

**School of Medicine Executive Committee
Meeting Minutes
Tuesday, September 18, 2012
AO1 Building, 7th Floor Boardroom**

Present

Members: Bill Betz, John Cambier, Evalina Burger for Robert D’Ambrosia, Steve Daniels, Frank deGruy, Chip Dodd, Laurie Gaspar, Tom Henthorn, Randall Holmes, Herman Jenkins, Mark Johnston, Richard Krugman, Bruce Landeck (Sec-Faculty Senate), Todd Larabee (Pres-Elect, Faculty Senate), Kevin Lillehei, Wendy Macklin, Naresh Mandava, Dennis Matthews, David Norris, Nanette Santoro, Richard Schulick, David Schwartz, Ann Thor, Andrew Thorburn, Ken Tyler, Richard Zane

Participants: Tyler Anstett, Tom Blumenthal, George Eisenbarth, Ben Honigman, Richard Johnston, Doug Jones, Celia Kaye, Steve Lowenstein, Thomas Meyer (VA), William Neff (UCHealth), Carol Rumack, Jane Schumaker, Ron Sokol, Fred Suchy, Mark Kochevar for Dan Theodorescu, Richard Traystman, Cheryl Welch, Adam Williams, Nan LaFrance

Guests: Cheryl Kisling

I. Approval of the Minutes – The August 20, 2012 SOM Executive Committee Meeting minutes were approved as written.

II. Dean’s Update and Discussion Items

A. The Dean introduced the two new Housestaff Representatives, Tyler Anstett and Adam Williams.

B. Strategic Planning Update – the process is moving along and the website is starting to populate. There are increasing opportunities for people to see what’s going on. There are a number of surveys posted. The Research, Education and Community Task Forces have posted the surveys. Dr. Macklin, due to her involvement with the Sr. Associate Deans meeting, has let us know that there are faculty that do not know what this is about and still have questions. This is a process that will take most, if not all, of the academic year. The task forces will work until mid-November and then have a mini-retreat on November 27th to assess where we are. Drs. Macklin, Ridgway and Heide Ford have met with the subcommittee to get a sense of what is going on. They are trying to come up with strengths and weaknesses in terms of research.

C. Grants and Contracts, Research Enterprise – Grants and contracts are moving ahead with a plan to interview most Department Chairs, Directors and DF&As to identify the problems with OGC. Pam Jones is leaving and interviews for her interim replacement have started. They’re also looking at an outside company to look at the process in OGC for AMC, Boulder and Downtown campuses. They will look to the Department Chairs for their assistance in this process with additional people and resources that may be needed.

D. Updates on UCHealth and Memorial Hospital –By October 1st, 2012, Memorial Hospital will be part of UCHealth. This has led the need to amend the affiliation

agreement between the University and University of Colorado Hospital. The reality is that UCHealth does not have its 501c3 letter. The employees from UCHealth will be employed by University of Colorado Hospital. Since both PVHS and Memorial employ physicians and technically UC Hospital will employ physicians, there is a need to amend the affiliation agreement because the UC Hospital affiliation prohibits UC Hospital from employing physicians. The regents approved in going ahead with that in principle. The Dean, along with Lilly Mark and Bruce Benson has had a number of conversations with Bruce Schroffel and Allen Staver. They feel they have found a way to do this so it does not jeopardize or change what has been important for UC Hospital remaining full staffed. This addendum will allow UC Hospital to employ the physicians from Memorial and PVHS for their practice at their respective hospitals but does not extend medical staff privileges at UC Hospital unless the service chief here wishes to extend privileges. The pediatric services within Memorial Hospital will be part of CHCO. It will be called, "Children's Hospital Memorial".

The UCHealth has a board retreat on Tuesday, 9/25/12. CHCO has a board retreat in Colorado Springs in October. There is also a UCCS Branch Campus retreat on Friday, 9/21/12 in Colorado Springs. Dr. Santoro asked about the credentialing for physicians at Memorial. The Dean stated that they would maintain their own credentialing at Memorial. There are full-time faculty from PVHS, Colorado Springs and Grand Junction who are bill through UPI. It will depend on what you will need them for the program here. Dr. William Neff said that the credentialing should go through where they are practicing. Currently they are developing curriculum and blocks for the students in Colorado Springs and there's a transitional plan for the next 3 years. Dr. Kaye stated that nothing can be done until they reach accreditation. Dean Krugman stated that if everything goes well and is accredited, than it will be April 2016 before the first clerkship.

