

**MEETING MINUTES**  
**TUESDAY, DECEMBER 18, 2018**  
**10:00 – 11:30 AM**  
**ACADEMIC OFFICE ONE, 7TH FLOOR BOARDROOM**

**EXECUTIVE COMMITTEE MEETING**

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**PRESENT:**

John J. Reilly, Jr., MD, Dean, School of Medicine and Chair

**MEMBERS:** Venu Akuthota, MD; Evalina Burger, MD; John Cambier, PhD; Stephen Daniels, MD, PhD; C. Neill Epperson, MD; Frank deGruy, MD; Gerald Dodd, MD; Herman Jenkins, MD; Mark Johnston, PhD; Kevin Lillehei, MD; Wendy Macklin, PhD; Naresh Mandava, MD; David Norris, MD; Connie Savor Price, MD; Nanette Santoro, MD; Angie Ribera, PhD; Richard Schulick, MD, MBA; David Schwartz, MD; Ron Sokol, MD; Andrew Thorburn, DPhil; Vesna Todorovic, MD, PhD, MBA; Kathleen Torkko, PhD; Ken Tyler, MD; Richard Zane, MD

**GUESTS:** Brenda Bucklin, MD; Mark Couch; Harold Dillon, MD; Robert Eckel, MD; Thomas Flaig, MD; Anne Fuhlbrigge, MD; Carolyn Goble; Allison Kempe, MD, MPH; Jeffrey Kieft, PhD; Sarah Miller; John Moore, MD; Michael Pasquarella; Emily Rao, MD; Judy Regensteiner, PhD; Marian Rewers, MD, PhD; Carol Rumack, MD; Jane Schumaker; Christopher Smith; Cheryl Welch; Shanta Zimmer, MD

**MEMBERS NOT PRESENT:** Nicole Draper, MD; Chancellor Don Elliman; Jena Hausmann; Sallie Houser-Hanfelder; Brian Kavanagh, MD, MPH; Christopher Kleck, MD; David Raben, MD; Ann Thor, MD; Erik Wallace, MD

**I. GREETINGS** – Dean Reilly

**II. APPROVAL OF MINUTES**

The October 16, 2018, meeting minutes were adopted unanimously as presented.

**III. DEAN'S UPDATES**

Evalina Burger, MD, has officially begun her role as the new Chair of the Department of Orthopedics, effective November 1, 2018.

Leslie Berg, PhD, has been appointed the new chair of the Department of Immunology and Microbiology and will officially start in February 2019. Dr. Berg's husband, Charles G. Sagerstrom, PhD, has also been appointed a faculty position in the section of developmental biology in the Department of Pediatrics.

UCHealth announced Christopher A. Gessner as the new President and CEO of University of Colorado Hospital, after Will Cook, former President and CEO, stepped down to become the new CEO of Vail Health. Michael Cancro will serve as the interim CEO and President until Mr. Gessner officially takes on the role in February 2019.

#### **IV. DISCUSSION ITEMS**

##### **A. Honorary Society Nominations:** *Dean John J. Reilly, Jr., MD*

Dr. Reilly discussed the process of identifying and recommending faculty for various honorary societies, including the National Academy of Medicine and American Society for Clinical Investigation. He noted that processes exist at a departmental level but there should be an effort to identify and nominate faculty campuswide. David Schwartz, MD, chair, Department of Medicine, noted that the department of medicine currently has a process for reviewing applications and provides guidance to nominees to serve as a bridge for the nomination process. The department has increased faculty representation in the American Society for Clinical Investigation (ASCI) by 30-50% and has broadened representation with the Department of Pediatrics. Dr. Reilly said that Peter Buttrick, MD, Senior Associate Dean for Academic Affairs, will help to organize the process for the campus.

##### **B. Office of Diversity and Inclusion updates:** *Shanta Zimmer, MD, Senior Associate Dean for Education, and Associate Dean for Diversity and Inclusion (see attached slides for additional information).*

Dr. Zimmer provided updates on the Office of Diversity and Inclusion. On December 6, students, faculty, and staff participated in the third annual 'Die In' held in the campus research quad, which honored the anniversary of the ratification of the 13th Amendment to the U.S. Constitution. Dr. Zimmer mentioned current faculty initiatives to increase diversity, including the Dean's support for recruiting faculty from backgrounds underrepresented in medicine. The office has also been working with Cheryl Welch, Director of Faculty Affairs, to improve collection of data on race. The office is also working with search committees on recruitment strategies for increasing diversity of applicants for faculty and chair positions.

Carol Rumack, MD, Associate Dean, Graduate Medical Education, has been working with residency program coordinators on improving the multi-racial data collection of diversity in residency programs, including annual program evaluations and data from residency applications and interviews. Dr. Zimmer emphasized that current medical students are also a great pipeline to residency programs.

A group of medical school students received the President's Diversity Award for the work they did over the summer preparing a toolkit to specifically address stereotyping and limit bias in medical school curriculum.

Dr. Zimmer thanked CU Medicine for the scholarships that support recruitment of underrepresented students.

**C. Continuing Medical Education Annual Report:** *Brenda Bucklin, MD, Associate Dean, Continuing Medical Education and Professional Development (see attached slides for additional information).*

Dr. Bucklin discussed how the Office of Continuing Medical Education (CME) is focused on building bridges not only in the school but also in the community, as well as developing meaningful content and addressing the gaps and needs in public health and safety. CME offered maintenance of certification (MOC) to about 2,000 attendees over the last year and successfully submitted information to the CME accrediting body.

