% of Baylor’s staff indicated that they were satisfied or very satisfied** with the College.

## MOSAIC PROCESS

Baylor College of Medicine is continuing to progress the Mosaic project activities to transform business processes supporting the missions and departments of the College. These transitions will be critical to the College’s future success and will involve collaborative efforts across missions, departments and functions.

### PHASE 1 **FY19** ▼

improved processes and tools for travel and expense reimbursement

### PHASE 2 **FY20** ▼

streamline processes and tools for employees and HR professionals to use to help employees throughout their careers at Baylor—from recruitment to retirement

### PHASE 3 **FY20** ▼

transform Baylor’s financial processes including budgeting, procurement, contract management, financial reporting, accounting, post-award grants management, treasury and payroll

## PRIDE

This summer we celebrated our LGBTQ+ community with many Baylor faculty, staff and trainees participating in the Houston Pride Festival. The student groups BCM Pride, Spectrum and the Office of Institutional Diversity, Inclusion and Equity hosted a table.

Pride Month serves as an important reminder that Baylor is committed to providing a supportive environment for all community members, guests and visitors.



## ASK ME ABOUT MY RESEARCH VIDEO SERIES

The Ask Me About My Research video series demonstrates the importance of researchers talking about their work with people outside the scientific community. In these videos, faculty members are interviewed by children about their topic of study and how the work they do at Baylor is impactful.

# REACH

## SPACE HEALTH EXPERTS LEND A HAND TO LEGO PROJECT

When a group of fourth graders from New Jersey needed help with its First Lego League challenge, they called experts from the Translational Research Institute for Space Health (TRISH) at Baylor College of Medicine.

First Lego League is an international program that challenges teams to research a real-world problem and develop a solution. Teams also must design, build and program a robot using Lego Mindstorms technology. The students developed virtual reality headsets that astronauts could take on deep-space missions, allowing them to see their homes and loved ones whenever they wished.



## DIVERSITY WEEK

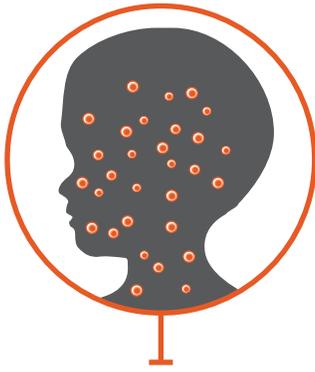
Students, faculty and staff joined together during Diversity Week to assemble snack packs for the hungry.

**IN HALF AN HOUR,  
THE GROUP MADE  
MORE THAN**

**1,000**

**NON-PERISHABLE MEALS**

that were distributed to charities and homeless shelters around the city.



## VACCINE ADVOCACY POSITION PAPER

Baylor recently issued a response to the measles outbreak, calling on the public to communicate with elected officials, family and friends about the importance of vaccinations and evidence-based vaccine policies that promote public health.

## 30 YEARS OF SMART STUDENTS

Each year, the Summer Medical and Research Training (SMART) Program offers undergraduate students the opportunity to participate in biomedical research projects with Baylor faculty. Additionally, the students have access to supplemental educational activities, like GRE prep workshops, career development activities, research seminars and more.

▼ OVER THE PAST 30 YEARS

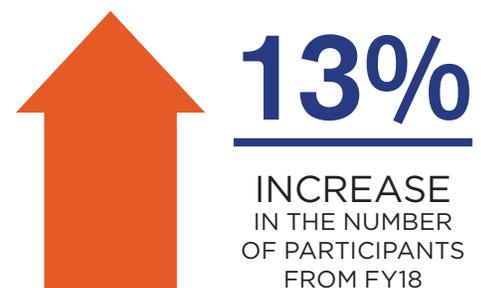


# THE COMMUNITY LOCALLY, NATIONALLY AND GLOBALLY

## COMMUNITY OUTREACH ▶ VOLUNTEER TIME OFF (FY19)



INCLUDING	
<p><b>17</b> VOLUNTEERS</p> <p>HOUSTON LIVESTOCK SHOW &amp; RODEO</p>	<p><b>41</b> VOLUNTEERS</p> <p>HOUSTON FOOD BANK</p>
AT <b>90+</b> ORGANIZATIONS INCLUDING	
<p>PLACES OF WORSHIP</p> <p><b>12</b></p>	<p>SCHOOLS</p> <p><b>24</b></p>



