

School of Medicine Executive Committee
Meeting Minutes
Tuesday, May 18, 2010
Academic Office One, 7th Floor Board Room

Present: Sukumar Vijayaraghavan (for Dr. Bill Betz), John Cambier, Robert d'Ambrosia, Steve Daniels, John Eun, Robert Feinstein, Robert Freedman, Maureen Garrity, Laurie Gaspar, Fred Grover, Tom Henthorn, Randall Holmes, Ben Honigman, Herman Jenkins, Mark Johnston, Richard Johnston, Celia Kaye, Richard Krugman, Kevin Lillehei, Steve Lowenstein, Claude Selitrennikoff (for Dr. Wendy Macklin), Naresh Mandava, Lilly Marks, Dennis Matthews, Thomas Meyer (VA), Dan Meyers, Robert Murphy, David Norris, Chip Ridgway, Nanette Santoro, Ann Thor, Ken Tyler, Cheryl Welch, Nan Bumgardner (Staff), Terri Carrothers (Staff)

Guests: Tom Beresford, Richard Traystman, Angela Wishon

I. **Approval of the Minutes** – The minutes for the April 20th, 2010 SOM Executive Committee Meeting were unanimously approved as written.

II. **Discussion Items**

Curriculum Evolution – Sr. Associate Dean Robert Feinstein stated that on May 11, 2011 LCME will be here for a limited site visit for a follow up on 8 things, including: a) Citations for Diversity – a lot of good things were done this year, about 13 diverse students are in the pipeline this year ; b) Student Indebtness – that will be helped in part by the improvement in diversity and scholarships (an additional \$2M was received as an endowment); c) Affiliation Agreements – all but 1 of 18 affiliation agreements have been signed. Celia (Kaye, MD) will talk more about this during the curriculum update; d) Curriculum Review; e) Faculty Professionalism Committee - which has been meeting regularly with Faculty Senate and will have a plan in place by January 2011 that deals with a process for Faculty Professionalism; and f) Financial Resources (how the school is doing financially). The focus site visit will be for 3 days, one day with Dean Krugman & the Chancellor and one day with faculty. Dean Krugman informed the committee that the site visit begins on a Sunday evening and ends when they leave on Tuesday afternoon.

Dr. Celia Kaye updated the committee on the curriculum evolution (a requirement at all medical schools including ours) with evaluation of the curriculum focusing on lifelong learning and competencies. This was the idea behind the task force that was created. The school had no curriculum citations, except for the evaluation process. This medical school has been through an institutional transformation, as there is a particular way of medical student teaching. The school has transformed into a place that is willing to make adjustments as it goes along. The task force wants to be cognizant of what's going on around the school in order to get the best ideas and best practices from the faculty and surrounding area. In the middle of March, a

Curriculum Retreat is scheduled to evaluate where the school is at with regard to the curriculum. . This program will evolve into what's best for the students. Dr. E. Chester Ridgway asked if this will create additional committees, and Dr. Kaye responded that the evaluative piece has already been worked on, and Robin Michaels is working with the Chairs and Faculty to identify what physicians need to know. Dean Krugman commented that one of the things to be woven into this is to develop a longitudinal Quality and Safety curriculum around clinical care. In 2003 the Quality & Safety Task Force did not recognize the importance of this. Discussions will be held next month at the Quality Task Force meeting on June 15th, and this will be addressed with faculty, students and residents. Dr. Kaye stated that Wendy Madigosky is involved in the quality and safety piece in a limited sense. Dean Krugman stated that the topic is not conducive to a 2, 4, 6 or 8 week course; it has to be longitudinal track.

Searches

Medicine – Dr. Dodd is away this week and will provide names in the next week or so. Longer campus visits for these candidates with spouses or significant others will be arranged soon after. These candidates will have conversations with a broader group of people and Dean Krugman would like everyone in the committee to meet with these candidates and would like their feedback before an offer is made.

Pharmacology – Dr. Robert Messing came back last week for an additional visit and a couple of internal candidates will be interviewed in the next couple of weeks.

CRNIC – Dr. Traystman has taken over as the Search Committee Chair for the Director of CRNIC search. There are two candidates in the running.

VA and DHHA

Dean Krugman reminded the committee that the August 17th SOM Executive Committee Meeting will be held at the VA. October's meeting will be held at Denver Health. Information will be sent out prior to the meetings.

Quality Retreat Reminder

Dr. Bob Grossman from NYU SOM has been involved in a significant culture change at NYU. He will share his experiences during the Quality & Safety Task Force Retreat. Mark Levine, Director from Region 8 Medicare will lead the discussion on how to proceed and identify each department and the service lines to move the quality initiative forward.

