



EXECUTIVE COMMITTEE MINUTES

Tuesday, December 21, 2021

10:00 AM

Hybrid Meeting

(In-Person and via Zoom Teleconference)

ATTENDANCE:

MEMBERS:

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

Venu Akuthota, MD; Leslie Berg, PhD; Gregory Bocsi, DO, MS; Evalina Burger, MD; Vineet Chopra, MD; Stephen Daniels, MD, PhD; Neill Epperson, MD; Herman Jenkins, MD; Brian Kavanagh, MD, MPH; Kevin Lillehei, MD; Wendy Macklin, PhD; Myra Muramoto, PhD; Angie Ribera, PhD; Nanette Santoro, MD; Ann Thor, MD; Ken Tyler, MD; Rich Zane, MD

GUESTS:

Majik Abidzhanova; Lucinda (Cindy) Allen; Patricia Balodis; Suzanne Brandenburg, MD; Peter Buttrick, MD; Karen Chacko, MD; Jessica Cordova; Mark Couch; Barbara (Genet) D'Arcy, MD; Mark Dell'Acqua, PhD; Jeffrey Druck, MD; Ellen Elias, MD; Carolyn Goble; Casey Greene, PhD; Michael Harris-Love, PT, MPT, DSc; Jena Hausmann; Steven Lowenstein, MD, MPH; John Moore; Michael Narkewicz, MD; Olawunmi (Wunmi) Ogunwo, JD; L. Clifford Parmley, MD, JD; David Pollock, PhD; Marian Rewers, MD, PhD; Carol Rumack, MD; Suzann Ruedeman; Brian T. Smith; Ron Sokol, MD; Vanessa Valesquez; Sudheer Vemuru, MD; Cheryl Welch

APPROVAL OF MINUTES:

The November 16, 2021, meeting minutes were unanimously adopted as presented.

DEAN'S UPDATES:

Dr. Reilly updated the committee on the four department chair searches. The Departments of Pharmacology and Physiology and Biophysics are in the home stretch with finalist candidates visiting in January. Dr. Neil Epperson is chairing the Radiology search and Dr. Richard Zane is chairing the Dermatology search. The CU Medicine Board approved the funding for an endowed chair that will go to support the chair of Dermatology. The Senior Associate Dean for faculty development and chief wellness officer is hopefully close to being finalized. Dr. Peter Buttrick is chairing the search for Director of the Colorado Center for Personalized Medicine. The committee is conducting the first rounds of interviews by zoom.

The new Anschutz Health Sciences Building smoke evacuation and fire alarm systems has been tested and they passed. The various departments will start moving into the building after the holidays in 2022.

The White Coat Ceremony for the current second year medical students will take place in the new building on January 7. These medical students didn't have their white coat ceremony due to the pandemic.

The University has been sued over our vaccine mandate. Preliminary rulings in other states have supported vaccine mandates.

The University of Northern Colorado announced plans to open school of osteopathic, medicine with class size of 150 students per year. That is likely to put pressure on recruiting community preceptorship sites. Dr. Zimmer and her team are working on making sure the School of Medicine has enough opportunities for our medical students.

DISCUSSION ITEMS:

A. PRA Project Update:

Olawunmi “Wunmi” Ogunwo, JD, PHR, HR Director, School of Medicine, reported:

The research personnel initiative is a three-phase process. The first phase, which wrapped up on December 1, was the creation of all the job descriptions and then reclassification of all PRAs and Senior PRA employees to the new university staff titles. HR is now jumping into phase II, which includes internal and external compensation analysis. This process will show how salaries compare to the external market. Once this phase is completed, phase three will include partnering and collaborating with departments.

Beginning December 1, School of Medicine HR has taken over several processes from Central Human Resources (CHR). Temporary Pay Differentials will no longer require preapproval from CHR nor require their signature on the Memorandum of Understanding (MOU). HR will continue to review salaries for our former PRA and Senior PRA employees, and for the Community Practice SOM. SOM staff counter-offer requests will be reviewed by the Dean’s Office.

The SOM HR team is also assisting with catching up on some backlogged promotion salary reviews. Central Human Resources will continue to maintain oversight for potential staff equity reviews while CHR and SOM HR are both conducting assessments of processes and procedures and process improvement initiatives.

B. Research Space Re-Analysis:

Peter Buttrick, MD, Senior Associate Dean, Academic Affairs, reported:

A team of leaders including Dr. Reilly, senior scientists, representatives from the campus Office of Environmental Health and Safety (EHS), representatives from the facilities group, and staff in the Dean’s Office, inspected labs with walk throughs. The team scored labs on a scale ranging from 0-5, with 0-1 being space to be reclaimed by SOM, 1-2 meaning that units need to consolidate space that is poorly used, and 4-5 meaning units may be entitled to additional space.

What the teams found were clutter, and old and unused equipment. The current “green-tagging” process does not work well, and disposal of waste and unwanted biologic materials represents a safety hazard.

The SOM, academic programs, facilities management, space and asset management and EHS teams will organize a “spring cleaning” exercise. This will include disposal of waste and unwanted biologic materials, old machines, and unwanted materials. It will be the responsibility of the research units to provide some “boots on the ground” guidance, but the costs and much of the labor will need to be covered institutionally.

C. Faculty Senate Updates:

Gregary Bocsi, DO, MS, Faculty Senate President reported:

The Faculty Senate meeting was held November 16, 2021. Dean Reilly shared key School of Medicine updates at the meeting and answered question about plans for the Anschutz Health Sciences Building. Tyler Anstett, DO, faculty senate representative on the curriculum steering committee gave an update on the group process and the progress in the Plains Curriculum, and some tips for faculty preparing for the curriculum. Tom Gronow, President/CEO of the University of Colorado Hospital and Jean Kutner, MD, MPH, Chief Medical Officer of the hospital, talked to the senate about updates related to COVID-19 and its impact on staffing, quality, safety, and health. They also discussed staffing vaccine boosters and the new tower. Laura Borgelt, PharmD, MBA, associate vice chancellor for strategic initiatives, explained the work of the office of strategic initiatives and some key initiatives from the 2021 state of the campus.

D. Affiliate updates from VA and Denver Health:

Veterans Affairs Eastern Colorado Healthcare System:

L. Clifford Parmley, MD, JD, chief of staff reported:

The VA has extended a tentative job offer to an associate chief of staff for mental health. The VA is still working to post the associate chief of staff for medicine. VA is operating in a crisis-standards mode due to the capacity demands. Dr. Parmley announced his plan to retire before the end of 2022.

Denver Health and Hospital Authority:

No Report

EXECUTIVE SESSION:

APPROVAL ITEMS

- A.** The faculty promotions committee membership roster was unanimously approved.
- B.** The emeritus requests were unanimously approved.