# EDUCATE —

**BAYLOR COLLEGE  
OF MEDICINE U.S.  
NEWS & WORLD  
REPORT RANKINGS**



PRIMARY CARE

**ROSE TO 4TH**

FROM 5TH

RESEARCH INTENSIVE

**22ND** IN THE NATION

PHYSICIAN ASSISTANT PROGRAM

**ROSE TO 3RD** FROM 13TH



**TOP  
15%**

OF ALL U.S.  
MEDICAL  
SCHOOLS

## MEDICAL PROGRAMS AND SPECIALTIES

**8th**

PEDIATRICS

**13th**

FAMILY  
MEDICINE

**15th**

SURGERY

**16th**

OBSTETRICS &  
GYNECOLOGY

**17th**

ANESTHESIOLOGY

**25th**

INTERNAL  
MEDICINE

Source: U.S. News & World Report

## RUSK GRADUATION

The Baylor College of Medicine Biotech Academy at Rusk celebrated its first class to complete the three-year health science program.

Rusk is the second middle school in the Houston Independent School District affiliated with Baylor, the first being the Baylor College of Medicine Academy at Ryan Middle School. The two magnet schools focus curriculum on the health sciences while also offering pre-AP courses and high school credit. Each year at Rusk, students are required to take advanced health science classes such as scientific decision-making or biotechnology.



# GENERATIONS OF LIFELONG LEARNERS DEDICATED TO EXCELLENCE IN BIOMEDICAL RESEARCH, PATIENT CARE AND EDUCATION

## BAYLOR COLLEGE OF MEDICINE CLASS OF 2019 GRADUATES

## SCHOOL OF HEALTH PROFESSIONS

<b>20</b> DOCTOR OF NURSING PRACTICE-NURSE ANESTHESIA PROGRAM	<b>24</b> ORTHOTICS AND PROSTHETICS PROGRAM	<b>37</b> PHYSICIAN ASSISTANT PROGRAM
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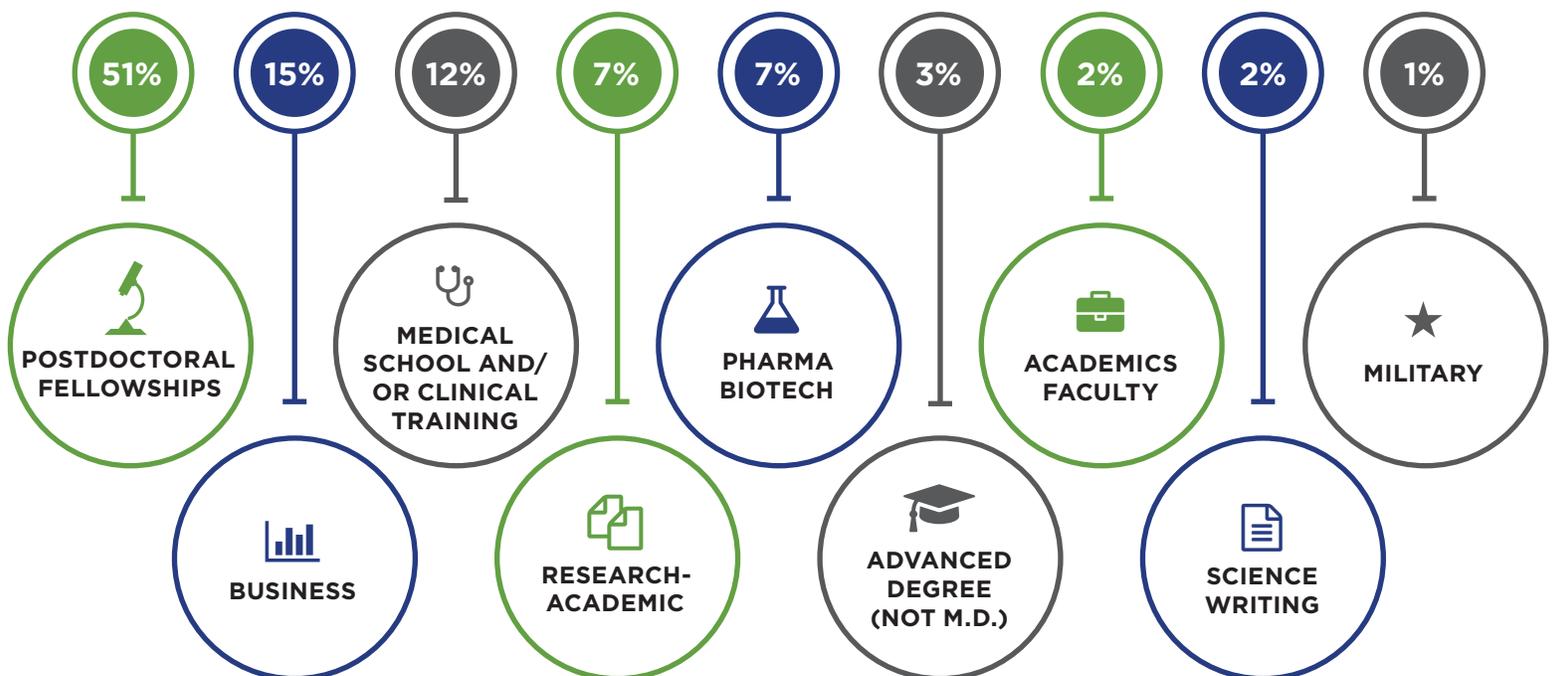
## SCHOOL OF MEDICINE

