

**MEETING MINUTES**  
**TUESDAY, JANUARY 15, 2019**  
**10:00 – 11:30 AM**  
**ACADEMIC OFFICE ONE, 7TH FLOOR BOARDROOM**

**EXECUTIVE COMMITTEE MEETING**

**PRESENT:**

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

**MEMBERS:** Venu Akuthota, MD; Evalina Burger, MD; John Cambier, PhD; C. Neill Epperson, MD; Gerald Dodd, MD; Herman Jenkins, MD; Mark Johnston, PhD; Brian Kavanagh, MD, MPH; Kevin Lillehei, MD; Wendy Macklin, PhD; Naresh Mandava, MD; David Norris, MD; Connie Savor Price, MD; David Raben, MD; Angie Ribera, PhD; Richard Schulick, MD, MBA; Vesna Todorovic, MD, PhD, MBA; Ken Tyler, MD; Richard Zane, MD

**GUESTS:** John Caldwell, PhD; Mark Couch; Jeffrey Druck, MD; Thomas Flaig, MD; Anne Fuhlbrigge, MD; Carolyn Goble; Thomas Jansson, MD, PhD; Allison Kempe, MD, MPH; Steven Lowenstein, MD, MPH; Sarah Miller; C. Lee Parmley, MD; Judy Regensteiner, PhD; Marian Rewers, MD, PhD; Jane Schumaker; Christopher Smith; Cheryl Welch; Cara Wilson, MD; Susan Zacharakis; Shanta Zimmer, MD

**MEMBERS NOT PRESENT:** Michael Cancro; Stephen Daniels, MD, PhD; Frank deGruy, MD; Nicole Draper, MD; Chancellor Don Elliman; Jena Hausmann; Sallie Houser-Hanfelder; Christopher Kleck, MD; Nanette Santoro, MD; David Schwartz, MD; Ron Sokol, MD; Ann Thor, MD; Andrew Thorburn, DPhil; Kathleen Torkko, PhD; Erik Wallace, MD

**I. GREETINGS** – Dean Reilly

**II. APPROVAL OF MINUTES**

The December 18, 2018, meeting minutes were adopted unanimously as presented.

**III. DEAN'S UPDATES**

Thanks to John Cambier, PhD, for his service as chair of the Department of Immunology and Microbiology. Dr. Cambier stepped down as the chair but will continue to serve in other roles for the University. Leslie Berg, PhD, was appointed as the new chair of the department and will assume her role in February 2019.

Daniel Bessesen, MD, professor, Division of Endocrinology, Metabolism and Diabetes, Department of Medicine, has been named the new director of the Anschutz Health and Wellness Center. Dr. Bessesen has been the interim director since 2016.

Josina Romero O'Connell, MD, assistant professor of family medicine, has been named the new executive director of the [Colorado Area Health Education Center](#) (AHEC). Mark Deutchman, MD, will continue to run the School's rural track.

In the current legislative session for the state of Colorado, there is discussion of who is covered by and to what extent they are covered by the Colorado Governmental Immunity Act. Faculty who are employees of the state are covered by this act, and legislative changes could result in substantially reducing the financial overhead associated with the University's clinical practice.

Jason Crow, who was recently elected into the U.S. House of Representatives, representing Colorado's 6<sup>th</sup> Congressional District, which includes the Anschutz Medical Campus, recently visited the campus and toured the CAPE center. Crow, a Democrat, replaced Mike Coffman, a Republican.

The partial government shutdown has not had a direct impact the Anschutz Medical Campus thus far. Centers for Medicare and Medicaid Services (CMS) and the National Institutes of Health (NIH) are both running, and the NIH received its budget appropriation in October 2018, so those grants are not part of the federal government affected by the shutdown. The National Science Foundation is not running and not reviewing any grants or making any new awards, so there is potential to impact that funding portfolio. It is not clear how much the U.S. Food and Drug Administration is affected but those who are interacting with the FDA may experience an impact.

