

**EXECUTIVE COMMITTEE MEETING**  
**TUESDAY, OCTOBER 15, 2019**  
**10:00 AM**  
**ACADEMIC OFFICE ONE, 7TH FLOOR BOARDROOM**

**EXECUTIVE COMMITTEE MEETING**

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**PRESENT:**

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

**MEMBERS:** Venu Akuthota, MD; Leslie Berg, PhD; Evalina Burger, MD; Frank deGruy, MD; Mark Dell'Acqua, PhD; Gerald Dodd, MD; Nicole Draper, MD; Herman Jenkins, MD; Brian Kavanagh, MD, MPH; Michael Kilmer; Wendy Macklin, PhD; Naresh Mandava, MD; Connie Savor Price, MD; Angie Ribera, PhD; David Schwartz, MD; Ann Thor, MD; Andrew Thorburn, DPhil; Vesna Todorovic, MD, PhD, MBA; Richard Zane, MD

**GUESTS:** Philip Asamoah, MD, MBA; Mary Beckett, MD; Brenda Bucklin, MD; Karen Chacko, MD; Mark Couch; Genet D'Arcy, MD; Anne Fuhlbrigge, MD, MS; Carolyn Goble; Michael Harris-Love, PT, MPT, DSc, FGSA; Allison Kempe, MD, MPH; Sarah Miller; Clifford "Lee" Parmley, MD; Huntington Potter, PhD; Judy Regensteiner, PhD; Suzann Ruedeman; Carol Rumack, MD; Brian T. Smith; Christopher Smith; Cheryl Welch; Shanta Zimmer, MD

**MEMBERS NOT PRESENT:** Jaime Arruda, MD; Stephen Daniels, MD, PhD; Chancellor Don Elliman; C. Neill Epperson, MD; Christopher Gessner; Jena Hausmann; Alma Juels, MD; Kevin Lillehei, MD; David Norris, MD; David Raben, MD; Nanette Santoro, MD; Richard Schulick, MD, MBA; Ron Sokol, MD, MBA; Ken Tyler, MD; Erik Wallace, MD

**I. GREETINGS**

**II. APPROVAL OF MINUTES**

The September 17, 2019, meeting minutes were unanimously adopted as presented.

**III. DEAN'S UPDATES**

Dr. Reilly welcomed Michael T. Kilmer, new director of the VA Eastern Colorado Healthcare system.

Julia Cooper, PhD, new chair of the Department of Biochemistry and Molecular Genetics, will be starting in January 2020. Dr. Cooper will be on campus on Wednesday, October 30, and Thursday, October 31, to look at lab space.

The chair searches for the departments of medicine and family medicine are underway.

Dr. Reilly announced several grants recently awarded to programs on the Anschutz Medical Campus:

- Two teams at Children's Hospital of Colorado were awarded grants, including a grant for the Genetic Disorders of Mucociliary Clearance Consortium, one of twenty grants awarded by the rare disease network through the National Institutes of Health.
- The University of Colorado Anschutz Medical Campus was one of five institutions awarded a Research and Evaluation and Commercialization Hub program grant from the National Institutes of Health.
- The Adult and Child Consortium for Health Outcomes Research and Delivery Science (ACCORDS) received a grant from the National Institutes of Health to research cancer prevention and control in rural areas in Colorado.
- Several investigators across multiple departments together received more funding than any other institution in the U.S. for Down syndrome research, including an award to continue the Down syndrome registry in phenotyping, the Human Trisome Project.

The University of Colorado system has initiated a strategic planning process. The process addresses both system-wide and campus-specific issues. The diversity and inclusion working group for the Anschutz Medical Campus will be led by Shanta Zimmer, MD, Senior Associate Dean for Education and Associate Dean for Diversity and Inclusion. Another working group will focus on the campus's role in healthcare across the state of Colorado. Departments and faculty interested in participating in working groups should contact Dr. Reilly directly.

CU Medicine renewed scholarship funding for School of Medicine students and increased scholarship commitments to \$1 million for the 2019-2020 fiscal year.

Healthcare in Colorado will be a central topic in the upcoming state legislative session. There is currently a proposal regarding a framework to provide a state option for health insurance to be sold in the individual market. Highlights are mandated participation by all insurance companies in the state; a cap on margin the companies can make; and rate setting for hospitals in Colorado at 175 percent to 225 percent of Medicare rates. The director of the Colorado Department of Health Care Policy and Financing anticipates voluntary participation of every hospital in the state of Colorado and has warned that if hospitals don't participate voluntarily, the state will mandate participation.

Governor Polis's state budget proposal will be released on November 1, 2019, and there is discussion that the appropriation currently directed at the University of Colorado will go down and more will be directed to other institutions of higher education. The university's government relations group is working to minimize the impact to the CU budget.

### **Discussion Items:**

**A. Faculty Senate Updates:** *Nicole Draper, MD, Faculty Senate President:* The new faculty senate officers for the academic year 2019-2020 are: Nicole Draper, MD, President; Jaime Arruda, MD, President-elect; and Alma Juels, MD, Secretary. At the October 2019 faculty senate meeting, Chris Smith, Assistant Dean for Finance and Administration, and Shanta Zimmer, MD, Senior Associate Dean for Education, discussed benchmarking data from the AAMC regarding equitable salaries based on gender and ethnicity. If faculty have issues that they would like addressed at upcoming faculty senate meetings, please contact Dr. Draper.