- E. Faculty Senate Report** –Todd Larabee, President Elect for Faculty Senate updated the committee on the latest meeting. Drs. Ridgway and Doug Jones gave a presentation on the screening process. Approval for Dr. Schwartz for the Division of Hematology, Hematologic Malignancies and Stem Cell Transplantation.

- F. Education Report** – Celia Kaye, Sr. Associate Dean for Education reported on the various projects that came out of the Educational retreat a year ago. The 4 priorities reached were 1) Advisory Colleges (houses students, builds community – solicited mentors from faculty); 2) First Course and Longitudinal Curriculum (students would be introduced to families who have general illness and will work with them throughout the 4 years); 3) Master Educators (Clinical Pharmacology and Pathology which lost curriculum time when the new curriculum was developed, looking to increase faculty time in these two areas); and 4) Longitudinal Integrated Clerkship (Students in Phase 3 are no longer in traditional block curriculum, they are in sub-specialty areas for 12 months. The goal is to give students to a smaller group of a faculty and patients and they are looking at this as a possible model for DHHA and possibly rolled out at Memorial.)

Lane Center is a brand new building on the UCCS campus that will have a number of clinical and other facilities in it on the 4th floor, 6000 sq. ft. will be dedicated to the School of Medicine. It will be called the University of Colorado SOM UCCS Campus.

We need to secure LCME approval of the branch campus and increased class size. The expected date for LCME approval is 2016 and clinical rotations will happen there in the meantime. The adding of 24 students to that campus (12 3rd year and 12 4th year students) means they will have to rethink the admissions procedures regarding recruitment to identify individuals who will chose the Colorado Springs option.

Strategic Planning and Education – looking at education across the age continuum and organize it in the best possible way. There are evolutionary changes that need to be done that have to do with GME funding. In the likely event that the funding will not increase, than must look at the 10 year planning, e-learning plan.

Recapped the new class of 2016, 58% in state, 42% out of state, 48% female, 52% male, 3.74 median GPA, 33 Median MCAT, 8 MSTP students and 149 MD students.

A. GME Report – Carol Rumack, MD, Associate Dean for GME updated the committee on the strategic planning of GME – the CU-SOM has 83 programs (103 statewide) and 992 residents (1310 statewide). GME oversees and supports over 118 program directors, 76 program coordinators, and 1023 core faculty. Continues to have a 5 year ACGME accreditation cycle. The enrollment has not changed much in the last 5 years. The enrollment of Primary Care vs. Specialty and under-represented minority enrollment was reviewed. The Graduate Satisfaction Exit Survey shows that the majority are satisfied with the training program. The professional treatment of housestaff by residents, program directors, program coordinators, Nurses, Ancillary Staff and Patients was reviewed. In the 2011-12 ACGME Program Site Visits, 14 programs continued accreditation with 9 programs on a 5 yr cycle, 4 programs on a 4 yr cycle and 1 program on a 3 yr cycle. ACGME goals and program performance indicators for 2013 were reviewed. The Duty Hours/Fatigue Management continues to be compliant; Transitions of Care is in need of a program policy for backup coverage in extreme cases; Professionalism First the goal is to have all programs have patient evaluations; Supervision policies are active in all programs and the goal is for the program policy for attending notification when escalation of care; Quality Improvement projects are active in every GME program, the goal is to have a Quality, Patient Safety and Cost Reduction Resident Incentive Program in place; and Patient Safety lists M&M/QI conferences, patient safety module for all new residents, a patient safety curriculum and institute for healthcare improvement (IHI) modules-patient safety certifications. Dr. Honigman asked how many of the graduating residents want to maintain a relationship and would like a breakdown. Dr. Rumack has the numbers broken down and will send to Dr. Honigman. Dr. David Schwartz stated that the lack of diversity is a problem and would like to look at creative ways for recruiting. Dean Krugman said that Robert Winn, MD, the Associate Dean for Admissions, has actively recruited people by going to every college in Colorado, he's been in touch with the Ivy League Admissions Directors and others. Last year the SOM medical student entering class was at 33% underrepresented minorities in medicine and this year is 42% URM. Dr. Steve Daniels suggested that Dr. Winn talk with Elizabeth H. Thilo, MD, FAAP – Chair, Resident Recruitment and Selection Committee at CHCO who has developed scholarships for rotations for a better understanding of this campus. It has been quite successful.