### DUAL DEGREES ▼

- 9** M.D./PH.D.
- 2** M.D./M.P.H.
- 5** M.D./M.B.A.
- 1** M.D./J.D.

**158**  
GRADUATES

## GRADUATE SCHOOL job placement in 2018 for **107 GRADUATES**



\* These data are for graduates from July 1, 2018, to June 30, 2019.  
Data were unavailable for 2% of graduates.

## THREADS AMONG US

Designed to guide healthcare professionals in empathetic behavior, Threads Among Us focuses on understanding theories of social contagion (the spread of attitudes through a network of people), and ladder of influence (the unconscious thought process that takes us from the observations to our own responses).

The program was developed through a grant from the Josiah Macy Jr. Foundation.



# CREATE

## STRATEGIC PLANNING ENGAGEMENT

Throughout the year, the College was engaged in the strategic planning process. Six themes were established with workgroups for each in which faculty, staff and trainees participated. A new lecture series was also launched that focused on these same themes with four guest speakers. ▼

PRECISION MEDICINE	POPULATION HEALTH	SCIENCE AND DISCOVERY	TRANSLATIONAL MEDICINE	HEALTH INFORMATION	ETHICS AND POLICY IMPLEMENTATION

## BRAND PROMISE

The strength of Baylor always has been its physicians. Over the past five years, Baylor has worked to transform its practice from a traditional, academic model to a unified multidisciplinary practice explicitly organized around the needs of patients. The “Brand Promise” reflects our aspirational commitment to our patients—a commitment to exceptional quality, accessibility and care experience. The promise drives our ongoing planning, recruiting and investment. It is our organizational touchstone.

- ✓ Appointments for new patients within 7 days
- ✓ Same-day primary care appointments for acute conditions
- ✓ Electronic access to medical records and online appointments
- ✓ Electronic response from provider team within 1 business day
- ✓ Phones answered by care team within the first three rings
- ✓ 1st call resolution of your appointment and clinical questions
- ✓ Wait times of 15 minutes or less for scheduled appointments (check-in to exam room)
- ✓ In and out of the physicians’ office in an hour or less
- ✓ Top quartile performance in quality
- ✓ Top quartile performance in patient experience





# THE LEARNING HEALTH DELIVERY SYSTEM OF THE FUTURE

## PRECISION MEDICINE AND POPULATION HEALTH INITIATIVE

Baylor has embarked on an ambitious plan to develop a premier program in precision medicine with a focus on population health. Last year was our inaugural Request for Applications. This year The Office of the President received 22 proposals that included students, trainees, faculty members and affiliated hospitals. The project incorporated large data sets that were available at Baylor or at an affiliated hospital or health network and were relevant to population-based clinical care.



**CARDIOVASCULAR GENOME PROJECT** **Goal:** To create a unique, hybrid program that both refines clinical care for cardiovascular disease patients and creates a robust data set for use in genomic research.

