

Meeting Military Medicine's Needs



*This section contains selected stories from our
full FY20 Annual Report website found at <https://www.hjf.org/ar-20>.*



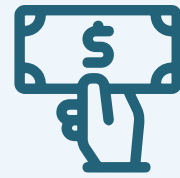
Since 1983, the Henry M. Jackson Foundation for the Advancement of Military Medicine has been a vital link—the “connective tissue”—between our military medical research partners and industry.

When the U.S. Congress authorized our creation, our purpose was to support research and education at the Uniformed Services University and throughout the military. Washington Senator Henry M. Jackson was influential in championing this legislation, and so, following his death, the organization was named in his honor. By providing exceptional scientific, administrative and program management services, we empower military medical researchers to make the medical discoveries our warfighters need.

Today, thanks to our mission and our workforce, we operate at the intersection of medicine and science. We are uniquely positioned to not only advance military medicine but bring those advancements to the public, through our ecosystem of industry partners, so others may benefit.

This year, we witnessed again how military medical research advances important scientific work for all. Shortly after the COVID-19 threat was identified, HJF joined its military partners and other medical researchers around the world in the race to find a vaccine and treatments. With significant experience studying HIV, Ebola, anthrax, malaria, SARS-CoV, MERS-CoV, H1N1 and Zika, HJF is especially well-positioned for studying infectious diseases. As you’ll read in this FY20 Annual Report, HJF, in collaboration with the Walter Reed Army Institute of Research, is currently assisting with the development of a vaccine to prevent COVID-19.

HJF is driven to solve the biggest puzzles and hardest problems by using the resources necessary to support the mission. As we move through the COVID-19 pandemic, we continue to anticipate needs, respond at the pace of change and focus on continually adding value to military medical research.



184

New Awards in FY20



1295

**Active Research Protocols
in FY20**



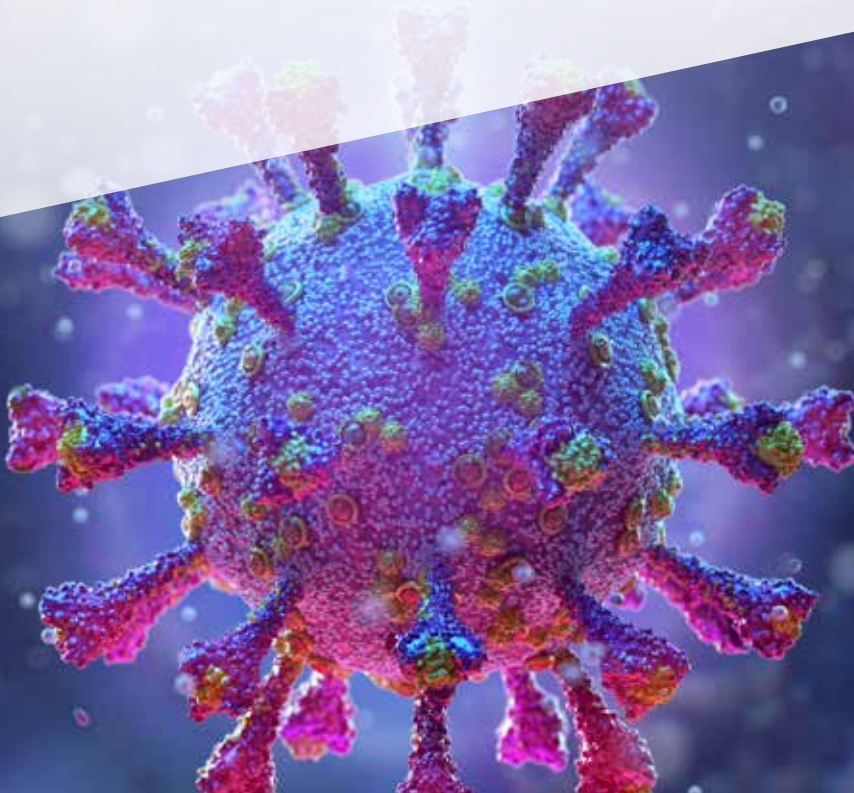
2743

Employees Worldwide



801

Patents in FY20



HJF Commits to Fighting Racism

As the country erupted in protests and marches this summer following the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and other Black people, the issue of systemic racism became the focus throughout the nation this year. With this stimulus, in 2020, HJF took a look at itself, asking tough questions and committing to fight systemic racism and unconscious bias within the organization.

