



EXECUTIVE COMMITTEE MINUTES

Tuesday, April 19, 2022

10:00 AM

Hybrid Meeting

ATTENDANCE

MEMBERS:

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

Venu Akuthota, MD; Jaime Arruda, MD; Gregory Bocsi, DO, MS; Evalina Burger-Van der Walt, MD; Julie Cooper, PhD; Stephen Daniels, MD, PhD; Mark Dell'Acqua, PhD; Gerald (Chip) Dodd, MD; C. Neill Epperson, MD; Todd Kingdom, MD; Kevin Lillehei, MD; Naresh Mandava, MD; Myra Muramoto, MD, MPH; David Norris, MD; Angie Ribera, PhD; Nanette Santoro, MD; Richard D. Schulick, MD, MBA; Ken Tyler, MD, Richard Zane, MD

GUESTS:

Majik Abidzhanova; Cindy Allen; Peter Buttrick, MD; Thomas Campbell, MD; Karen Chacko, MD; Mark Couch; Barbara (Genet) D'Arcy, MD; Katie Dean; Linda van Dyk, PhD; Ellen Elias, MD; Joaquin Espinosa, PhD; Stephanie Farmer; Anne Fuhlbrigge, MD, MS; Carolyn Goble; Casey Greene, PhD; Allison Kempe, MD, MPH; Steven Lowenstein, MD, MPH; Sarah Miller; John Moore; Olawunmi (Wunmi) Ogunwo; Connie Savor Price, MD; Judith Regensteiner, PhD; Marian Rewers, MD, PhD; Carol Rumack, MD; Suzann Ruedeman; Brian T. Smith; Jeffrey Soohoo, MD; Alexander "AJ" Stein; Cheryl Welch, MPA; Shanta Zimmer, MD

APPROVAL OF MINUTES

The March 15, 2022, meeting minutes were unanimously adopted as presented.

DEAN'S UPDATES

see attached document

The School of Medicine had a successful Match Day, on Friday March 18. Fifty-three students are staying in the state of Colorado, including six in emergency medicine residency at Denver Health, and 31 in residencies associated with the school.

Congratulations to Richard Schulick, MD, MBA, chair, Department of Surgery, and director of the University of Colorado Cancer Center, and his colleagues for the center's renewal status as a comprehensive cancer center from the National Cancer Institute, which is a five-year award.

The Board of Regents designated Todd Saliman as the sole finalist to be president of the University of Colorado. Mr. Saliman will be on the Anschutz Medical Campus on Thursday, April 21, for a series of meetings and events, including a town hall. Most department chairs received an invitation to attend a reception with Mr. Saliman on Thursday evening. By law, the Board of Regents is required to have a two-week public comment period and will reconvene on Friday, April 29, and will take a vote on whether to offer Mr. Saliman the position of president.

Senate Bill 22-053, which was passed by the senate and has been introduced to the house, prohibits hospitals from limiting visitors for patients when the reason for that limitation is to prevent infectious spread during a pandemic.

Colorado Governor Jared Polis signed legislation that allows the University of Northern Colorado in Greeley to proceed with its plan to open a school for osteopathic medicine.

Richard Zane, MD, chair, Department of Emergency Medicine, asked is there something different from a regulatory perspective, which would make an osteopathic school more streamlined.

Dr Reilly noted that osteopathic schools have a different accrediting body that is like the LCME, and he added that osteopathic schools do not have an extensive research footprint. The osteopathic school model tends to be more compact because they do not have faculty practices and do not have a research budget.

Osteopathic schools are required to have enough financial resources so that if they were not to be successful financially, they would money in escrow to teach out the students that they already accepted. The financial estimates for establishing the University of Northern Colorado in Greeley were around \$550 million process.

A potential issue for any new osteopathic school in this region is having adequate clinical rotation sites to accommodate the class size they are proposing. The principal hospital partner for UNC's proposed osteopathic school is Banner Health, which does not have as many hospital beds in Colorado compared to Arizona. The Banner Health system is also affiliated with the University of Arizona Tucson and University of Arizona Phoenix.