A two-phase pilot of 5,000 patients who have cardiovascular disease will serve as the pilot for a comprehensive Precision Medicine program at Baylor.

### PHASE 1 ▼

Establishment of the sample and data flow infrastructure required to execute such a pilot, as well as collection, consenting and sequencing and returning of results for 1,000 patients presenting to cardiology clinics at Baylor and Baylor St. Luke's Medical Center.

### PHASE 2 ▼

Recruiting an additional 4,000 subjects and leveraging the infrastructure built in phase 1 to return clinical genomics reports back to these individuals and their physicians.



**BAYLOR  
LICENSING  
GROUP  
FY19**



**23** ★ 5 YEAR RECORD  
NEW U.S. PATENTS ISSUED

**55**  
NEW U.S. PATENT APPLICATIONS FILED

**81** TOTAL NEW PATENT APPLICATIONS FILED

**77** DISTINCT BLG DISCLOSURES

**\$16.8M** ▶ AGGREGATE REVENUE FROM BLG ACTIVITIES

**62** ▶ NEW LICENSING TRANSACTIONS

**101** ▶ NEW DISCLOSURES

# TRANSLATE

**CELL MEDICA-BAYLOR COLLABORATION**

Modified natural killer T-cell-based products against cancer have been developed, and in just two years have achieved promising clinical results in the treatment of pediatric patients who have neuroblastoma.



**GRANT FUNDS ENVIRONMENTAL HEALTH, DISASTER RESPONSE RESEARCH**

The Gulf Coast Center for Precision Environmental Health, a multimillion dollar Texas Medical Center effort jointly led by Baylor, The University of Texas Health Science Center at Houston The University of Texas Medical Branch Galveston, has now received a P30 award, designating it as a Center of Excellence in environmental health sciences research from the National Institute of Environmental Health Sciences.

The P30 award and Core Center designation will provide more than \$1 million annually to support center activities to advance environmental health sciences research through scientific collaboration and access to cutting-edge technologies.

## FY19 CAPITAL RAISED BY BAYLOR START-UP COMPANIES DEVELOPING PRODUCTS BASED ON TECHNOLOGIES FROM BAYLOR

<b>\$10M</b>	<b>\$9M</b>	<b>\$120M</b>	<b>\$70M</b>	<b>\$2M</b>
NEOSENSORY	TVARDI THERAPEUTICS	ALLOVIR (FORMERLY VIRACYTE)	MARKER THERAPEUTICS	SPERATUM CR, SAY
COLLECTIVELY, THESE COMPANIES RAISED		<b>\$211M</b>	TOTAL IN CAPITAL INVESTMENT	

### GENE MUTATION DISCOVERED

Mitchell Herndon, a Baylor patient, was featured in a recent NBC News series on rare diseases. As a young boy, he developed neurological problems that eventually left him confined to a wheelchair. For years, doctors worldwide were unable to diagnose him. But after thorough testing and research at the Undiagnosed Diseases Network at Baylor, he was diagnosed with a rare unnamed gene mutation that leads to cell and nerve damage. At the time, only one other person in the world had it, but since his diagnosis, additional cases have been identified across the country.



## OUR DISCOVERIES INTO NEW DIAGNOSTICS, TREATMENTS AND CURES

### CANCER IMMUNOTHERAPY STUDY

A research group at Baylor secured Investigational New Drug regulatory clearance through the FDA to perform phase I clinical studies in newly-diagnosed adult patients with glioblastoma, a highly lethal form of brain cancer with a five-year survival rate of less than 10% in most age groups.

### GENE-THERAPY FOR OSTEOARTHRITIS

- ▶ A potentially disease-modifying therapy for osteoarthritis reached a key milestone now that a U.S. patent has been issued for FX201, a gene-therapy product candidate licensed by Flexion Therapeutics based on work led by Baylor researchers.
- ▶ More than 30 million people in the U.S. are affected by osteoarthritis. Currently available therapies can help manage the symptoms, but there are no approved treatments to address the underlying cause of the disease.

### ALL OF US

The All of Us Research Program, supporting the National Institutes of Health, has named a consortia led by the Baylor Human Genome Sequencing Center as one of three centers responsible for generating clinical grade genomic data for the program.