The CME office also provides educational opportunities and outreach outside of this campus. Chad Stickrath, MD, Assistant Dean for the Colorado Springs Branch, and Erik Wallace, MD, Associate Dean for the Colorado Springs Branch, developed a program to recruit and retrain preceptors for the branch. Thanks to an initiative from the CME accrediting body, preceptors can receive up to 35 hours of course work through that program. CME has also partnered with UCHHealth and CU Medicine which also offer several CME programs to faculty.

**D. Faculty Senate Updates:** *Kathleen Torkko, PhD, Faculty Senate Past-President:*  
The December faculty senate meeting was held on December 11, 2018. The faculty senate discussed the results of the 2018 faculty climate survey. Tanya Kelly-Bowry, Vice President for Government Relations for the university, provided legislative updates and the results of the recent mid-term election. Tanya mentioned the possible reduction of pharmaceutical costs and premium costs, particularly on the Western Slope and discussions around going to a single payer healthcare system, which could have an impact on hospitals and pharmaceutical companies.

**E. Affiliate Updates:**

**Rocky Mountain Regional VA Medical Center:** *John Moore, MD:* Dr. Moore noted an IT system shut down occurred at the VA and thanked the support of the campus and the university. He said the University of Colorado Hospital accepted 15 patients transferred from the VA.

**Denver Health:** *Connie Savor Price, MD, Chief Medical Officer:* Dr. Price noted that Denver Health is ending the 2018 fiscal year with an increase in patient volume and will be going into 2019 with a balanced budget. She said December

18 is the deadline for the finalist for the director of service of orthopedics to accept an offer for that position. If the finalist does not accept the offer, then the search will be reopened. Three candidates have advanced for second-round interviews for director of service for radiology. Three candidates completed second-round interviews for director of service of psychiatry. C. Neill Epperson, MD, chair of psychiatry, is assisting with the search. Denver Health received 15 applications for director of service for obstetrics and gynecology and the search committee plans to advance five to seven candidates for second-round interviews.

## **EXECUTIVE SESSION**

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### **I. APPROVAL ITEMS**

- A.** Sr. Clinical appointments were approved unanimously.
- B.** Professor Emeritus appointments were approved unanimously.

### **II. FYI ITEMS**

### **III. ADJOURNMENT**

The meeting was adjourned at 11 a.m.

## Search Updates

Evalina Burger, MD, has been named chair of the Department of Orthopedics, effective November 1. Eve joined the School of Medicine faculty in 2006 and became the Department of Orthopedics vice chair of clinical affairs in 2008. She succeeds Robert D'Ambrosia, MD, who chaired the department since 2002.

Leslie Berg, PhD, has been named chair of the Department of Immunology and Microbiology, effective February 1. She joins CU from the University of Massachusetts Medical School, where she has served on the faculty since 1998 and is currently professor of pathology. At UMass, Berg served as vice chair of the Immunology-Virology Program from 2003 to 2006 and as chair from 2006 to 2009. From 2009 to 2014, she served as the program's graduate director.

## Affiliate Updates

UCHealth University of Colorado Hospital announced that Christopher A. Gessner has been named president and CEO of University of Colorado Hospital, succeeding Will Cook, who left to become CEO of Vail Health. Gessner is currently the president of UPMC Children's Hospital of Pittsburgh and UPMC Western Psychiatric Hospital. He begins in late February. UCHealth Chief Strategy Officer Michael Cancro is serving as interim CEO.

Children's Hospital Colorado announced that Margaret Sabin will be regional president for Children's Colorado's Southern region effective Jan. 7, 2019. Sabin was formerly president and CEO of Penrose-St Francis Health Services in Colorado Springs. , leading its efforts to grow community partnerships, philanthropy and awareness while bolstering its regional population health strategy. Mike DiStefano will serve as the new regional chief medical officer beginning in January 2019.

## Legislative Updates

In the November election, Democrats swept statewide elections. The results:

### Statewide Offices

Governor – Jared Polis, with Dianne Primavera as Lieutenant Governor, Democrat

Attorney General – Phil Weiser, Democrat

State Treasurer – Dave Young, Democrat

Secretary of State – Jena Griswold, Democrat

In the Colorado General Assembly, Democrats will have a 19-16 majority in the state senate and a 41-24 majority in the state house.

### CU Board of Regents

Regent at Large – Lesley Smith, Democrat

Regent District 3 – Glen Gallegos, Republican

Regent District 5 – Chance Hill, Republican

In the U.S. House of Representatives, Democrat Jason Crow will replace Republican Mike Coffman in representing U.S. House District 6, which includes the Anschutz Medical Campus.

## Institutional Updates

Chancellor Don Elliman delivered the annual State of the Campus address on Tuesday, October 30. The University of Colorado Anschutz Medical Campus is “strong and growing stronger,” he said, noting robust growth in clinical revenues and outpatient visits, boosts in enrollment of students underrepresented in health care professions, growth in total research funding, and unprecedented gains in philanthropic support.

CU Medicine reported increases in total income, patient income, contract income and physician productivity at the faculty practice plan’s annual meeting in November. CU Medicine the largest multispecialty medical practice in the state and its revenue places it among the largest academic medical centers in the country.

Karen Chacko, MD, professor of medicine, has been named the associate dean for clinical outreach for the adult health practice, effective in January. She succeeds Ben Honigman, MD, who retired from the role earlier this year.

# Brief ODI Update



December 18, 2018

Leadership. Curiosity. Commitment.

