

School of Medicine Executive Committee
Meeting Minutes
Tuesday, April 17, 2012
Academic Office One, 7th Floor Board Room

ATTACHMENT 1

Present

Members: John Cambier, Robert D'Ambrosia, Frank deGruy, Chip Dodd, Robert Freedman, Renata Gallagher, Ron Gill, Fred Grover, Tom Henthorn, Randall Holmes, Herman Jenkins, Mark Johnston, Richard Krugman, Todd Larabee, Wendy Macklin, Naresh Mandava, Dennis Matthews, David Norris, Kian Behbakht for Nanette Santoro, David Schwartz, Ann Thor, Andrew Thorburn, Richard Zane

Participants: Terri Carrothers, Ben Honigman, Doug Jones, Celia Kaye, Steve Lowenstein, Ed McCabe, Philip Mehler (DHHA), Thomas Meyers (VA), Dan Meyers, David Orlicky (Faculty Promotions), Chip Ridgway, Jane Schumaker, Dan Theodorescu, Richard Traystman, Cheryl Welch, Nan LaFrance

Guests: Pam Jones, Mark Geraci, John Corboy, Michael Kahn

I. Greetings – Dean Krugman welcomed everyone and acknowledged Dr. Richard Zane on his first “official” SOM Executive Committee meeting and recognized Dr. Fred Grover on his 11 years as Chair for the Department of Surgery and thanked him for his outstanding dedication, demeanor and collaboration with other departments as this is last SOM Executive Committee Meeting as chair.

II. **Approval of the Minutes** – The March 20th, 2012 SOM Executive Committee Meeting were unanimously approved as written.

III. **Discussion Items**

A. Dean's Comments

1. *Feedback and Resolution of Non-Reappointment Policy* – the past policy was that notice of non-reappointment had to be given in writing prior to the end of the faculty member's contract. Under the new policy: Guidelines are being developed regarding which penalties should be recommended for a first, second or other repeat violations.
2. *Speakers' Bureau Penalties* – Dean Krugman asked for feedback from the committee after the department chairs discussed this issue with their departments. Some Division Heads had very strong opinions with regards to the penalties being too severe and that decisions should be made at the departmental level and should not be given the latitude of severity that was discussed in the document presented. It was suggested that putting a policy in place declaring and demonstrating the consulting activities and that it should be monitored on a local level and an initial penalty to be paid to UPI and a suspension from speaking engagements. The Dean reminded the committee that this was not necessarily about consulting, but about marketing. Research consulting is encouraged. The SOM rules state that your time spent must go through UPI to

account for consulting dollars. Dr. Steven Lowenstein stated that there is modified talk that says that the companies can review but not have final decisions made on the slides. Dean Krugman would like for this to be reviewed in departmental meetings and in employee reviews. Penalties listed are: payback of all taxes and fees owed to the SOM, the department or UPI; prohibition from all industry-paid speaking engagement for 1 year; prohibition from participating in the department's incentive plan for 1 year; placement of a letter of reprimand in the faculty member's personnel for 1 year; requirement to submit 3 years of tax returns for review by the department chair; other sanctions may be imposed, including suspension of pay, salary reduction or termination of employment. Dean Krugman reminded the department chairs that chairs can always provide more notice if it is feasible (The policy outlines minimum notice periods). The Executive Committee agreed that this policy should be moved forward.

B. Education Report – Dr. Ron Gibbs, Associate Dean for CME updated the committee on the Office of Continuing Medical Education. Industry support for accredited CME grew from 1998-2007 but declined starting in 2008 and by 2010, it was down 31% from 2007. CME program directors should plan budgets accordingly. There are new M&M forms that allow for tracking of patients, identifying system-based practice issues, closing loops and fixing responsibilities. Please encourage use in the departments. He also discussed the “ABMS Portfolio Approval Program” which selects quality projects with high organizational priority, decreases paperwork burden, gives physicians credit for projects already done, provides opportunity to prioritize practice, improve resources and projects, integrates quality and CME, and provides likely return on investment by improving payments and decreasing waste. The SOM was invited by the ABMS to be one of eight organizations to make early application. The draft application is due to ABMS by late April/early May with a one week turn-around with final application due in June.

Sr. Associate Dean, Celia Kaye, MD gave a quick update on UME. A copy of a letter from the LCME was handed out to the committee in each of the packets. The letter states that the SOM Medical Education has full accreditation until 2016. The affiliation agreement issue is now fully compliant. The next survey isn't until 2016-2017, however all issues will be reviewed annually. The second issue is regarding Career Advising. There seems to be an issue with someone who considers the residency program directors advising students is a conflict of interest. She asked that the committee consider how this is done in their departments and this issued will be reviewed later.

C. Affiliate Updates

1. *Denver Health Update* – Dr. Philip Mehler informed the committee that the SICU is being moved to be closer the ER and there is a new parking garage being added for patients and residents. The search for Dr. Patricia Gabow's successor is moving along. The search firm has begun the interview process and candidates will be interviewed by the search committee on May 16-17. Of those candidates who make it past these interviews, they will meet with

other key personnel in early June and they hope to have a name by the end of June with a start date of August 1st. Dr. Gabow plans to retire at the end of August. All the Staff and Faculty at DHHA will begin to meet 3 times a year to review humanistic approaches. Their Executive Committee also discussed on the timelines for responding to emails since so much correspondence is through the email.

