CUSOM Faculty Senate Meeting 11/14/2022
Lisa Marie Babayan, Faculty Secretary

October meeting minutes were unanimously approved

Next meeting is December 20, 2022

Updates from Dean Reilly:

- Number of leadership searches underway: David Digregorio will be joining us in Jan as the Chair of the Dept Physiology and Biophysics.
- Otolaryngology – still in in the interview process, two coming out in the upcoming weeks.
- Chair of Dermatology – Finalist is coming to town next Monday.
- Negotiations for Personalized Medicine and Radiology chairs are underway.
- Embarking on search for next Director of Accord Center – Dr. Alison Kemp would like to step down from this role and we are searching for successor.
- Denver Health has identified a new Director of Service for Internal Medicine coming from Temple University, she will start in May 2023.
- Congressman Crowe was here to hear from Research and Policy on Climate change and impact on human health. Will be returning in two weeks to meet with Dr. Vik Bebarta and the Combat Research Center to tour the facility.
- New Board of Regents Members – Starting in January 2023.

Overview of Department of Biomedical Information – Casey Greene, PhD, Professor and Department Chair

- Newest department in CUSOM.
- Approach challenges in ethical ways by using data to make new discoveries and present them as an opportunity to improve research and deliver care.
- Taking information and helping us realize improvements in ways that we approach patient care.
- Make serendipity routine at CUSOM.
- New department but not new faculty – we look for faculty/research programs which are independently excellent and looking for natural synergies between members.
- $65 Million in outside funding to initiate the department.
- Promotion and tenure guidelines that recognize tangible contribution and sustainability.
- Questions:

    - How much do you expect faculty with dual appointments to have a role within the new department? A: We have created a process to bring on secondary faculty and are testing the practicality of this on a larger scale. Currently, they have eighteen secondary faculty members.

Curriculum Steering Committee Updates – Tyler Ansett, DO, Assistant Professor, Department of Medicine

- Different classes with different experiences given integration of LIC
    - 2023 – legacy class (20% LICs)
    - 2024 – hybrid class (50% LICs)
    - 2025 – trek class (100% LICs)
- Every single course saw an increase in its ratings since 2021.
- Top rated clerkships were EM, Psych, and LIC training programs.
- Grading transparency is an area of improvement
    - Remove shelf exam scores, increase number of grade appeals.
- Faculty Wellness – major concern across all sites, less students taken on due to burnout.
- Clinical environment challenges – pressure from external programs to pay preceptors and take more students.
- Reorganization of LIC sites – VA, DH, Northern Colorado.
- Question:
    - What is an LIC? Longitudinal integrated clerkship. Instead of traditional clerkships with 3rd year students going through rotating clerkships they have a home institution where they are assigned a population of patients and they follow them through their health journey. Provides a more holistic understanding of patient care.

Overview of Senior Associate Dean and Chief Well Being Officer Roles – Lotte Dyrbye, MD, MHPH, Senior Associate Dean of Faculty and Chief Well Being Officer for Faculty

- Create a destination for top diverse talent to discover, care, teach, and learn.
- Volunteer Clinical community preceptors
- Academic Promotion Streamline taskforce – Dr. Sunita Sharma
- Professionalism and values – Dr. Abbey Lara
- Targeted Taskforces – looking for input to optimize work environment.
- DEI – B
    - Pipeline programs, UME, PA, PT, PhD, AA

    - How can we best partner with Vice Chancellor Office to make sure we make this a priority across our campuses?
- Onboarding – How do we develop career pathways?
    - Give people access to leadership development
    - Referral and mentorship coaching to help with retention
    - Scaling this across the organization
- Well Being – How are our faculty doing? April 2022 Survey
    - Departmental well-being leaders were given this information and are using this to share the findings and have conversations about what is contributing to stress and burnout? How can we drive action together and improve the learning environment?
- Questions
    - Who do we contact with ideas/input? A: Reach out to the well-being leaders within the departments
    - Can we start to include non-clinical PhDs? A: We are getting benchmark data and then will be moving forward with including these members.
    - Are there specific ways for Senators to contribute to initiative or projects? A: If you want to get involved or have ideas, we are receptive to anything new and want to focus on teamwork.
    - Suggestion: Add on team development support and engagement – How do you engage teams and support them?