# Our Team

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## Stephanie Flores

Diversity and Inclusion Professional | BA/BS - MD  
Program Coordinator



## Janet Meredith

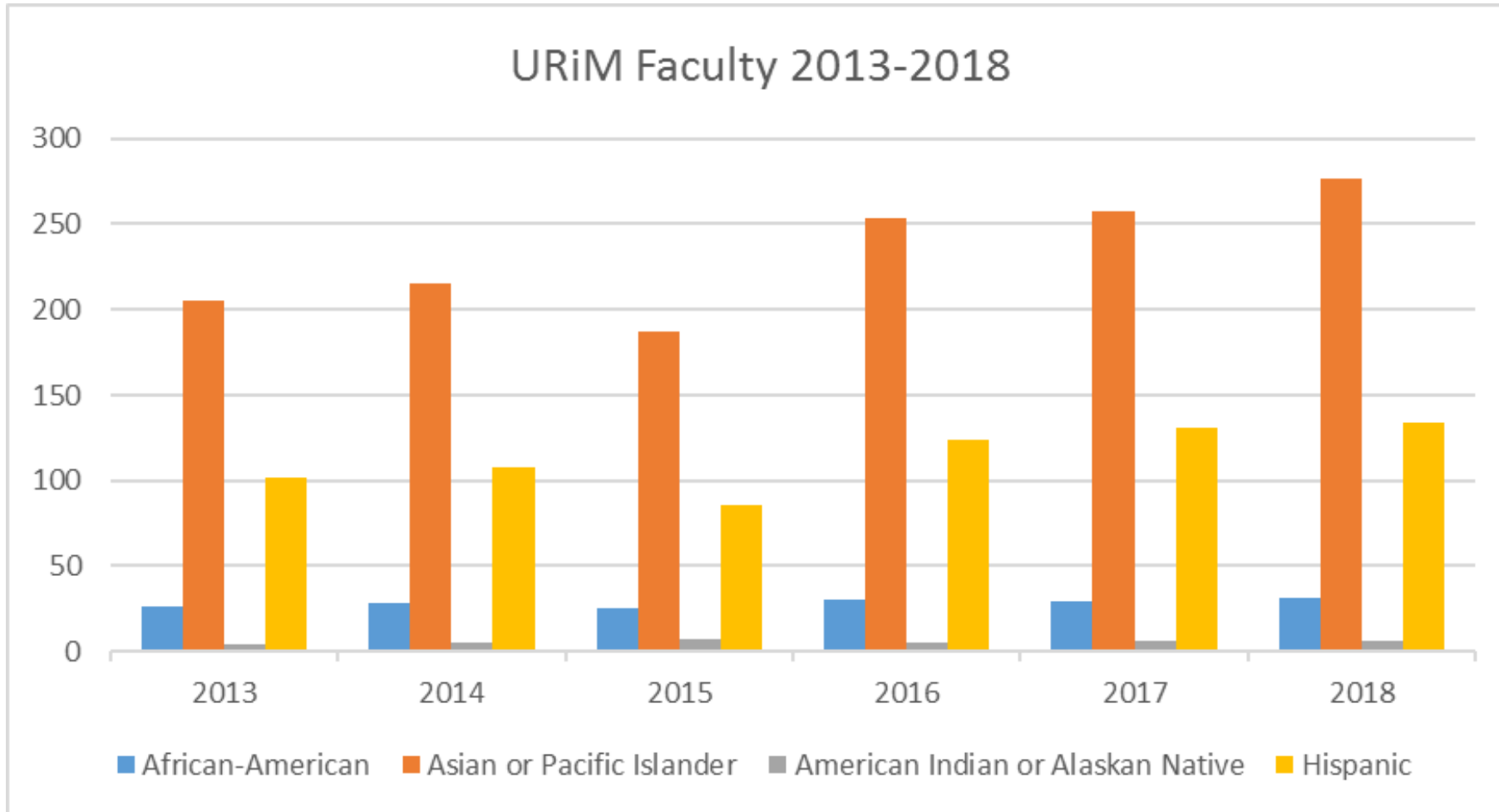
Director of Student Programs, CSTAHR  
faculty advisor, Community Liaison