There are two active chair searches in the School of Medicine. First round interviews are underway for chair candidates for the Department of Biochemistry and Molecular Genetics, led by Angie Ribera, PhD, chair, Department of Physiology and Biophysics. First round interviews were also held for candidates for the position of Senior Associate Dean for Finance and Administration and Executive Director of CU Medicine. The search is led by Naresh Mandava, MD, chair, Department of Ophthalmology, and three of eight candidates will be invited back for second round interviews.

Chris Smith, Assistant Dean, Administration and Finance, and his team developed a tool to examine issues of salary inequities based on gender and ethnicity. Chris presented the tool to the department directors of finance and administration (DFAs) in early January 2019. Department chairs, DFAs, and other department leadership will have access to this tool, which can be filtered by a variety of criteria. The tool includes AAMC benchmarks and provides data by base plus supplemental salaries and by total compensation. This tool will not be used in this year's PRISM evaluations, but will be used during evaluations next year. Dr. Reilly emphasized that equity does not mean equality- there will be variances in salaries and if those variances are justified by the professional responsibilities and clinical activities of faculty, that is fine, but it what is not acceptable is an apparent difference of salary based on characteristics unrelated to job responsibilities and performance (gender, ethnic background, etc.).

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

- A. Faculty Senate Updates:** *David Raben, MD, professor of radiation oncology, Faculty Senate President:* The January faculty senate meeting was held on Tuesday, January 8,

2019. Terri Carrothers, executive vice chancellor for administration and chief financial officer for the Anschutz Medical Campus, discussed the renovations on the first floor of Academic Office Building One, which will include concierge services and other amenities for faculty. Neil Krauss, director of initiatives and outreach for the Anschutz Medical Campus, discussed the Chancellor's charge to improve efficiency and access to clinical care and student mental health support. Neil also discussed the new Compositive Primary School being built on the Fitzsimons Redevelopment Community land, which will offer school for children ages 3 years old-5<sup>th</sup> grade and will cater to the schedules of the faculty and staff with children who require daycare outside of the normal school hours. The campus is also working on establishing a partnership with the Aurora Science and Tech Middle School and is also working on a CU Science Discovery initiative. Dr. Raben also noted the death of Maureen J. Garrity, PhD. A memorial service for Dr. Garrity will be held on February 20 in the Richard D. Krugman Conference Hall. A scholarship fund has also been established in Dr. Garrity's name. For information please visit <http://giving.cu.edu/GarrityScholarship>.

Dr. Reilly noted that the Compositive primary school was founded by the Considine Family Foundation and the school will be primarily funded through philanthropic resources. The school is currently accepting applications and is scheduled to open in fall 2019.

A ground-breaking ceremony for the new health sciences building being built west of Research Building II will be held on January 30.

Dr. Reilly mentioned that there is also a proposal to add a third tower to the University of Colorado Hospital. The proposal will be presented to the UCHHealth System board, and if approved, construction is anticipated to start soon.

## **B. Affiliate Updates:**

**Rocky Mountain Regional VA Medical Center:** *Clifford "Lee" Parmley, MD, Chief of Staff:* The VA has been working with Ken Tyler, MD, chair of the Department of Neurology, on the search for a new new chief of neurology service at the VA. VA staff recently toured the Center for Advancing Professional Excellence (CAPE) on campus to determine how a similar center can be duplicated at the VA. Dr. Parmley introduced Susan Zacharakis, who is the acting chief of education for John Moore, MD, associate chief of staff for academic affiliations, while Dr. Moore is on leave.

**Denver Health:** *Connie Savor Price, MD, Chief Medical Officer:* There are several searches underway at Denver Health. Christian Thurstone, MD was announced as the new director of services for behavioral health. Five candidates have advanced to second round interviews for director of obstetrics and gynecology. Denver Health is also about to finalize an offer for the new director of service for radiology. There are also open positions in psychiatry, emergency medicine, interventional radiology, as well as an orthopedic surgeon. Denver Health also started using PRISM for its faculty evaluations this year.