Led by HJF's President and CEO, Joseph Carvalho, a series of employee focus groups aimed at gathering candid input from throughout the organization was the first step towards the goal to root out and fight racism within HJF. Joe also started an important conversation with teammates through an internal blog entitled "We Must Do Better," focused on shared concerns, individual thoughts and proposed actions to combat racism. Follow-on steps of HJF's action plan to fight racism were further defined after employees offered ideas, including making the focus on Diversity and Inclusion a full-time responsibility, through the establishment of a new position reporting directly to the CEO.



Continuing to Modernize HJF

This year, HJF continued to modernize its technology for improved efficiency, productivity and customer satisfaction. By implementing new services and technologies such as a new Human Resources Information System (HRIS) as well as a new intranet, HJF created better workflows and improved communication throughout the organization.

While the new intranet, called Compass, provides a one-stop-shop helping employees find tools and items easier, the HRIS rolled out in phases, giving employees access to even more information including organizational charts, improved timesheets, access to online workflows and more.

Additionally, an HJF COVID-19 task force was convened to develop and communicate internal HJF's response, including details on a re-engagement plan which incorporated phases based on CDC and local government recommendations. HJF transitioned to maximal teleworking, enabling many employees to work effectively from home due to the COVID-19 pandemic.

The Toughest Mission

Nearly 250,000 service members annually are expected to leave the military in the next five years. Some find it difficult to transition from a highly-structured environment that provides basic living requirements—housing, employment, healthcare and more—to a situation in which they must independently navigate new challenges. This transition can be even more daunting for those suffering from a mental health condition, post-traumatic stress disorder and traumatic brain injury.

To help address this information gap, a five-year study called The Veterans Metric Initiative: Linking Program Components to Post-Military Well-Being (TVMI Study) launched in 2015. The aim: to conduct collaborative, translational metrics-related research designed to improve the well-being of veterans and their families.



HEROES *of* MILITARY MEDICINE AWARDS

Heroes Honored in 10th Year of Awards

Since 2011, HJF has recognized individuals who have made outstanding contributions in military medicine for our nation's warfighters, veterans and civilians. Each year they are honored at the Heroes of Military Medicine (HMM) Awards Dinner. Unfortunately, due to the COVID-19 pandemic, HJF had to cancel the 10th anniversary of the HMM Awards Dinner.

While HJF was unable to recognize these individuals in person, we proudly honored three active duty service members, as well as a Hero of Military Medicine Ambassador Award.

Employee Highlights

We recently asked our employees to tell us which HJF colleagues inspire them through their dedication and passion for the HJF mission. These five employees are just a few examples of staff who demonstrate outstanding work and are always faithful to our mission, vision and values.

Mihret Amare
Associate Director of Programs and Operations;
Emerging Infectious Diseases Branch
16 Years



In collaboration with the Emerging Infectious Diseases Branch of the Walter Reed Army Institute of Research, HJF is currently assisting with the development of a COVID-19 vaccine. Mihret Amare oversees all of the HJF efforts.

"I manage proposals, budgets, contracts, timelines and staffing to support the development of countermeasures for COVID-19 with a particular focus on the development of a safe and effective vaccine," Amare said.

In her role as Associate Director of Programs and Operations, Amare ensures that the vaccine development process advances as quickly as possible.

"The WRAIR team recently selected a lead candidate called the Severe Acute Respiratory Syndrome Coronavirus-2 Spike Ferritin Nanoparticle (SpFN), which is one of many vaccines currently in development," she explained.

Amare also leads an international portfolio of activities—the Joint West Africa Research Group and the Partnership for Research in the Middle East—now focused on COVID-19.

"We are leveraging these programs toward COVID-19 prevention and testing," she said.