## Regina Richards

Director the Office of Diversity Inclusion  
Core faculty of LEADS track





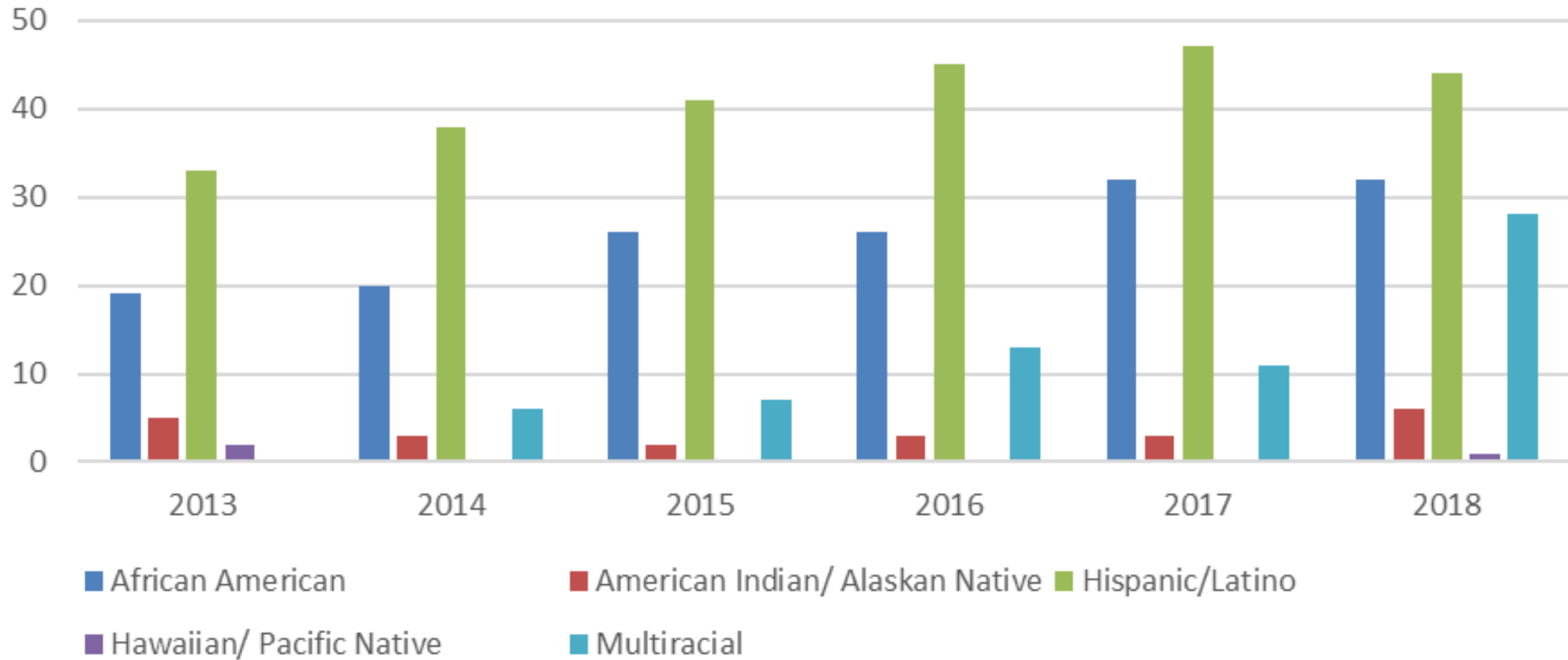
# Faculty Initiatives

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- Dean's support for minority faculty
  - 0.2FTE (NIH cap)\*3 years
- Recruitment and Search Committee Strategies
  - Updated unconscious bias trainings
  - Equity representatives
  - Search network/pool
- UCOLORES curriculum revision
- Colorado Consortium for Healthcare Diversity (Walter Conwell, Kaiser)
  - Recruitment, mentorship, educational programs
- Faculty dialogues around microaggressions in the clinical setting
  - UHealth led initiatives
  - Children's Hospital Partnership
- Departmental Diversity Leadership
  - Medicine, OB/GYN, Surgery, Radiology, Pediatrics, Otolaryngology
- Center for Women's Health Research, WIMS, ODI collaboration
  - Dialogue with Women Professors
  - Partnerships around gender equity

Leadership. Curiosity. Commitment.