## **EXECUTIVE SESSION**

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### **I. APPROVAL ITEMS**

- A.** Faculty promotions committee actions were approved unanimously.
- B.** Professor Emeritus appointments were approved unanimously.

### **II. FYI ITEMS**

### **III. ADJOURNMENT**

The meeting was adjourned at 10:35 a.m.

## Search Updates

Daniel Bessesen, MD, professor of medicine and program director of the endocrinology fellowship program, has been named director of the Anschutz Health and Wellness Center. He has been serving as the center's interim director since late 2016.

Josina Romero O'Connell, MD, assistant professor of family medicine and a clinician for the underserved at Westwood Family Medicine Clinic with Denver Health, has been named the new executive director of the Colorado Area Health Education Center.

## Affiliate Updates

UCHealth announced that construction delays and changes will delay the opening of Highlands Ranch Hospital until May 7, 2019.

UCHealth released its 2018 UCHealth Community Benefits Report showing that it provided \$854 million in total community benefits in fiscal year 2018, including \$359 million in uncompensated care. The report also says that UCHealth is the largest provider of Medicaid services in the state, caring for 285,000 Medicaid patients in 2018.

## Legislative Updates

The Colorado General Assembly convened on Jan. 4, 2019. The University of Colorado Office of Government Relations has notified campus administration that it is monitoring several bills on behalf of the University and our campus partners:

- **House Bill 19-1001** requires the Colorado Department of Health Care Policy and Financing to develop an annual report detailing uncompensated hospital costs.
- **House Bill 19-1009** provides funding to support housing assistance for individuals with a substance abuse disorder and creates an opioid crisis recovery fund.
- **House Bill 19-1010** creates a freestanding emergency department license.
- **House Bill 19-1041** requires hospitals and ambulatory surgical centers to adopt and implement a policy eliminating surgical smoke.
- **Senate Bill 19-001** expands the medication-assisted treatment pilot program, administered by the CU College of Nursing, from its current two counties to include counties in the San Luis Valley and two additional counties.
- **Senate Bill 19-004** authorizes the state personnel director to explore offering, and, if feasible, creating a pilot program to offer group medical benefits available to state employees to those living in an area of the state affected by high health insurance premiums.
- **Senate Bill 19-005** calls on the Colorado Department of Health Care Policy and Financing to design a program to import prescription pharmaceutical products from Canada for sale to Colorado consumers.
- **Senate Bill 19-008** addresses substance abuse treatment for persons in the criminal justice system.
- **Senate Bill 19-013** expands the list of disabling medical conditions that are authorized to use medical marijuana to include conditions for which a physician could prescribe an opiate.

Gov. Jared Polis announced in December that he would reappoint Kim Bimestefer as executive director for the Colorado Department of Health Care Policy and Financing. Bimestefer, a former health insurance executive, was appointed executive director of the department in January 2018 by former Gov. John Hickenlooper.

U.S. Rep. Jason Crow visited the Anschutz Medical Campus in December for a tour that included the Center for Advancing Professional Excellence, CellSight, and the Marcus Institute for Brain Health.

The University of Colorado Cancer Center in December hosted a delegation of state lawmakers, including Lt. Gov. Dianne Primavera, a four-time breast cancer survivor, for a luncheon and presentation on the center's work. Panelists included Karyn Goodman, MD, Eduardo Davila, PhD, Terry Fry, MD, Dan Pollyea, MD, and Virginia Borges, MD.

#### Institutional Updates

The University of Colorado Anschutz Medical Campus held its fall commencement ceremony on December 15. Classes from the School of Medicine's Physical Therapy and Anesthesiology Assistant programs received degrees. The College of Nursing and the Graduate School also graduated students at the event. The University also awarded a posthumous Honorary Doctor of Science degree to Richard Traystman, PhD, former vice chancellor of research and Distinguished Professor of the University.