2. *National Jewish Update* – Dr. John Cambier had an “FYI” for all faculty and staff who practice at National Jewish Hospital. NJH was insisting on all those on their campus must fill out COI (Conflict of Interests) for both the SOM and for NJH. The NJH COI is much more involved than the one from SOM. NJH decided that a pdf copy of the SOM COI, already signed, can be sent to NJH in lieu of filling out an additional form.
3. *Veterans Administration Update* – Dr. Tom Meyers confirmed that construction has begun with a 2016 completion date. He apologized for how long the new badges are taking stating that it was a nationwide problem, not just in Colorado. A new initiative called “Joining Forces” which is led by First Lady Michelle Obama and Dr. Jill Biden, is to ensure that veterans and military families receive the care and recognition they deserve. This will consist of training physicians in PTSD (Post-Traumatic Stress Disorder) and Traumatic Brain Injuries. Dr. Tom Meyer is the contact person for this program. If anyone has questions, they can contact him.

D. Office of Grants and Contracts – Dr. Pam Jones presented the committee with information on the OGC. They are just now coming off of a 24 month OIG audit. After the OIG audit report, she will return to the SOM Executive Committee to discuss the report. The structure of OGC includes the sections of Electronic Research Administration, PreAward and Contracting, and PostAward and Accounting. Their basic performance metrics are for a 5 business day or less turn-around for proposal reviews, 4-6 week average for turn-around on contracts and sub-contracts, 100% on-time FSR submissions, and Project Set-Ups-less than 10 business days from date of award receipt. The proposals submitted increased in 2009 and has held fairly steady since then. The OGC is understaffed compared to the average public university. The concerns were addressed on issues leading to late submissions.

Dr. Thor stated that the departments are having problems with pre- and post-awards. The departments struggle and have a major challenge to provide support and take responsibility to maintain compliance, which should not be their job. The Basic Science chairs feel that this has reached a crisis point. Dr. Pam Jones responded that the audit took 3 FTE’s out of the Office of Grants and Contracts for the 13 months of the OIG audit. Starting in July OGC will publish required training and experience to help identify those in need of the training. Many of the employees who are currently managing sponsored projects already have the necessary experience and training. OGC will provide the departments with a core set of study

requirements and training without any additional cost. Dr. Richard Traystman said that he has been in discussion with the Chancellor about funding for additional personnel in OGC. Dr. Chip Ridgway, who took over for Dean Krugman who had to depart the meeting early, stated that this issue will be addressed in the Master Plan discussions. Dr. Pam Jones said that if COI (Conflict of Interest) forms are not updated by August, OGC will not allow those UCD investigators to submit grants.

- E. Approval of New Division of Computational Biology and Personalized Medicine** – Dr. David Schwartz discussed the development of a new Division within the Department of Medicine which arose from a study charged by Dean Krugman. Dr. Mark Johnston chaired the committee last year which studied the need for an enhanced bioinformatics presence. The Medicine Division will be comprised of individuals who have expertise in Biomedical Informatics, Personalized Medicine and Computational Bioscience. The reason for the UCD center is that it will be a campus-wide resource that will include a data warehouse. Dr. Michael Kahn will be in charge of the data warehouse that will compile the biomedical information. There will be a major bioinformatics service component initially led by Dr. Mark Geraci and will be supported for 3 years by SOM funds. The proposal is to move ahead with the Division. A vote was taken, to approve the addition of this new Division in the Department of Medicine. Dr. Fred Grover made the motion and Dr. Andrew Thorburn seconded it. The SOM Executive Committee unanimously voted to pass the motion.
- F. Modern Human Anatomy Master’s Degree Program** – Dr. Wendy Macklin informed the committee about a master’s degree program which will bring collaborations throughout the departments. It is a 2 year Master of Science degree program and will be located in Building 500. It is expected to grow significantly within the next 4-5 years. Dr. Macklin asked that the committee speak to their faculty for mentors who interested in this program. There is a need for faculty interested in working with these students through their 2nd year who will be designing and developing scholarly projects and faculty who are interested in working with these students on other small projects and who may be interested in participating in second year electives.
- G. Faculty Senate Report** – The proposed tenure buyout program was discussed at the Faculty Senate meeting; it is expected that the discussion will continue when the final language has been drafted. The bulk of the time was spent on curriculum issues and an update on recommendations from the curriculum retreat held a year ago. There are four proposals being developed by the CSC for new educational initiatives: 1) SOM acknowledgement and support of “Master Educators” for certain Basic Sciences disciplines, establishment and support of student “learning communities”, establishment of a brief “First Course” for entering MS1 students and degree for first course in medical school, and the establishment of a reorganized and integrated scheduling of 3rd year clerkships. These are all works in progress. As proposals are refined, they will be brought back before the CSC and Senate.

Executive Session

IV. Approval Items

- A. Approval of Faculty Promotions** – all Faculty Promotions were unanimously approved for the months of March and April.
- B. Approval of Professor Emeritus Appointment** – the Professor Emeritus Appointment made for Nicholas Seeds was unanimously approved by the committee.

The meeting adjourned at 9:51AM