## URiM Residents



School of Medicine

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

**Leadership.  
Curiosity.  
Commitment.**

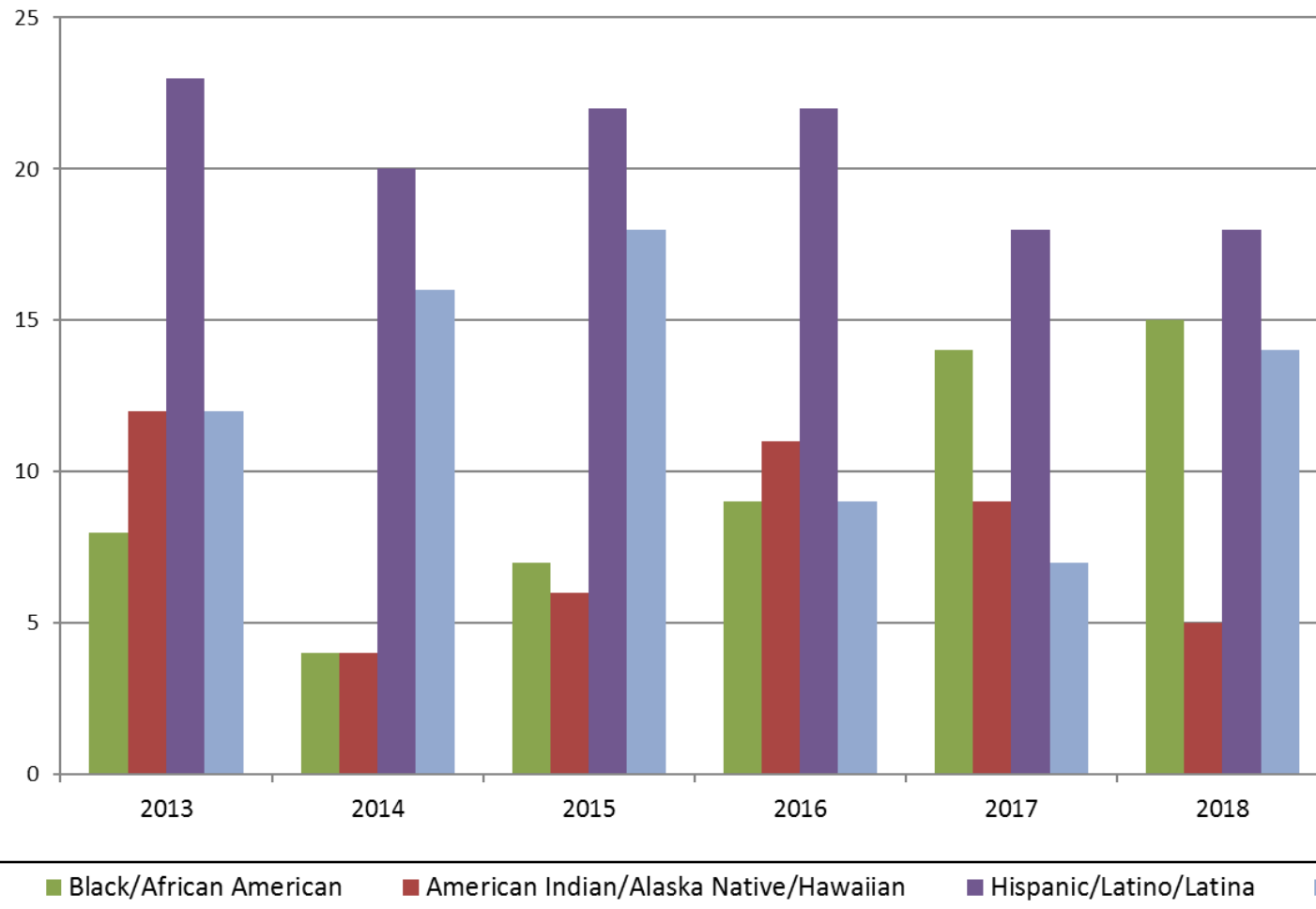
# GME Initiatives

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- Data collection
  - Annual program evaluation
  - Including multiracial data
- Recruitment strategies
  - SNMA national meeting
    - *Surgery, Family Medicine, OB/GYN, Medicine, Pediatrics*
  - Diversity councils, website, etc
  - CU students are a great pipeline to programs
- Coordinator trainings
  - Unconscious bias, holistic review
- PD programming
  - Unconscious bias, microaggressions, holistic review
- Second Look for Residency
- Consultation for programs
  - Resident conversations around hospital experiences
  - Rank and match rules, affirmative action



## SOM URiM Matriculating 2013-2018



School of Medicine

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

**Leadership.  
Curiosity.  
Commitment.**

# Student Focused Initiatives

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- Student groups
  - SNMA, LMSA, WC4BL, PRISM
  - Regional SNMA meeting, national meeting
- Recruitment
  - Admissions, SNMA, PAW, Pre Health AAMC
- Diversity Scholarships
  - Dean's Distinguished, CUMedicine
- Events
  - Third Annual Die In
  - Diversity Matters Lunch and Learn
  - Student led programming
- Mentorship and advising
  - FirstUp, ODI programming
- Curriculum
  - Review of PBL cases
  - Test question revision
  - Toolkit to examine and limit bias in curriculum
  - What happened and Why?
    - *President's Diversity Award*
- Curriculum Reform
  - Health and Society Pillar
    - *Health Equity*
    - *Health Disparities*
  - Community advisory board to reform
  - Assessments by patients
  - Mandatory community service

Leadership. Curiosity. Commitment.

# Additional directions

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- Student and resident travel and recruitment
- Leadership training for faculty from URiM backgrounds
- Support for community engagement projects
  - Thank you, Drs. Santoro and Epperson!
- Movement toward a center for health equity
- Support for community partnerships in the curriculum, CBPR and outcomes research
- Scholarship fundraising

Leadership. Curiosity. Commitment.