The program aims to build a nationwide community of 1 million or more participants from all walks of life, including groups that have been historically underrepresented in research. These data, stripped of obvious identifiers, will be broadly accessible to researchers, whose findings may lead to more tailored treatments and prevention strategies in the future.

# SUSTAIN

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## NATIONAL ACADEMY OF SCIENCES

**DR. DAVID MOORE**, professor of molecular and cellular biology, medicine and molecular and human genetics, has been elected to the National Academy of Sciences.



The National Academy of Sciences is charged with providing independent, objective advice to the nation on matters related to science and technology.

Moore is the 9th member of the Baylor faculty named to the National Academy of Sciences and also serves as a member of the Dan L Duncan Comprehensive Cancer Center.

## NATIONAL ACADEMY OF MEDICINE

**DR. MARIA ELENA BOTTAZZI**, associate dean of the National School of Tropical Medicine at Baylor, has been selected by the National Academy of Medicine as one of 10 Emerging Leaders in Health and Medicine Scholars.



The scholars will be an essential part of the Emerging Leaders in Health and Medicine Program, an initiative that provides a platform for a new generation of leaders to collaborate with the Academy and its members across generations and fields of expertise.

## NATIONAL ACADEMY OF INVENTORS

**DRS. MARY K. ESTES, BERT O'MALLEY** and **HUDA ZOGHBI** were three of the 148 renowned academic inventors named fellows of the National Academy of Inventors.

Fellows are selected for having created or facilitated outstanding inventions that have made a tangible impact on quality of life, economic development and the welfare of society.



## DR. CHAO NAMED McNAIR SCHOLAR

**DR. HSIAO-TUAN CHAO**, assistant professor of pediatrics and molecular and human genetics, has been named the newest McNair Scholar at Baylor. She is the College's first McNair M.D./Ph.D. Scholar Alumni to also be named a McNair Scholar. Since the program was established in 2007, 18 McNair Scholars have been named.



# AN OPERATIONALLY EXCELLENT AND FISCALLY STABLE PLATFORM

## TWO NEW ENDOWED CHAIRS ESTABLISHED

A generous gift from Thomas J. Rosenbalm, M.D., has established two permanent endowed funds, the Thomas J. Rosenbalm, M.D., Presidential Chair and the Russell Blattner, M.D., Endowed Chair in pediatric oncology research at Baylor College of Medicine. Baylor's team has some of the nation's most promising researchers involved in childhood brain tumor research, and these endowed chairs will provide faculty members the flexibility to pursue innovative teaching and scientific activities.

## DIGAN NAMED TO LEAD INSTITUTIONAL ADVANCEMENT

James "Jim" Digan was named the new Senior Vice President for Institutional Advancement at Baylor College of Medicine in April 2018. With more than 25 years of experience in academic and hospital fundraising, Digan has a strong record in fundraising and a strategic approach to building relationships nationally and globally. He oversees Baylor College of Medicine's fundraising and alumni affairs efforts.

## INNOVATION IN EDUCATION

With support from The Huffington Foundation, Baylor is crafting a transformative expansion of its curriculum that seeks to mold our students and trainees into thoughtful, culturally competent, compassionate health science professionals driven by a spirit of community service. Baylor aspires to be a health learning system that embraces and nurtures all learners, regardless of who they are or where they come from or what challenges they face as learners at Baylor. In addition to student development, this contribution will help Baylor promote interprofessional collaboration and bring forward evidence-based teaching methods for our faculty members to enhance health science training at Baylor and beyond.



The Institute for Clinical & Translational Research, led by **DR. CHRISTOPHER AMOS**, was named a new center.



## HUFFINGTON CENTER ON AGING'S 30TH ANNIVERSARY

The Huffington Center on Aging celebrated its 30th anniversary in October. To commemorate, researchers and students gathered for a scientific symposium.

The symposium included a session on the "Biology of Aging," with Dr. Meng Wang, associate professor in the Huffington Center on Aging and the Department of Molecular and Human Genetics at Baylor.

To cap off the day's events, author and entrepreneur Arianna Huffington delivered an empowering talk at an evening event at the Junior League of Houston.

## MISSION

Baylor College of Medicine is a health sciences university that creates knowledge and applies science and discoveries to further education, healthcare and community service locally and globally.