### **B. Affiliate updates from VA and Denver Health**

**VA Eastern Colorado Health Care System:** *Clifford "Lee" Parmley, MD:* Dr. Parmley introduced the VA's new director Michael Kilmer.

Mr. Kilmer noted that the VA would like to explore new partnerships with the university, such as putting together joint packages for faculty recruitment between the VA and the university.

The Mission Act, a utilization review of the entire VA system, will look at underutilized facilities and infrastructures that are no longer needed at the VA. Denver's VA is addressing how to expand programs beyond the Anschutz Medical Campus.

**Denver Health:** *Connie Savor Price, MD, Chief Medical Officer:* John P. Curtin, MD, MBA, is the new Director of Service for Obstetrics and Gynecology. Candidates are interviewing for the chief operating officer position and a finalist should be announced in the next few weeks. Denver Health recently opened a new school-based clinic at East High School.

## **EXECUTIVE SESSION**

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### **I. APPROVAL ITEMS**

- A.** Sr. Clinical Appointments and Promotions Committee actions were approved unanimously.
- B.** The Professor Emeritus appointments was approved unanimously.

**II. FYI ITEMS**

**III. ADJOURNMENT**

The meeting was adjourned at 10:30 a.m.

**DEAN'S UPDATES**  
**SCHOOL OF MEDICINE EXECUTIVE COMMITTEE MEETING**  
**October 15<sup>th</sup>, 2019**

Search Updates

Julia P. Cooper, PhD, has been named the chair of the Department of Biochemistry and Molecular Genetics, effective January 2020. She is currently head of the Telomere Biology Section of the Laboratory of Biochemistry and Molecular Biology at the National Cancer Institute's Center for Cancer Research.

Affiliate Updates

Children's Hospital Colorado Foundation hosted its annual fundraising gala at the Hyatt Regency Denver in downtown. The party raised more than \$3.4 million.

Legislative Updates

State officials released a draft proposal for a state option for health insurance that would be available Jan. 1, 2022. The proposal mandates most insurance carriers sell the state option plan. Benefits would be set by state officials. The proposal would require insurers spend 85 percent of premiums collected on patient care. Payments to providers would be benchmarked to 175 percent to 225 percent of Medicare. The proposal calls on providers to partner with carriers to ensure adequate networks to provide care. The proposal also says that the state may implement measures to ensure health systems participate, but it does not provide details.

Institutional Updates

The University of Colorado Anschutz Medical Campus was one of five institutions awarded a Research and Evaluation and Commercialization Hub program grant from the National Institutes of Health. The NIH announced this month it was awarding \$20 million in this round of funding.

The National Institutes of Health announced in September that it has awarded about \$35 million in new grants to advance research on Down syndrome through the Investigation of Co-occurring Conditions Across the Lifespan to Understand Down Syndrome project. CU researchers led by the Linda Crnic Institute for Down Syndrome on the Anschutz Medical Campus received 12 awards for about \$9 million over the next two years.

The National Institutes of Health has awarded a \$4.2 million, five-year grant to researchers at the Adult and Child Consortium for Health Outcomes Research and Delivery Science to support a new center for cancer prevention and control in rural areas. The grant is part of the National Cancer Institute's Cancer Moonshot Research Initiatives and supports a national consortium of centers working to translate research into clinical practice quickly and effectively.

The University of Colorado System announced that CU faculty attracted more than \$1.2 billion in sponsored research funding and gifts during the 2018-19 fiscal year. Anschutz Medical Campus accounted for \$553.5 million, while the Boulder campus brought in \$576 million. It is the third consecutive year that total awards to faculty in the CU System exceeded in \$1 billion.

The formal kickoff of the CU System strategic planning process was Thursday, October 3. The planning process, called “CU Leaning Into the Future,” is expected to address three priorities: 1) access, affordability, and student success, 2) discovery and impact, and 3) fiscal strength. CU leadership aims to complete the plan by next summer and put in place a plan for implementation and assessment that occurs through 2025.

The University of Colorado Anschutz Medical Campus has launched a brand identity and advertising campaign. “This is Breakthrough” highlights CU faculty and our campus partners, Children’s Hospital Colorado and UHealth University of Colorado. The campaign will include television commercials, advertisements in magazines, newspapers, and health professional journals, and other awareness raising efforts online and on the radio, at conferences, and in outdoor venues.

The School of Medicine Child Health Associate/Physician Assistant Program celebrated its 50<sup>th</sup> anniversary with a reception Friday, October 4, at the CU South Denver campus. The event raised money for student scholarships.

# Faculty Senate Update

## October 2019

Nicole Draper, MD  
Faculty Senate President



School of Medicine

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

# Faculty Officers

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- President: Nicole Draper, MD, Pathology
- President-elect: Jaime Arruda, MD, OB/GYN
- Secretary: Alma Juels, MD, Anesthesiology



# Equity in Salary: Salary Benchmarking Data

*Shanta Zimmer, Sr. Associate Dean for  
Education and Associate Dean for Diversity  
and Inclusion*

*Christopher Smith, Assistant Dean for  
Administration and Finance*



# Benchmarking Data

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- Gender, ethnicity, years at rank
- The data looks at AAMC and internal salaries
- Benchmarks are hard to access due to different responsibilities and duties, but common standards are used
- Total compensation = fixed pay and call pay, bonuses, benefits
- Inequities usually have a simple answer such as job duties
- If equity is a concern, talk to your department administrator. If uncomfortable or not well received, the Office of Equity can help



# Request for Topics

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- Mental health help for non-medical students, graduate students