SCHOOL OF MEDICINE

Continuing Medical Education

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

# Report to the CU School of Medicine: Executive Committee

December 18, 2018

Brenda A. Bucklin, MD

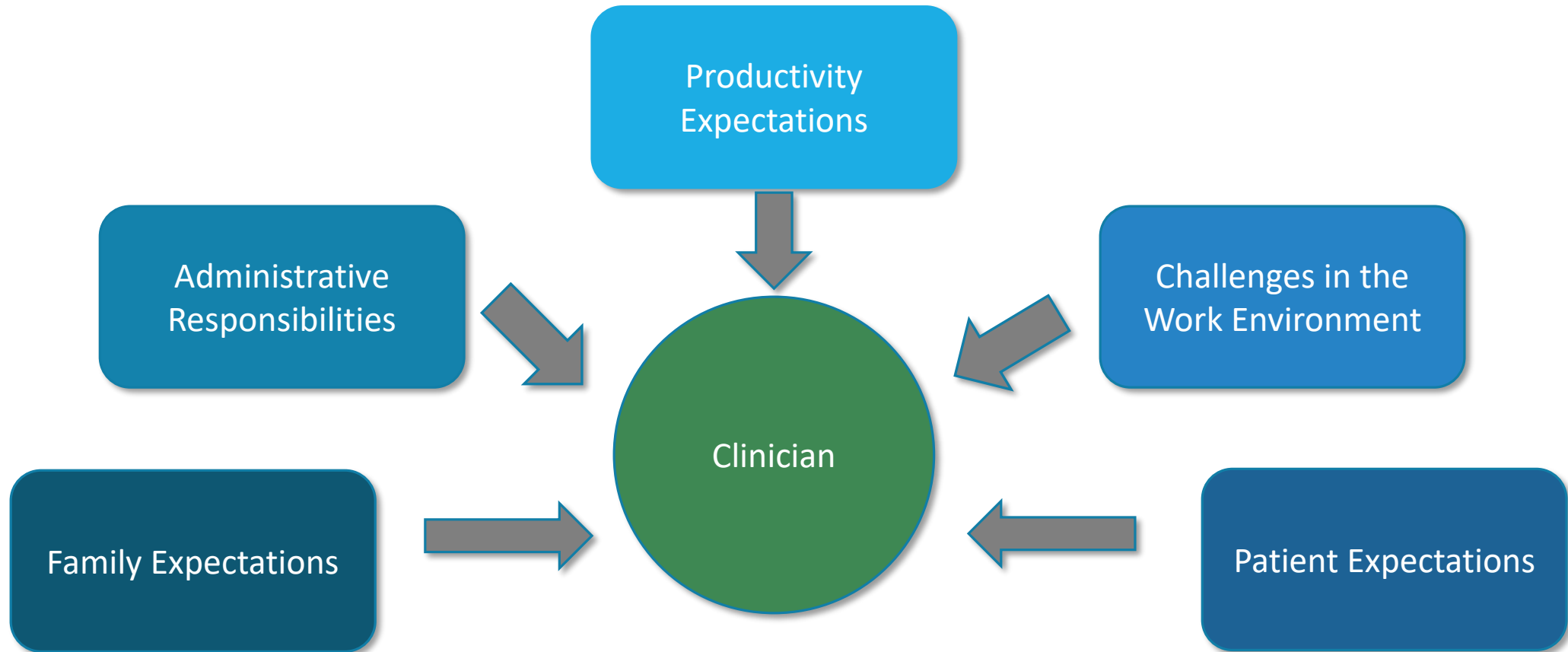
Professor of Anesthesiology

Associate Dean, Continuing Medical Education



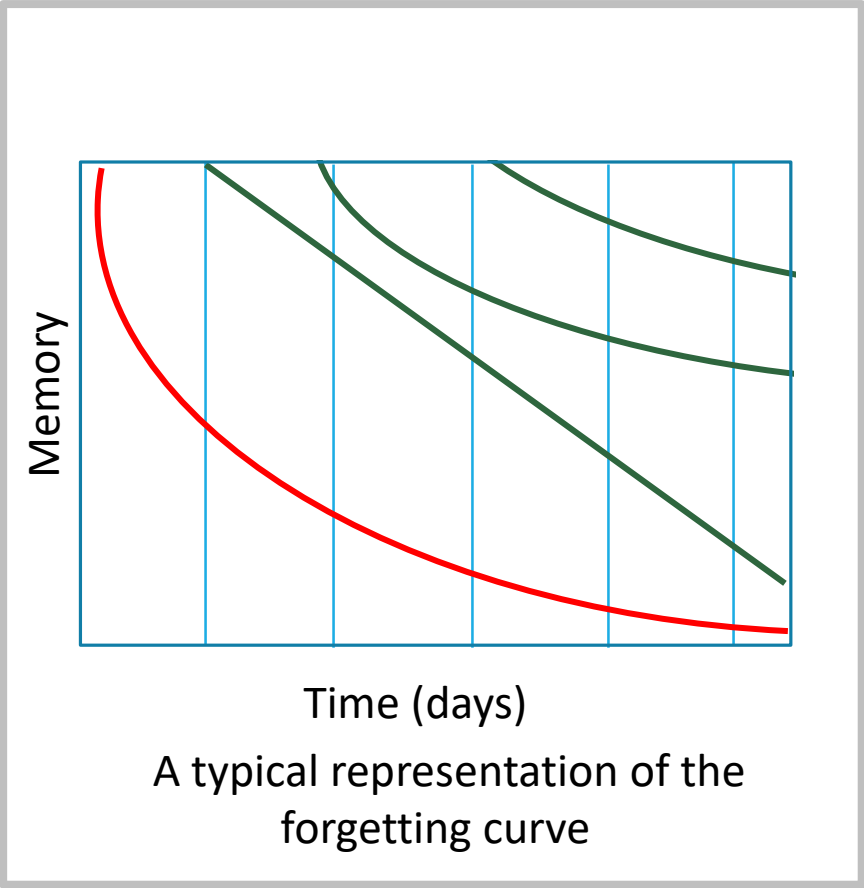
# A Changing Environment

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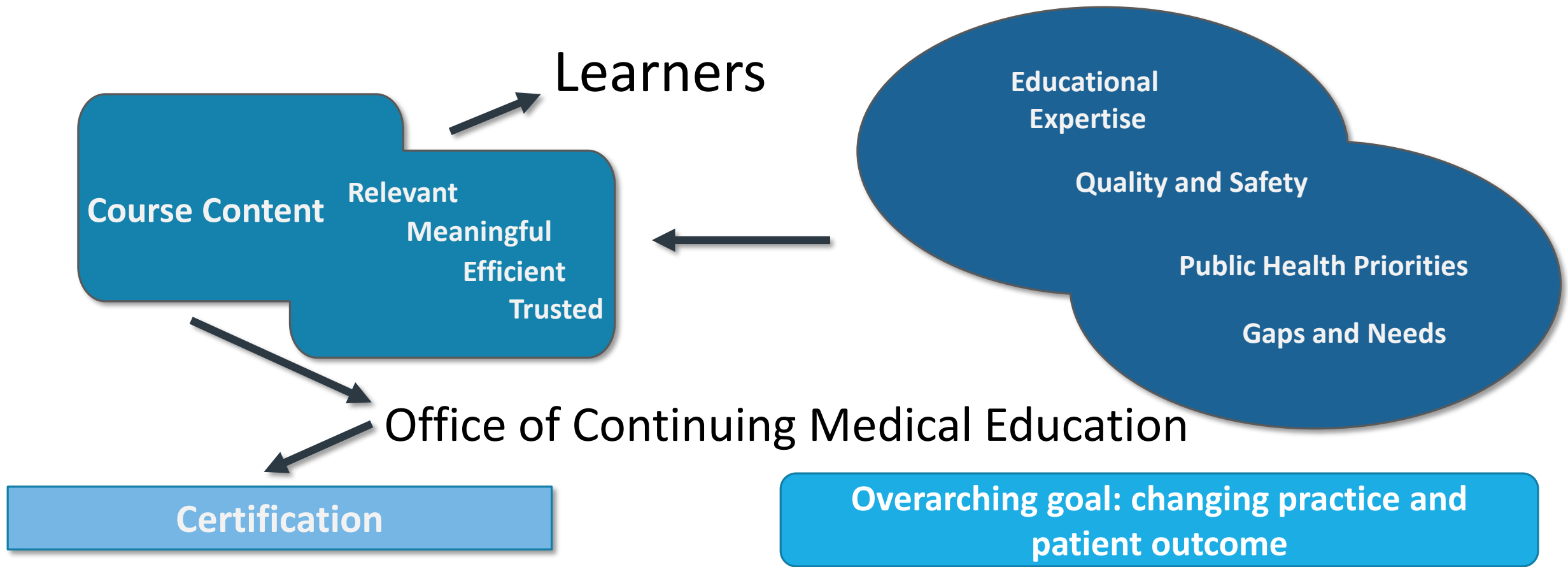
# Typical Forgetting Curve for Newly Learned Information