Dr. Zane asked where CU stands with the number of available training spots and match rates for allopathic schools, osteopathic schools, and international medical graduates. Dr. Reilly said that the match rate for allopathic medical schools is around 97 percent. There are certain subspecialty residencies that fill nationally. Overall, there are more residency slots in the U.S. than there are allopathic medical school graduates. The match rate for osteopathic medical students is around 80 percent. Few of the international medical graduates can match in the U.S. because the MDs who graduated in the U.S. fill the available residency slots.

Dr. Zimmer provided the match rate data from the AAMC: <https://www.nrmp.org/wp-content/uploads/2022/03/Advance-Data-Tables-2022-FINAL.pdf>

DISCUSSION ITEMS

A. Proposal to create new Department of Biomedical Informatics:

Steven R. Lowenstein, MD, MPH, Associate Dean for Faculty Affairs; and Casey Greene, PhD, Professor and Director, Center for Health Artificial Intelligence, and interim Director, Colorado Center for Personalized Medicine: (see attachment).

Dr. Lowenstein reported: Last month, a faculty committee met to review a proposal from Dr. Casey Greene and other school of medicine faculty members to create this new Department of Biomedical Informatics. If approved, this will be the first new department in the School of Medicine since the creation of the Department of Emergency Medicine in 2010, and then in 2015, the merger of the Departments of Immunology and Microbiology. Since this is a new department, it will have to be approved not only by the School of Medicine Executive Committee and the Faculty Senate, but also by the Chancellor and the Board of Regents.

The committee agreed unanimously that forming this new Department of Biomedical Informatics meets all the tests outlined in the School of Medicine rules, namely a national precedent for departmental status, presence of an established graduate degree program, and evidence that establishing a new department will benefit the School of Medicine.

Ken Tyler, MD, chair, Department of Neurology, asked if the 45 faculty in the new department will come from existing departments in the School of Medicine. Dr. Lowenstein said that most of the faculty will come from existing departments. He said the committee asked about this as well. The committee discussed and heard a commitment to provide secondary appointments as well, rather than recruit faculty away from other departments.

Dr. Greene said that the new department does not plan on pulling faculty who work in informatics from individual departments, but rather plans to collaborate with groups of faculty.

Dr. Schulick said that over the past couple of years, this campus has been one of the epicenters in the U.S. for biomedical and data sciences, and this new department will benefit other departments.

Naresh Mandava, MD, chair, Department of Ophthalmology, noted that recent recruitments would not have happened without the infrastructure of this new department on the horizon.

Evalina Burger Van-der Walt, MD, chair, Department of Orthopedics, asked if there are any expected financial impacts on clinical departments. Dr. Greene said that the new department has been working with

the departments of Medicine and Pediatrics, but does not expect to have a major impact on other departments.

Dr. Reilly said there will be a modest impact because the metrics for allocating state funds depend on the number of faculty in the department.

Dr. Mandava asked if there is an opportunity for the new department to partner with the hospital systems. Dr. Greene said that he hopes that the faculty they recruit will want to have an impact on how research is done and how care is delivered. Dr. Greene has spoken with Steve Hess, Chief Information Officer for UCHHealth, who mentioned that UCHHealth relies on the university to be its research arm.

Myra Muramoto, MD, chair, Department of Family Medicine, asked if there have been discussions about the potential for a tighter integration with the senior leadership with the hospital systems. Dr. Reilly mentioned that the senior leadership at UCHHealth has very few analysts and have made the strategic decision that they would like this department, or a subset of this department, to be their analytic shop on specific projects involving leveraging the electronic records to improve quality and safety. The school is also trying to establish a similar partnership with Children's Hospital, which still has concerns about data security and privacy.

Dr. Reilly has heard concerns from junior faculty who have careers in informatics and the challenges of working in traditional departments that do not know how to evaluate CVs and determine whether their careers are on track or not. Not having a department with expertise and infrastructure in informatics would limit the school's ability to attract faculty drawn to these careers.

The School of Medicine Executive Committee voted unanimously to approve the proposal for the new Department of Biomedical Informatics. The proposal will be taken to the Faculty Senate, then to the Chancellor, and then to the Board of Regents.