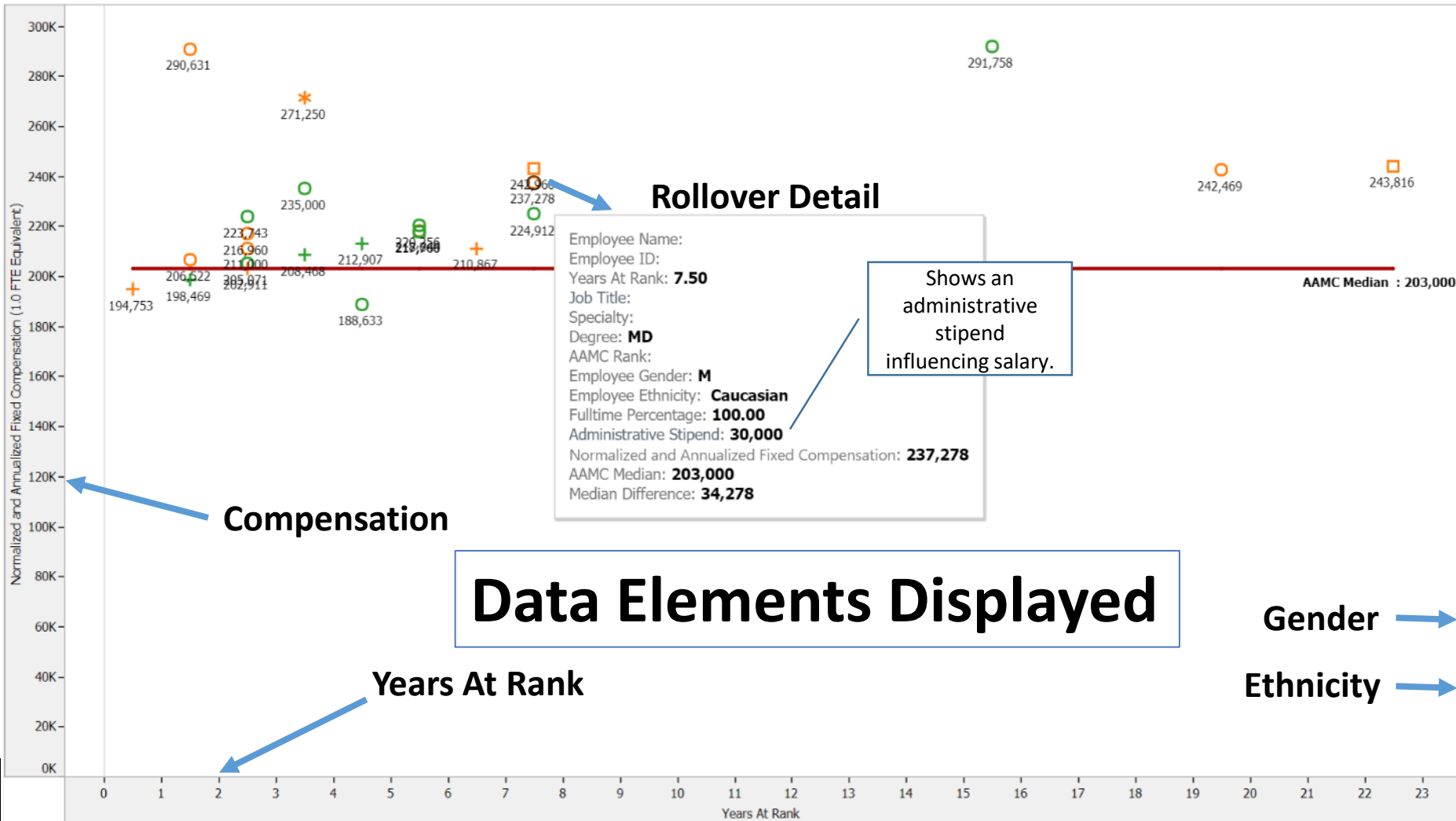
National Geographic published an article about Vic Spitzer, PhD, professor of cell and developmental biology, and the Visible Human Project. The article was more than 15 years in the making, with donor Susan Potter, granting interviews in which she explained her reason for offering her body as a donation for the project. She died in February 2015.