- First learned
- Reviewed



# Building Bridges

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# Outline

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- We've shortened our name!
- Data Review
  - ✓ Activities
  - ✓ Aggregate Live-course Evaluations
  - ✓ Family Medicine Review Course
- ABIM MOC Pilots
- Opportunities and Priorities

We've shortened our name....

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**Office of Continuing Medical Education & Professional Development**



**Office of Continuing Medical Education**

Contact Us:

Address: 13001 East 17<sup>th</sup> Place, C-295

Phone: 303-724-3552

# CUSOM Continuing Medical Education Activity Data

	2015	2016	2017
Total activities (n)	100	103	100
Learners (n)	20,589	32,098	26,943
AMA PRA Category 1 Credit™ (h)	1047	2450	3192

# Aggregate Live Course Evaluation Data\*

	2015	2016	2017
Course rating: excellent + very good (%)	89	96	96
Course learning objectives met (%)	71	79	84
Commercial bias (%)	2.4	1.3	2
Activity will change practice (%)	77	84	97

\*Audit of 18 Courses

# 2018 Family Medicine Review Course Data

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	2015	2016	2017	2018
Number of attendees	347	326	362	133*
Course rating: excellent + very good (%)	97	97	93	97
Activity will change practice (%)	89	95	91	95

\*Summer Course Only



# ABIM MOC Pilots

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54<sup>th</sup> Annual Internal Medicine Program

45<sup>th</sup> Annual Renal Disease & Electrolyte Disorders Course

88<sup>th</sup> Annual Meeting of the American Thyroid Association

# Value of MOC

## Board Certified Internists are **POSITIVELY DIFFERENT**

Evidence shows that physicians who earn certification from the American Board of Internal Medicine (ABIM) provide better patient care.

### ABIM Board Certified Physicians are more likely to...

#### ...SAVE LIVES

**19%**  **LOWER MORTALITY**

*Treatment by a board certified internist or cardiologist is associated with a 19% reduction in mortality than treatment by a non-certified internist or cardiologist among patients with acute myocardial infarction.<sup>1</sup>*

**HUNDREDS**  
OF LIVES SAVED PER YEAR

*Treatment by a certified interventional cardiologist for percutaneous coronary intervention was associated with a decreased risk of mortality (about 544 patients per year) and emergency coronary artery bypass grafting (about 226 patients per year) than treatment by a non-certified interventional cardiologist.<sup>2</sup>*

#### ...AVOID DISCIPLINARY ACTION

**5x**  **LESS LIKELY**

*ABIM Board Certified physicians are 5x less likely to have state medical licensure disciplinary actions than a non-certified physician.<sup>3</sup>*

**↑ SCORE**  
MEANS  
**LESS DISCIPLINARY ACTION**

*The higher a physician's score on the initial certification exam, the less likely they are to have state medical licensure disciplinary actions against them.<sup>4</sup>*

#### ...ADHERE TO GUIDELINES

**34%**  **INCREASED ODDS**

TO ADHERE TO  
MAMMOGRAPHY SCREENINGS

*Older patients with board certified physicians as their typical source of care had a 34% increased odds of guideline compliant Mammography Screenings and a 27% increased odds of guideline compliant Colon Cancer Screenings than older patients with non-board certified physicians as their typical source of care.<sup>5</sup>*

**27%**  **INCREASED ODDS**

TO ADHERE TO  
COLON CANCER SCREENINGS



On a composite score of 124 quality measures from RAND's quality Assessment Tools, adherence to guidelines is greater among board Certified physicians.<sup>6</sup>



# Opportunities and Priorities

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A photograph of a sandy beach with a series of footprints leading from the foreground towards the ocean. The footprints are arranged in a line that curves slightly to the right. The sand is light-colored and shows some texture. The ocean is visible in the background, with gentle waves. Three blue rectangular boxes with white text are overlaid on the right side of the image, stacked vertically. The text in the boxes reads 'Local', 'National', and 'International' from top to bottom.

Local

National

International

# Outreach: CO Springs Branch

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Program to recruit and retain preceptors for CO Springs Branch

- Up to 50 AMA PRA Category 1 Credits™

Learning from Teaching

- Up to 35 *AMA PRA Category 1 Credits™*



CME for:

1. Outreach education opportunities
2. Internal performance improvement
3. Certification of EPIC training



Provide CME credit for E&M modules that support medical billing for reimbursement by Medicare, Medicaid programs, or private insurance.