B. State budget update for FY year 2022-2023

John W. Moore, Associate Dean for Administration and Finance:
(See attached slides)

Mr. Moore brought up the question from the last presentation, of how the addition of the new Department of Biomedical Informatics will financially impact the other departments. There is nearly a \$2 million shift in the allocation to the basic science departments from the previous model now that there will be six instead of five departments.

Dr. Mandava asked how they calculate FTE and if it is based on the number of people on payroll. Mr. Moore said it is specifically for regular faculty with primary appointments at CU.

C. Research Personnel Initiative Update

Olawunmi "Wunmi" Ogunwo, JD, PHR, School of Medicine HR Director
(See attached slides)

Dr. Mandava asked what the options are for creating another classification for a PRA if they are trying to recruit someone who does not fit into one of the three existing models. Ms. Ogunwo said if there is a large enough population in a distinct area of research, the HR team would complete a similar process and market analysis to establish salary ranges at those levels.

Dr. Reilly thanked Ms. Ogunwo, Mr. Moore, and their team for the tremendous amount of work in this process.

Joaquin Espinosa, PhD, director, Linda Crnic Institute for Down Syndrome, asked how the PRA track compares with the track for a PhD student or a medical student going through their own progression, as the financial trajectories are different for a PhD student, a medical student, and a PRA.

Dr. Reilly acknowledged there are groups of employees in the school outside of the PRA workforce whose salaries require market review and the HR team will eventually investigate this.

D. SOM Leadership Onboarding Intranet Site: Brian T. Smith, Senior Associate Dean for Administration and Finance and Executive Director, University of Colorado Medicine

The new leadership onboarding site is a web-based, on-demand onboarding tool that will serve as a resource for new leadership in the school. There are different components from faculty affairs, administrative affairs, as well as support from hospital partners and CU Medicine.

The link to the new site is available here:

<https://olucdenver.sharepoint.com/sites/SchoolofMedicineIntranet/SitePages/SOM-Leadership-Onboarding1.aspx>

E. Faculty Senate Updates

Gregary Bocsi, DO, MS, Faculty Senate President, and Assistant Professor of Pathology, reported on the last faculty senate meeting, held on Tuesday, March 15. The Dean provided an update on building space, as well as leadership searches ongoing within the school. Michael Harris-Love, PT, MPT, DSc, program director of the Physical Therapy program, explained the planned expansion and collaboration of the DPT program in the University of Colorado Colorado Springs. A vote was taken, and the Faculty Senate approved the proposal. Michelle Barron, MD, senior medical director of infection prevention and control at UHealth, and Brian Montague, MD, medical director for CU Anschutz Occupational Health, reviewed the COVID situation and policies on the Anschutz Medical Campus. The next meeting is scheduled for Tuesday, April 19.

F. Affiliate updates from VA and Denver Health

Veterans Affairs Eastern Colorado Healthcare System

Barbara (Genet) D'Arcy, MD, Associate Chief of Staff for Education, reported on current vacancies at the VA, including chief of anesthesia. Ian Black, MD, has been the service chief of anesthesia for four years and will be retiring in July. The VA is beginning recruitment for this position. Sean DeVeau, RN, MSN, J.D., nurse executive, will be retiring on April 30. The VA is beginning recruitment for this position. Vineet Chopra, MD, chair, Department of Medicine, met with a candidate for chief of staff and provided Mr. Kilmer with feedback. The VA is also working on recruitment for chief of internal medicine. Dr. D'Arcy retires on April 30, and Dr. Jonathan Manheim will serve as interim chief of staff for education until a permanent replacement has been hired.

Denver Health and Hospital Authority

Connie Savor Price, MD, Chief Medical Officer, reported that the search for director of service for surgery is in the screening phase with several excellent candidates. The searches for director of service for medicine and family medicine are also underway. The search for a new CEO is also in progress and Denver Health is expected to announce finalists in June. Denver Health is in the process of exploring revisions to their provider compensation program and is looking at different models of compensation. They have completed 15 focus groups involving approximately 150 providers who have provided feedback on getting compensation more competitive to recruit and retain excellent faculty at Denver Health.

EXECUTIVE SESSION

APPROVAL ITEMS

- A.** The faculty promotions committee actions were unanimously approved.
- B.** The clinical faculty promotions committee actions were unanimously approved.
- C.** The professor emeritus requests were unanimously approved.