The Allen Institute in Seattle announced in that it was creating the Allen Institute for Immunology and that it was initially providing funding for projects at five research organizations, including the University of Colorado Anschutz Medical Campus. Kevin Deane, MD, PhD, associate professor of medicine, and V. Michael Holers, MD, professor of medicine and head of the Division of Rheumatology, are teaming with researchers at the University of California San Diego to identify how rheumatoid arthritis develops.

### SOM Fixed Compensation Comparison to AAMC Median

AAMC Median for all Public Schools, All Regions  
By Specialty, Rank, Degree, Years at Rank and Gender

Specialty : \_\_\_\_\_ Degree : MD Rank : \_\_\_\_\_



**Rollover Detail**

Employee Name:  
Employee ID:  
Years At Rank: **7.50**  
Job Title:  
Specialty:  
Degree: **MD**  
AAMC Rank:  
Employee Gender: **M**  
Employee Ethnicity: **Caucasian**  
Fulltime Percentage: **100.00**  
Administrative Stipend: **30,000**  
Normalized and Annualized Fixed Compensation: **237,278**  
AAMC Median: **203,000**  
Median Difference: **34,278**

Shows an administrative stipend influencing salary.

**Data Elements Displayed**

Compensation

Years At Rank

Gender

Ethnicity

**Specialty**

**Degree**

MD  
 PhD

**AAMC Rank**

Assistant Professor  
Associate Professor  
Chair  
Chief  
Instructor  
Professor

**Gender**

(All)

**Ethnicity**

(All)

**Department (Dept Level 06)**

(All)

**Division (Dept Level 07)**

**HR Dept ID (Posn\_Dept\_ID)**

**Employee Name**

(Multiple values)

**Gender**

F  
 M

**Ethnicity**

Asian or Pacific Islander  
 Black or African American  
 Caucasian  
 Other

See "Notes" (final worksheet) for reporting parameters and additional report details.

# FACULTY SENATE MEETING JANUARY, 2018

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DAVID RABEN, M.D.

FACULTY SENATE PRESIDENT



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# REVIEW OF TOPICS DISCUSSED FROM JANUARY FACULTY SENATE MEETING

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- Campus Updates from Terri Carruthers
- Initiatives from Neil Krauss



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Resiliency for students  
Karima Hamamsy

# CHANCELLOR'S CHARGE

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- Improve efficiency to get clinical help
- Create a one-stop website
- Create an early awareness protocol
- Peer involvement and resiliency
- Improve faculty awareness and training