Lianying Yan
Senior Research Assistant;
Department of Microbiology and Immunology at the
Uniformed Services University
17 years



Linda is a key member of the research teams in the Broder lab, which is funded by NIAID-NIH, DTRA and CEPI (The Coalition of Epidemic Preparedness Innovations), who consistently exceeds the highest expectations and always offers to help others whenever needed. She has been integral in the advancement of multiple research projects, including the development of recombinant viral glycoproteins and monoclonal antibodies that have facilitated cutting edge monoclonal antibody therapy and vaccine development programs against Nipah virus and Hendra virus, which are two emerging priority viruses.

Throughout her tenure, Linda has trained numerous graduate students, post-doctoral fellows, research assistants, staff scientists and even faculty members in molecular biology and biochemistry techniques and procedures. Linda's expertise and dedication are rivaled only by her compassion for fellow staff members. Indeed, on a recent capacity-building and training project at the Thai Red Cross Emerging Infectious Diseases Clinical Center in

Bangkok, Linda quickly formed friendships with the post-docs, students and staff being trained and was critical to the program's success. Linda is a consummate team player and through her actions exemplifies the dedication and rigor that is key to scientific research.

— submitted by Roselyne Sang

What do you love most about your work? *I love having the opportunity as well as rising to the challenge of developing a vaccine for curing diseases and enhancing human life quality.*

What book have you recently enjoyed? *"The American Health Care Paradox: Why Spending More is Getting Us Less" by Elizabeth H. Bradley and Lauren A. Taylor.*

What are you passionate about? *I'm passionate about my judgement and decisions both being absolutely as accurate as possible.*

Marcus Hallman
Office Services Manager;
Home Office
9 years



Marcus and his team are always so helpful. They receive so many requests from employees in the building and address them all promptly and efficiently.

Through the COVID-19 restrictions, Marcus been approachable, responsive and helpful. He is so knowledgeable and always takes prompt action and follows through to ensure completion.

Thanks, Marcus! Appreciate the continuing and superb support!

– submitted by Ritu Dubey, Immigration Manager, Human Resources

What do you love most about your work? I enjoy being in a role where I can play a part in our HJF mission for the advancement of military medicine for our warfighters. I'm excited about being part of a company in which my teammates work together to achieve a common goal, which is our mission.

What are you passionate about? I'm very passionate about helping our youth achieve their goals, either through the teams I coach or my mentoring. There is nothing better than seeing a young person accomplish their goals and seeing them excited about their achievement.

If you could visit anywhere in the world you've never been, where would you go? Athens, Greece.

Celestine Imuraaget
TB Care and Treatment Coordinator;
KDF/WRP HIV PEPFAR PROGRAM, HJFMRI
9 Years



Celestine is a hardworking team player who always goes above and beyond what is asked of her, whatever it takes to resolve a problem. She has extraordinary communication skills and is an individual who demonstrates utmost professionalism and integrity.

She is well organized, responsible, knowledgeable and diligent about resolving and assisting colleagues with any issues that arise. She has demonstrated excellent leadership qualifications throughout the year in her line of work and can work under minimal supervision.

– submitted by Roselyne Sang

What do you love most about the work you do? I love the fact that I am able to know the outcomes of the work I do.

What book have you recently enjoyed? The last book I read was "Steps to High Performance" by Marc Effron.

What are you passionate about? My passion is to contribute to improve the quality of life of the patients.

Who would you most like to swap places with for a day? I would like to swap places with the chief executive officer.

Subramaniam Krishnan
Chief Science Strategist;
Austere environments Consortium
for Enhanced Sepsis Outcomes
2 Years



Subbu is a great HJF teammate. As Chief Science Strategist for ACESO (the Austere environments Consortium for Enhanced Sepsis Outcomes), he always looks for ways to improve processes, increase our scientific output, and advance military medicine for the improvement of health to both the military and civilian populations.

In addition, Subbu is always advocating for ways to increase the awareness and reputation of ACESO, and HJF with it. He is great to work with, very responsive, dedicated, and hard-working.

– submitted by Gary Pettit, Director of PR, Communications

What do you love most about the work you do? Working on diagnostics and therapeutic solutions for infectious diseases in austere settings across the globe.

What book have you recently enjoyed? "A Woman of No Importance: The Untold Story of the American Spy Who Helped Win World War II" by Sonia Purnell, which I read for our HJF Break for Books series.

What do you love most about the work you do? Our collective commitment to advance military medicine. Love my colleagues at HJF!