# Process Improvement

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- Process for resolving conflict of interest
- Faculty development for new and existing course directors
- Systematic feedback to Program Directors regarding activity evaluations
- New on-line course application to track new ACCME criteria and improve format
- Courses Evaluations are no longer outsourced



# Accreditation Status

Report issued July 21, 2015

**Accreditation with Commendation awarded**

20% of U.S organizations receive commendation

New term will expire: July 31, 2021



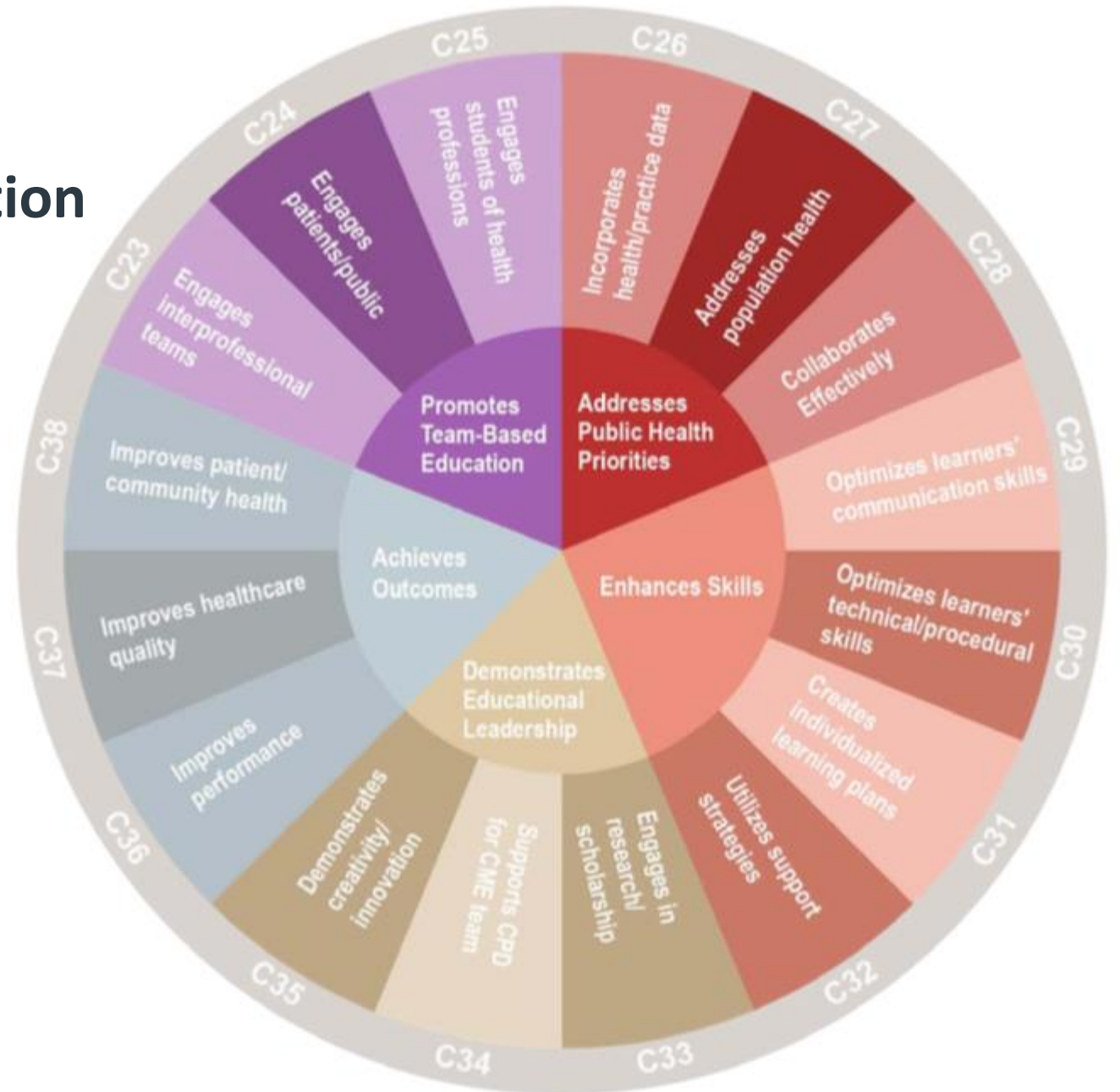
# Update on Accreditation

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- Basic criteria have not changed
- Checklist for each activity to document and verify all aspects of criteria
- Ongoing file review of activities to document compliance
- Criteria for Commendation have changed

# ACCME Menu of Criteria For Accreditation with Commendation

To demonstrate compliance:  
7 criteria of choice from any category—  
plus one criterion from the Achieves  
Outcomes category



# Preliminary Strategic Planning

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	Identified Needed or Desired Changes
1.	Alignment of activities to demonstrate that CME activities improve patient outcomes.
2.	Increase planning and delivery of inter-professional education.
3.	Increase clinical relevance of CME activities.
4.	Continuous improvement of CME process for/by CME leadership, staff, planners and faculty, such as Gap Analysis, Learning/Performance objectives, interactive learning methods, evaluation and website development.



Special thanks:

Dean Reilly and the SOM

Shanta Zimmer, Sr. Assoc. Dean, Education

The CME Office: Pam Welker, Carolyn Wieber, Ellen Ricker

The MOC Office: Dan Hyman, Anunta Virapongse, Heather Hallman

**Contact Us:**

**Address: 13001 East 17<sup>th</sup> Place, C-295**

**Phone: 303-724-3552**