CU-SOM Faculty Senate Meeting Minutes (12/21/2021)

Prepared by Cheryl Welch for Faculty Senate Secretary, Amy Clevenger

November meeting minutes were unanimously approved.

The next Faculty Senate Meeting is on January 18, 2022, from 4:30 to 5:30 P.M.

Updates from the Dean:

- Status of Searches
  - Searches underway:
    - Chair of Dermatology: Dr. Richard Zane is chair of search committee.
    - Chair of Radiology: Dr. Neill Epperson is chair of search committee.
    - Director of the Colorado Center for Personalized Medicine (Dr. Kathleen Barnes stepped down), in first round of interviews. Dr. Peter Buttrick is chair of search committee.
  - Searches nearing completion / finalist stage
    - Department of Pharmacology Chair – finalists coming in January.
    - Department of Physiology Chair – finalists coming in January.
  - Searches in final stage of negotiation
    - Senior Associate Dean of Faculty Development.
- New Anschutz Health Sciences Building
  - Passed final inspections (fire alarm and smoke evacuation systems).
  - Move-in will begin after the new year and will occur over about four months, with vacated space being back-filled.
  - Remodeling of vacated spaces will occur later in 2022.
- COVID Update
  - Omicron variant is spreading rapidly.
  - 60% of COVID cases are now Omicron variant, which will likely go up.
  - Omicron variant is highly transmissible and highly infectious.
  - Anticipate a surge of cases in Colorado starting in January.
  - Reduction in number of cases in hospital over last week.
  - As of right now, 6 patients in CHCO with COVID, as well as many cases of RSV and other respiratory viruses.
- Medical Students
  - Second-year medical students will be rotating in early January.
  - First-year medical students are doing well, with positive reviews of the new curriculum.
  - The Fort Collins campus is also going very well.
- Questions:
  - Question: What is the status of booster rates?
    - Answer by Dean Reilly: There are
      - There are ongoing discussions about whether to mandate booster.
      - 48% increase in vaccinations of SOM employees, and everyone is encouraged to get boosters.
      - Clear that a booster is still providing more protection than no vaccination.
      - Worried about an outbreak in the near future among students after the holidays.
      - Also, clinical departments are allocating a portion of the Provider Relief Funds from Cares Act funds to interns and residents, which will amount to $4,500 and will be included in December paychecks.
  - Question: If an outbreak of COVID occurs with students, will they be going virtual again in the Spring?
    - Answer by Dean Reilly:
      - Everyone is concerned about the issue.
      - They have heard loud and clear from the current second year students that having a virtual learning environment was not ideal, and they will avoid it again if at all possible.
      - They will have to follow the data to make a determination.

- It will make a difference how disciplined people are on campus, as well as how transmissible the Omicron variant is and availability of testing.
- Everyone will need to be prepared to move to a remote learning environment if necessary, based on data related to the course of the variant.

Preparing for Afghan Refugee Arrivals (*Janine Young, Medical Director, Denver Health Refugee Clinic; Medical Co-Director, Denver Health; Human Rights Clinic Medical Advisor, Colorado Refugee Services Program*)

- Overview of program provided in attached slides.
- Arrival numbers are set by the US President, which has a ceiling.
- During the Trump administration, only 150 per year were allowed, which gutted the system.
- The goal this year is 164,000, and everyone is scrambling nationally to prepare.
- Refugee resettlement in Colorado is funded through the state CO Refugee Services Program/ORR.
- Screening sites include: Denver Health, STRIDE, Clinica, Peak Vista, and Sunrise.
- CO Refugee Services Program funds 3 local non-profit resettlement agencies to resettle refugees in a standard way.
    - Identifies housing, enroll families in insurance, WIC, schools, link arrivals to domestic medical screening, and link adults to jobs.
    - CDPHE works with agencies to link arrivals to screening sites and collects screening data.
- Refugee resettlement in Denver Metro area
    - Denver Health Refugee Clinic at the Lowry Family Health Center
        - Receives funding to perform CDC medical examinations and link to ongoing care in medical homes.
        - Population served includes: refugees, asylees, unaccompanied refugee minors, special immigrant visas, humanitarian parolees, those with trafficking visas, Special Immigrant Juvenile Status Visas.
        - The 2021 contract will screen approximately 850 new arrivals.
        - Residents, medical and pharmacy students have participated in refugee health clinics and immigrant and refugee health electives.
    - Denver Health is one of 5 sites in country that has received CDC's Newcomer Centers of Excellence grant awards.
        - Funding 2016-2025, partners include Children's Hospital of Philadelphia, Jefferson University, MN Health Partners, CDPHE.
        - Multi-site QI includes screenings, identification, linkage and retention in care.
        - CDPHE provides screening data from 14 states, including REAL and EMR standardization.
        - They have expanded ethnicity included to better identify subpopulations.
        - Education of medical providers occurs through webinars and conferences.
        - CDC domestic refugee guidelines are currently being writeen, includes clinical sections and health profiles.
        - Jessica Saifee, 3rd year medical student, father former refugee from Afghanstan, wrote Afghanistan health profile for CDC which will be posted in next couple weeks.
        - In-office screening tool developed to help decide what lab screening needs to happen.
        - Met with national EPIC diversity and inclusion data group to standardize REAL data system-wide.
        - EPIC assumes adults have all pediatric shots, so many don't get caught up on vaccines.
    - Afghanistan Humanitarian Crisis
        - Slated to receive 2000 humanitarian parolees by the end of February 2022.
        - Housing access has been an issue, and most are in temporary housing.
        - All will be assigned to resettlement agency to assist.
        - DH Refugee Clinic absorbing some Special Immigrant Visa holders. However, all humanitarian parolees need medical examinations.
        - Established that 900 arrivals will come on Saturdays, and will be doing abbreviated domestic medical examination.
        - Providers will all see these patients in their populations.
        - Medical students volunteering to help.