Budget Update

The amount received from the State is less than last year, given changes that have made – there will be no cuts to the departments - this is the good news. The bad news is that there will not be any increases. The budget will hold as the same budget as last year. A salary memo from Jeff Parker was read by Lilly Marks to the committee. All increases should be limited to non-general fund sources; state funds should not be

used. Human Resources will establish any increases requested. A 0.3% pool is allowable for exempt employees' retention. Only \$43,000 has been allotted for the entire school. Any increases should be focused on retention and promotions and should be looked at on a case-by-case basis. Lilly Marks will get back to the committee in regards to the deadlines. Dr. Holmes asked if there were any changes to the base salaries for the coming year. Lilly Marks will find out and let the committee know. Dean Krugman asked the committee what they would like to see. In the past, if the calculations are lower, it has been left alone. But if it is higher, what is the tolerance for the increase this year? It was decided that calculations will be made and sent out to the committee. Dean Krugman verified with Dr. Steve Lowenstein that this is a BSI policy, not a rule from the University.

The Dean gave an update on the Retirement Incentive Policy which was put into place and sent out by Kevin Jacobs and has now been released from the Chancellor's office. It allows people to receive two years salary paid out over five years as an incentive for retirement. There is no central pool of resources for this; the department needs to be able to identify the resources. The school can be available to "front" payment and be paid back over time in certain circumstances, if this becomes an issue. This can be looked at on a case-by-case basis.

The Given Institute

The Dean is looking for a day in September or the first weekend in October to have a going away party for the Given, inviting guests as well as Donald West King, who built the Given, to speak for a weekend-long celebration. October 3rd will likely be the last day it is open, and the hope is to close the deal and have the gift by the end of this calendar year – this is a contribution to cost-cutting measures. The contract for asbestos removal and demo has been signed. Dr. David Norris asked if there was the possibility of resurrection of the Given? Dean Krugman responded that he does not see that happening, as the building is not accessible to the disabled and no one from the private sector has stepped forward with the \$5-8M needed for renovation to turn it around. It has been subsidized by the SOM with State dollars, which the school needs. The Given sold for \$17M, and it was recently appraised for \$7-8M. It had appraised for \$10-12M last year. On June 2nd a meeting will be held at the Aspen Institute, which he feels is a better place, having 200 sleeping rooms, huge auditoriums, and break-out rooms. This is a place to do continuing education, and the public lecture series will probably move to the Aspen Institute. The hope is to develop a relationship with them to be part of their planning for their health and science policy forums which they run in the summer. Dr. Laurie Gaspar asked for information on how to become involved in the lecture series. Dean Krugman offered to send her the information, noting that the Aspen Institute is usually filled by 100 – 125 people and said there were some openings during the summer and the rest of the year.

Concealed Weapons

There is a lot of controversy surrounding this particular policy. The University's policy is to not allow the carrying of concealed weapons. As a result of a court case,

the CSU Board has eliminated this policy, but the Regents have not. In fact, the University and others will appeal this case through the Supreme Court, and until there is a ruling from a higher court, the ban will remain in place.

Cost Share of CCTSI

This grant supports salaries in a number of departments. For these last two years, the Dean's office has covered the institutional cost share for this faculty, which is about \$400,000 a year. This year will be different. The Dean's office is considering covering half of this next year and phase in the impact it will have on the departments. The inclination is to ask departments to share 50/50 with the Dean's office next year, with the hope that things will improve. Dr. Traystman stated that the Chancellor's Office share is approximately \$400,000 and more frequently now the NIH, National Science, etc., are all asking for cost sharing and matching funds. However, he can't imagine this place without a CTSI, so we need to figure out where the funds will come from.

Conflict of Interest Reporting – Assistant Vice Chancellor of Regulatory Compliance Angela Wishon notified the committee that they will be rolling out the new electronic system that will have Conflict of Interest disclosures. Faculty need to become familiar with this system as this is where the grants and IRB applications will eventually go through. June 1st is currently the launch date, and this will be the annual Conflict of Interest form. There have been a couple of changes for this campus - one change is that the base has been brought to zero, so that everything needs to be disclosed. With an apology, she stated that in order to get from a previous disclosure of 10,000 to a base of 0, they are not going to be able to submit data from last year and it will have to be updated by the departments, starting from scratch. This will give the ability to do updates, do grant submissions, etc. There will be a 90 day question window, and the system will generate emails as well as training and instructions that will be sent out.

Dr. Ken Tyler felt that the resubmission of data was an undue burden placed on departments. It was explained that since what is being disclosed is changing, there is no way to map the existing information to the new information. This is a one-year problem, and the data that needs to be resubmitted can be accessed and will be sent out to the departments as requested by Dean Krugman.