**VALUES** With input from the Baylor College of Medicine community, supporting goals were written for each of the College's value statements.

### Respect

- ▶ Value others and treat them with courtesy, politeness and kindness
- ▶ Promote and support diversity, inclusion and equity
- ▶ Encourage civil dialogue that considers diverse opinions and ideas

### Integrity

- ▶ Interact with honesty, consistency and transparency
- ▶ Operate in ways that demonstrate ethical behaviors
- ▶ Foster personal accountability to build trust

### Innovation

- ▶ Cultivate creative ideas and unique talents across the organization
- ▶ Embrace a culture of continuous improvement
- ▶ Inspire the creation and application of new knowledge

### Teamwork

- ▶ Sustain a culture that values collaboration
- ▶ Communicate openly to enhance understanding
- ▶ Establish effective partnerships

### Excellence

- ▶ Promote the highest standards of safety, quality and service
- ▶ Strive to excel in every aspect of our mission
- ▶ Support an environment that inspires the best from our people

## VISION

Improving health through science, scholarship and innovation.

## HONORARY DEGREE RECIPIENTS

At the May 2019 commencement ceremony for the School of Medicine and the Graduate School of Biomedical Sciences, Baylor awarded honorary degrees to four outstanding women who have excelled in their areas of specialty.

▼ DOCTOR OF HUMANITIES IN MEDICINE ▼		▼ DOCTOR OF LETTERS IN MEDICINE ▼	
			
<b>DR. MARLA GUERRA</b> Former superintendent of the South Texas Independent School District	<b>LIZ SCOTT</b> Co-executive director of Alex's Lemonade Stand Foundation	<b>DR. ERIN K. O'SHEA</b> President of the Howard Hughes Medical Institute	<b>DR. RUTH SIMMONS</b> President of Prairie View A&M University

## — IN MEMORIAM —

This year we were saddened by the loss of many members of the Baylor College of Medicine family, including:



**WHITSON "PETE" BEAZLEY ETHERIDGE II, M.D. (1945-2019)** The clinical associate professor and alumnus started the Baylor St. Luke's Medical Center Kidney Transplant Program, a unique collaboration between Baylor and The University of Texas Health Science Center. The hospital's clinical director of Transplant Services, he also chaired its Medical Review Board for the Heart Transplant Program.



**EDITH IRBY JONES, M.D. (1927-2019)** The trailblazing first African-American woman resident at the College arrived in 1959. She served on the Baylor and UT Health faculty and was the first black physician on the staff at Methodist and Hermann hospitals. A Civil Rights leader, she cared for the medically underserved for more than 50 years.



**BOB McNAIR (1937-2018)** The Houston Texans owner and lifetime member of the Baylor Board of Trustees was a visionary leader who, with his wife, Janice, established the McNair Scholars and had an extraordinary impact on innovative research and education at the College. His commitment to high-quality healthcare lives on at the McNair Campus.



**WILLIAM SHEARER, M.D., PH.D. (1937-2018)** The internationally acclaimed leader, clinician, teacher and investigator in pediatric immunology and HIV/AIDS was a faculty member at Baylor and Texas Children's Hospital for 40 years. He became known to the public as the pediatrician who cared for the severely immune compromised "David the Bubble Boy."



**LESTER SMITH (1942-2019)** The respected philanthropist and lifetime trustee was a champion for Houston hospitals and the underserved community. Open about his own health concerns, he established the Lester and Sue Smith Breast Center, Lester and Sue Smith Urology Clinic and Smith Clinic at Harris Health to provide care for others.



**DAVID SUGARBAKER, M.D. (1953-2018)** The thoracic surgeon and division chief founded the multidisciplinary Lung Institute and Mesothelioma Treatment Center at the College and Baylor St. Luke's Medical Center. His pioneering advances in the treatment of mesothelioma and complex thoracic cancers changed these fields of medicine and have been recognized worldwide.



**SALIH WAKIL, PH.D. (1927-2019)** The longtime chair of biochemistry was known for his landmark work in fatty acid metabolism. A member of the National Academy of Sciences and American Association for the Advancement of Sciences, he grew the department into a leading research program over more than 47 years at the College.

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Baylor  
College of  
Medicine

[WWW.BCM.EDU](http://WWW.BCM.EDU)

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