- Many untreated diseases being seen.
- Services for unaccompanied refugee minors will include screenings for this population.
    - Starting to see unaccompanied children from Chad, Central African Republic, North Korea, and others. Minors have to prove being trafficked or significant issues of abandonment or neglect and placed in foster case.
    - All specialties involved in seeing these children.
- Medical/legal partnership that provides care to asylum seekers. With legal representative and medical forensic exam, asylum gain rate about 80%, without 20% (meaning 80% will be deported).
- Educating providers and social workers determinant of health.
- Project with Devaro Behavioral Group Home in Westminster, houses unaccompanied children undocumented in Colorado, and is federally funded. Many are apprehended at the border, flown here, and we are trying to link to legal guardians. UCSOM involved for mental health issues.
- Another issue is that unaccompanied children from Latin America and Central America are being released in Colorado, with no tracking available. Unless we receive a reasonable social history, no one knows they are a former unaccompanied child. They need the same screening because they have the same risk factors.
- Significant funding available to build out work. There is currently only one inaugural lecture in Plains Curriculum in May 2022. Lots of policy and community engagement work happening, with more needed. Very important area, need to highlight work being done to recruit more health care professionals of color interested in this area of work.
- Immigrant/Refugee Health is a Field of Medicine, should not be housed in Global Health.
- Comment from Dr. Lowenstein: Call attention to essay written by Jessica Saffee. She writes of the grief she felt this last summer during Afghantan refugee crisis. Click link to view article: https://issuu.com/colomedsoc/docs/colorado_medicine_-_nov-dec-jan_2021-22/s/13992752.
- Resources: See attached slides.

<u>New Division of Medical Physics in Department of Radiation Oncology</u> (Discussion and Vote for Approval) Steven R. Lowenstein, Associate Dean for Faculty Affairs; Brian Kavanagh, Chair, Department of Radiation Oncology

- Dr. Lowenstein: In September faculty committee met to consider proposal for the new Division of Medical Physics in the Department of Radiation Oncology.
    - Committee members agreed unanimously that the proposal meets the requirements for division status, which includes having a nationally recognized training program, a national precedence for division status, and it will provide benefits to the involved department and the School. In addition, there was overwhelming support among faculty to create the division.
    - There was consensus that creating this new division will assist the department with recruitments.
    - The only potential risk that was identified was potential balkanization, discouraging collaboration among faculty members with similar clinical, research or teaching expertise. However, committee members felt the medical physicists have succeeded as a unified section for several years, and the ”architecture” for a new division is already in place.
- Dr. Kavanagh: This new division will provide internal recognition, as well as elevated stature on a national level. This group of faculty is already recognized as a coherent and highly functioning academic unit with a strong record of grant-funded research, peer-reviewed publications, applied technology development and other academic and teaching accomplishments.
- Question: Does it weaken groups being pulled from within department?
    - Answer: from Dr. Kavanagh: The groups are currently fully integrated, and they have a part in every treatment plan, including QI roles. There is no risk of “balkanization,” as they are a fundamental part of patient care. They keep the trains running.
- Faculty Senate vote on proposal: Unanimously in favor of approval of the new division.

<u>Emergency Medicine Promotion 201 Program</u>, Anne Libby, Vice Chair for Academic Affairs, Department of Emergency Medicine

- Video course developed by the Career Cornerstone Group through the Department of Emergency Medicine which gives an overview of the promotion process and a starting point to prepare a promotion dossier. The course was written specifically for Assistant Professors seeking promotion to Associate Professors, generally. Information may be transferrable to other schools. Videos were created to help faculty, in addition to written resources.
- Course was developed in Coursera to continue conversation about promotion process and elements, with examples provided. Sections include: CV, Promotion Narratives, Promotion Matrix, and Scholarship.
- If you complete the course and the assessment, you will get a certification. The course is open to everyone. Enrollment is free. They will also, in the future, build same platform for faculty seeking promotion from Associate Professor to Professor.
- Link will be posted on the Office of Faculty Affairs website.
- Link to access: https://medschool.cuanschutz.edu/medicine/faculty-affairs/faculty-advancement/career-cornerstones
- Comment from Tyler Anstett – thank you as it will assist the new Junior Faculty Subcommitee on Promotion.

Other issues brought to attention of Senate

- None