

SCHOOL OF MEDICINE EXECUTIVE COMMITTEE
TUESDAY, DECEMBER 15, 2020
10:00 AM
VIA ZOOM TELECONFERENCE

Members and guests in attendance noted below.

MEMBERS:

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

Venu Akuthota, MD; Jamie Arruda, MD; Leslie Berg, PhD; Gregory Bosci, MD; Evalina Burger, MD; Julie Cooper, PhD; Stephen Daniels, MD, PhD; Frank deGruy, MD; Gerald Dodd, MD; Nicole Draper, MD; Don Elliman, Chancellor; Herman Jenkins, MD; Brian Kavanagh, MD, MPH; Michael Kilmer; Wendy Macklin, PhD; Naresh Mandava, MD; David Norris, MD; Angie Ribera, PhD; Nanette Santoro, MD; Richard Schulick, MD, MBA; David Schwartz, MD; Ron Sokol, MD; Ann Thor, MD; Andrew Thorburn, DPhil; Vesna Todorovic, MD, PhD, MBA; Ken Tyler, MD; Richard Zane, MD

GUESTS:

Suzanne Brandenburg, MD; Peter Buttrick, MD; Thomas Campbell, MD; Karen Chacko, MD; Jessica Cordova; Mark Couch; Genet D'Arcy, MD; Amira Del Pino-Jones, MD; Jeffrey Druck, MD; Ellen Elias, MD; Carolyn Goble; Michael Harris-Love, PT, MPT, DSc; Allison Kempe, MD; Allison Krebs; Sarah Miller; Chanthy Na; Steven Lowenstein, MD, MPH; Michael Narkewicz, MD; Abraham Nussbaum, MD; Wumni Ogunwo; Clifford L. Parmley, MD; Karen Potter; John Repine, MD; Marian Rewers, MD, PhD; Suzann Ruedeman; Carol Rumack, MD; Brian T. Smith; Christopher Smith; Jeffrey SooHoo, MD; Lori Sussel, PhD; Cheryl Welch; Shanta Zimmer, MD

I. GREETINGS

Chancellor Don Elliman acknowledged the efforts of everyone on the campus during this extraordinary year and wished everyone a happy and safe holiday. Dr. Reilly thanked Chancellor Elliman for granting CU employees an additional paid holiday this year.

II. APPROVAL OF MINUTES

The October 20, 2020, meeting minutes were adopted unanimously as presented.

III. DEAN'S UPDATES

Dr. Reilly acknowledged Carol Rumack, MD, professor of Radiology and Pediatrics and Associate Dean for Graduate Medical Education, and Wendy Kohrt, PhD, professor of Medicine in the Division of Geriatric Medicine and the Nancy Anschutz Chair in Women's Health

Research, who have been named Distinguished Professors of the University. Dr. Reilly said Drs. Rumack and Kohrt have distinguished careers and accomplishments and both are well deserving of this honor.

Dr. Reilly acknowledged the efforts of the Physical Therapy Program led by Michael Harris-Love, PT, MPT, DSc, FGSA, which recently went through a rigorous reaccreditation process during the COVID pandemic.

The Department of Anesthesiology was recently awarded a T32 grant. Dr. Reilly noted that the department is one of only 15 anesthesiology departments in the U.S. to have a T32 grant.

Colorado has not yet seen a post-Thanksgiving surge with COVID that was initially predicted in various models. The numbers are high but seem to have plateaued, with around 108 patients hospitalized as of today at the University of Colorado Hospital, compared to 130 patients hospitalized at the beginning of December. Hospitals are still able to provide care to patients who do not have COVID. More patients are on the floor rather than in the ICU, and fewer patients who are in the ICU are on mechanical ventilators. Physicians have the ability to administer therapies on an outpatient basis to prevent patients from getting sick to the point of needing to be hospitalized.

The first round of Pfizer vaccines arrived at UCH today, Tuesday December 15, and on Monday, December 14, small trial run vaccinations were conducted at Poudre Valley and Memorial Hospitals. Richard Zane, MD, chair of the Department of Emergency Medicine, discussed plans for distributing vaccines to physicians. Distribution plans come from the federal government and then to the state and the state then allocates the vaccine to hospitals to vaccinate on their behalf according to specific guidelines. There are three tiers for vaccine distribution: 1A, 1B, and 2.

Allison Kempe, MD, MPH, director of Adult and Child Consortium for Health Outcomes Research and Delivery Science (ACCORDS), said that recent data shows that primary care physicians are at a higher risk of death due to COVID than ICU staff and asked why hospital-based staff are prioritized for the vaccine. Dr. Zane said that the recommendations from the Colorado Department of Public Health and Environment (CDPHE) states that people who have direct contact with COVID patients for 15 minutes or more over a 24-hour period- essentially providers who have contact with COVID patients all day and every day, have been assigned to Tier 1A. Primary care physicians are prioritized in Tier 1B, just not at the level of the ICU, COVID unit, and emergency department providers in Tier 1A.

Shanta Zimmer, MD, Senior Associate Dean for Education, asked about the rollout of the vaccine to residents. Dr. Zane noted that the four hospital entities (UCH, Children's Hospital, Denver Health, and the VA), came to an agreement about who will be responsible for administering vaccines to which trainees. Residents getting ready to rotate at UCH need to be established in *My Health Connection* online portal in order to receive invitations for vaccinations. Denver Health will vaccinate all of their Denver Health emergency medicine residents regardless of what medical site those residents were assigned to at the time. Dr. Reilly noted that the operational agreement is that where residents are at that time vaccines are

distributed, that institution will assume responsibility for the first and second dose of the vaccine even if that resident rotates to a different location.