III. Action Items

Approval of the 2010 Medical Student Graduation Candidates

Senior Associate Dean Rob Feinstein presented the 2010 Graduating Seniors to the committee. The 141 students graduating are subject to the committee's approval. Dr. Claude Selitrennikoff made the motion to approve, and Dr. Fred Henthorn seconded. The Executive Committee unanimously approved this motion. The Dean congratulated the class and would like to see many of the committee at the 8:30am commencement on May 28th with the Hooding and Oath at 10:30am.

Match Data

Associate Dean of Medical Student Affairs Maureen Garrity presented information surrounding the 2010 Match. Dean Krugman stated that this was an interesting year for matches. There needs to be changes made in the future as the presentation showed the problems and potential solutions. At the beginning of the scramble and at the end of the formal match, there were more unmatched U.S. seniors than positions available. The University had 9 unmatched seniors. The majority of the U.S. seniors (94%) were successfully matched. 53% got their 1st choice, and 6% did not match. Non-US seniors got 24% of their first choice, and 50% of non-US Seniors did not match, with the non-US seniors contributing to the matching problem. US – IMG's are U.S. born students attending foreign medical schools who are allowed to participate in the match. Foreign student IMG's pose a problem in the scramble, but not in the match, and Osteopathic schools, like Rocky Vista, are competing with our students in the match. There are changes in the number of the positions available and changes in the percentage of US seniors in each category. For example, Family Medicine only filled 44% with US seniors, Internal Medicine filled 54.5% and Surgery filled 83.1%. As the population changes, programs are changing to take more non-US Seniors. On Monday, at the beginning of the scramble, there were 871 unmatched US Seniors representing the 6% that were talked about. A week later there were still 194 without a position, and according to the student affairs teams, 179 were ready to start. These 179 students, who could have been a resident in the program, are assumed to have an average medical school debt of \$200,000 per student, representing over \$36M that these students won't be able to start paying off. The point to make is to change how our faculty approaches our students. For the first time in the history of our medical school, we were unable to match all our students who wanted to match and would go to any field to do so. Changes need to be made with better USMLE preparation, encouraging broader geographical choices, and we need to have more comprehensive career advising, which can be the cornerstone. Earlier career programs in the basic science programs are being planned, and the committee is being asked to continue to support faculty to advise students and to increase the depth of faculty career advisors. Dr. David Norris asked for the projection of the new osteopathic school graduates, and Dr. Garrity stated that the first graduating class will be in 2012, and these students can participate in matches across the board, which will make a big impact on our medical students' matches. In 2012 the match for the primary care specialties will be difficult. Dean Krugman stated that the biggest group noted on the presentation is the US IMG's, which come primarily from Ross. Ross Medical School (in the Caribbean) turns out 1,200 MD's a year - they enter 400 new students 3 times a year. Dr. Steve Lowenstein stated that Dr. Garrity's office cannot do it all. Chairs need to take initiative to proactively look out for the student, support the interest groups, especially in smaller departments. Chairs need to advocate and guide the medical students through this process.

Dr. Garrity is bringing in someone from AAMC for a morning workshop on career advising. An invitation will be sent out to all Clinical Chairs. Dean Krugman stated that it is important to have someone from every department at this meeting.

Executive Session

V. Approval Items

- A. The Senior Clinical appointment was unanimously approved.
- B. Faculty Promotions Committee Actions from April 21st and May 18th were unanimously approved. All unanimous appointments and promotions were unanimously approved. The Tenure Criteria Award was unanimously approved.
- C. A non-unanimous promotion was explained by Peggy Kelley, MD, supported by Dr. Tom Henthorn and Dr. David Norris. A motion by Dr. Naresh Mandava was made, seconded by Dr. Ann Thor and voted 14 approved, 0 opposed with 4 abstentions.
- D. An Award of Tenure which was tabled last month was brought forward as a unanimous tenure was unanimously approved.
- E. The review for the approval on the appointment of our new Cancer Center Director to Professor with Tenure was unanimously approved and it will go before the Chancellor's committee this week and to the Regents meeting in June.
- F. The approval of Professor Emeritus Appointment for Robert Anderson, MD was unanimously approved. Dean Krugman stated that Dr. Anderson will return to participate in the retired faculty appointment and will receive the Sewell Award at graduation.

Lilly Marks has recalculated the base numbers and they are as follows: Professors will go from \$97,825 to \$105,753 – an increase of 8.1%. Associate Professors would go from \$69,259 to 61,610 – a 1.47% decrease. Dean Krugman asked if the committee should vote to drop the rate of the associate professors or freeze it at the level they're at now? However, he would like to have a discussion with Steve Weiser before a decision is made. Lilly let the committee know that the deadline is June 9th. Dean Krugman will respond to all by email.

The meeting was adjourned at 9:48am.