Dr. Ken Tyler offered that if 45% of the student debt is over \$200K, then when faculty are recruited, can an offer be made for a loan reimbursement (not at the resident level). The Dean said that this can be done when faculty are recruited.

G. Tenured Faculty Retirement Program – currently, this program is in place for the School of Medicine. It may continue after this academic school year, or may not, depending on the Chancellor. Tenured faculty who meet the eligibility requirements can participate. This is voluntary by Department and individual and funds must be available in the departments. The Chair has to be willing and able to provide the payout to faculty members. The tenured faculty member agrees to retire and relinquish tenure and in exchange he/she receives a one-time taxable cash payment which can be up to two times their base salary. Unlike 2010, this does not include supplements and incentives. The faculty member who participates in this program and receives the cash payment can return to work at the university up to .49 FTE if their department has a position and funding. . The entire program, including the option of post-retirement employment is not an entitlement and requires approval by the Dean of the SOM and the Provost. They have to be consistent with the UCD written policy which stresses repeatedly that participation is not an entitlement for faculty members. The program is not designed to reward decades of exemplary service, but it is a discretionary tool for chairs and SOM to address the department and the University's financial and programmatic needs. The criteria submitted to the Chancellor's office starts with wording in the UCD policy that they first criteria is that the financial impact has to be neutral or positive. When considering this option the Department Chair or Division head will:

- Meet with the SOM Sr. Associate Dean for Finance and Administration before offers are made to determine whether the department has sufficient resources to permit interested faculty members to participate, the number of faculty members who could participate, and the size of the incentive payout that can be offered (up to two times the faculty member's base salary).

Before approving a retirement incentive agreement, the department chair shall consider the following criteria:

- Whether approval of one or more retirement incentive plan agreements would benefit the department and the School of Medicine;
- The faculty member's current and projected funding, activities and contributions to the academic programs of the department;
- The extent to which the retirement incentive agreement addresses the department's financial and programmatic needs; and
- Whether the financial impact to the department is neutral or positive.

H. CCTSI Renewal – Dr. Ron Sokol, Director and Principal Investigator for CCTSI updated the committee on the 5 year grant for the CCTSI will end in the Spring or July of 2013. They are in the process of submitting their competing renewal, which is considered a new grant (not new competing application) by the NIH. The deadline for the RFA is January 2013. There is a strong emphasis on quality, safety, efficiency and cost-effectiveness of the research and the research processes and the second major emphasis is that our CTSA should have processes in place to support NIH funding, multi-

site clinical trials, basically, trials from other institutes. They are also required to support a whole range of translational research from T-1 to T-4 and everything in between. There are 4 sections to the grant, there's an overall strategy on vision section, leadership, resources and services and education. Also required to have a program income system in place by year 2, with mandatory requirements for charge-backs on our services where appropriate. There is a strict requirement to track enrollment in clinical trials, retention, completion, cost recovery, etc.- this has required us to have clinical trial management system (CTMS) in place and a core management to be able to track core facilities and services in a rigorous fashion. They have decided to reorganize to have five major components; Pilot Program, Research Environment Program, Resources and Services Program, Education Training Career Development Program and a Translational Informatics Program. National Jewish, DHHA, CHCO, UCH and Kaiser all contribute.

- I. **Colorado Profiles** – Dr. Ron Sokol updated the committee on the Colorado Profiles website that is up and running. This is a research networking software tool that CCTSI has installed and imports data from PeopleSoft to create directory and automatically self-populates a database of publication history from ClubMed, the PeopleSoft input. They hope to update this on a monthly basis and from ClubMed it would be weekly. If an individual's HR information is not correct they should talk to their Department/Division HR person.

EXECUTIVE SESSION

- III. Faculty Promotions Committee Members were unanimously approved.

The meeting adjourned at 9:55am