For additional updates, Dr. Reilly directed attendees to the meeting materials.

IV. DISCUSSION ITEMS

A. Graduate Medical Education Annual Institutional Report: *Carol Rumack, MD, Professor of Pediatrics and Emergency Medicine, and Associate Dean for Graduate Medical Education (see attached slides for additional information)*

Dr. Reilly expressed his gratitude for the hospital partners who have all agreed to raise resident stipends effective January 2021. He also noted that CU Medicine and the University Healthcare Trust created an insurance trust to cover the resident workforce and their families.

B. Colorado Employment Law Update: *Brian T. Smith, Senior Associate Dean for Administration and Finance, and Executive Director, CU Medicine; and Olawunmi 'Wunmi' Ogunwo, JD, PHR, School of Medicine HR Director (see attached slides for additional information)*

Brian Smith introduced Wunmi Ogunwo, who is the new HR director for the School of Medicine. Ms. Ogunwo has been working with the CU system HR office, DFAs, and other HR supervisors within the School of Medicine, on the rollout of two new Colorado legislative actions: the Equal Pay for Equal Work Act, and the Healthy Families and Workplaces Act, which go into effect January 1, 2021 (see attached slides for additional information).

Andrew Thorburn, D Phil, chair, department of Pharmacology, asked how one defines similar work. Ms. Ogunwo said that specific details will require more guidance from state legislature but in the meantime, job descriptions can be used to differentiate some of the work and the HR office will also use benchmark data to support different levels of work.

Dr. Reilly brought up the potential discussion around salary differences for professional research assistants (PRAs). If some PRAs are given a pay raise by their department, other PRAs in that department will expect to be given the same pay raise.

Dr. Kempe asked if there will be a central review process in the Dean's Office to establish pay equity across the campus for PRA's and staff. Will these changes apply to new hires or current PRA's and staff? Ms. Ogunwo said that the changes will initially be applied to new hires but then will be applied to current hires as well.

Dr. Reilly emphasized the importance of posting jobs on CU Careers before any new hires/job offers can take place.

C. Faculty Senate Updates: *Jaime Arruda, MD, Associate Professor of Clinical Practice, Department of Obstetrics and Gynecology; Director of Robotic Surgery; Assistant Program Director of Minimally Invasive Gynecologic Surgery (MIGS); and Faculty Senate President*

Three presentations were given at the November 2020 meeting. The meeting started with the dean's update. The School has searches underway for departments of Physiology and Biophysics, Family Medicine, Pharmacology, and Medicine. There was a Q&A session of how COVID impacts faculty. Angeles Ribera, PhD, chair, Department of Physiology and Biophysics, and Judy Regensteiner, PhD, director of the Center for Women's Health Research, gave a presentation on the Gender Equity Task Force. The Association of American Medical Colleges (AAMC) put out a call to action for gender equity which focuses on work force leadership, compensation, research, and recognition. Drs. Ribera and Regensteiner presented the data on female faculty in the School of Medicine, which includes nine department chairs. However, only 31% of full professors in the School of Medicine are women. This is above the national average of 25% but is still an area for improvement. Key findings from the study include: 1- leadership and identifying a pool of female faculty who can move through the ranks to full professor; 2-actively soliciting nominations for female faculty in the School of Medicine for distinguished professorships; 3- creating a database to track faculty achievement, and 4- creating a position in the Dean's office to nominate female faculty for local and national awards. Jerry Johnson, CU contract lobbyist, provided a legislative update and answered questions about telehealth, peer assistance, and mental health legislation. This led to a conversation about the Colorado Physician Health Program (CPHP) issue that is currently pending with the Colorado Medical Board. The Faculty Senate generated a letter to send to the Colorado Medical Board, addressing issues of peer physician level care for faculty and physicians in Colorado as well as maintaining confidentiality in the process.

D. Affiliate updates from VA and Denver Health

Veterans Affairs Eastern Colorado Healthcare System: *Michael T. Kilmer, Director*, reported that the VA received a formal request from the Colorado governor's office to activate admission of non-veterans to the VA hospital, which will include up to twenty beds in the medicine floor and up to ten beds in the ICU.

The VA received 975 COVID vaccines today (Tuesday December 15) which will first be distributed to providers identified in Tier 1A. Over 400 providers expressed an interest in getting vaccinated and as of today, over 100 providers made appointments to receive their vaccines.

Mr. Kilmer announced that President Trump signed an executive order granting December 24 as an additional federal holiday for VA employees. Outpatient-based services have been asked to contact veterans and offer them an appointment before December 24 so that staff can have that date off to honor the executive order of the additional holiday.

Denver Health and Hospital Authority: *Abraham Nussbaum, MD, Chief Education Officer and DIO*, reported that all emergency medicine residents will receive their COVID vaccinations at Denver Health regardless of the medical site they were assigned to.

Additional business:

Dr. Reilly said that Brian Smith, Senior Associate Dean for Administration and Finance, and Chris Smith, Associate Dean for Administration and Finance, will be sending an announcement with information on how people can acknowledge the work done by faculty and staff during an extraordinary year. The communication will provide details to comply with university policies and tax laws.

EXECUTIVE SESSION

I. APPROVAL ITEMS

- A. Senior Clinical Promotions were unanimously approved.
- B. Faculty Promotions committee actions were unanimously approved.