**Campus working group formulated**



School of Medicine

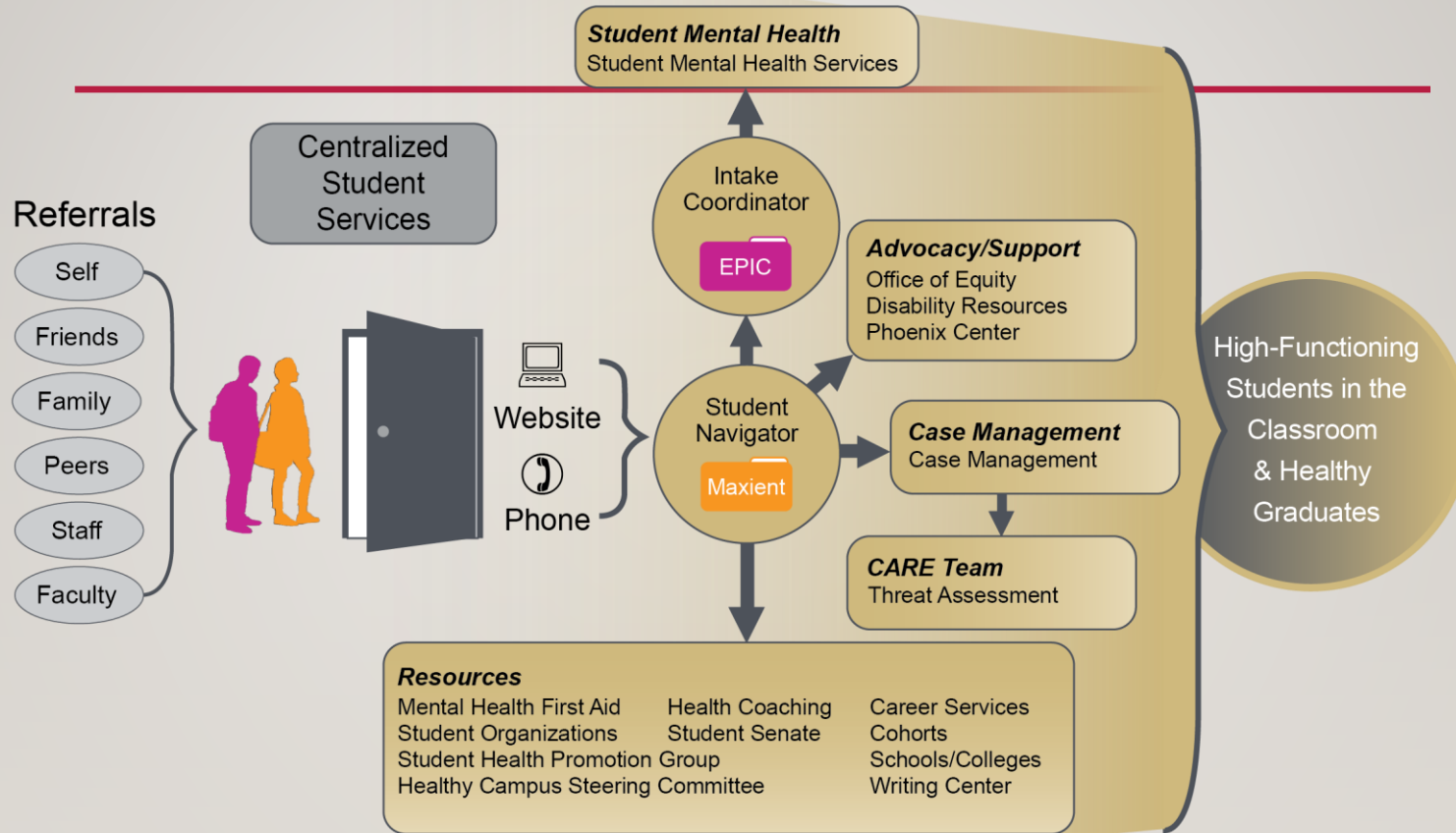
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University of Colorado  
Anschutz Medical Campus



# Student Mental Health Support Re-Imagined



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# Compositive *Primary*

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New private school for 3-year-olds to fifth grade; Tuition \$100 a month

Compositive Primary cultivates every child's capacity to **reflect and learn, recognize and act, care and connect, and engage and serve**

## **ADMISSIONS**

**Compositive Primary is currently accepting inquiries for enrollment for 3- and 4- year-old classrooms, kindergarten, and first grade for the 2019-2020 school year.**

**The school gives enrollment preference to children of parents working on the Anschutz Medical Campus, including faculty, staff and students of CU Anschutz, Children's Hospital Colorado, UCHealth's University Hospital, and the VA Medical Center.**

[www.compositiveprimary.org](http://www.compositiveprimary.org)



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# BUILDING A PARTNERSHIP

AURORA SCIENCE & TECH AND  
THE ANSCHUTZ MEDICAL CAMPUS

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JANUARY 2019



University of Colorado  
Anschutz Medical Campus

**AURORA**   
**SCIENCE & TECH**  
A DSST PUBLIC SCHOOL



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# CU SCIENCE DISCOVERY



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# MAUREEN J. GARRITY

1948-2019



- Maureen joined CU in 1983
- She served as associate dean for admissions,
- Associate dean for student affairs
- Associate dean for student life.
- When she retired 2017, the University established an endowed medical scholarship fund in Maureen's honor.



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