



**EXECUTIVE COMMITTEE MINUTES**

**Tuesday, February 15, 2022**

**10:00 AM**

**Hybrid Meeting**

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**ATTENDANCE:**

Members and guests in attendance noted below.

**MEMBERS:**

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

Venu Akuthota, MD; Gregory Bocsi, DO, MS; Evalina Burger-Van der Walt, MD; Vineet Chopra, MD, MSc; Julia (Julie) Promisel Cooper, PhD; Stephen Daniels, MD, PhD; Gerald (Chip) Dodd, MD; C. Neill Epperson, MD; Vesna Jevtovic-Todorovic, MD, PhD; Brian Kavanagh, MD, MPH; Michael Kilmer; Kevin Lillehei, MD; Naresh Mandava, MD; Myra Muramoto, MD, MPH; David Norris, MD; Nanette Santoro, MD; Richard D. Schulick, MD, MBA; Ken Tyler, MD;

**GUESTS:**

Majik Abidzhanova; Lucinda (Cindy) Allen; Scott Arthur; Thomas Beresford, MD; Suzanne Brandenburg, MD; Peter Buttrick, MD; Thomas Campbell, MD; Karen Chacko, MD; Jessica Cordova; Mark Couch; Barbara (Genet) D'Arcy, MD; Mark Dell'Acqua, PhD; Amira Del Pino-Jones, MD; Brian Dwinnell, MD; David Ecker, MD; Ellen Elias, MD; Stephanie Farmer; Melissa Feig; Lauren Ford; Anne Fuhlbrigge, MD, MS; Casey Greene, PhD; Michael Harris-Love, PT, MPT, DSc; Heather Hume; Todd Kingdom, MD; Allison Kempe, MD, MPH; Alison Krebs; Steven Lowenstein, MD, MPH; Sarah Miller; John Moore; Chanthy Na; Michael Narkewicz, MD; Olawunmi (Wunmi) Ogunwo; Clifford (Lee) Parmley, MD; Marian Rewers, MD, PhD; Suzann Ruedeman; Carol Rumack, MD; Brian T. Smith; Ron Sokol, MD; Sudheer Vemuru, MD; Cheryl Welch, MPA; Duncan Wilcox, MD; Shanta Zimmer, MD

**APPROVAL OF MINUTES:**

The January 18, 2022, meeting minutes were unanimously adopted as presented.

**DEAN'S UPDATES:**

*John J. Reilly, Jr., MD, Dean, reported:*

Lotte N. Dyrbye, MD, MHPE, has accepted the offer to become the school's inaugural Senior Associate Dean of Faculty and Chief Well-Being Officer. Dr. Dyrbye has an impressive track record of accomplishments from the Mayo Clinic in Rochester, Minnesota. Dr. Dyrbye will be joining the university on April 27.

Ron Sokol, MD, accepted an offer to become the inaugural Child Scientific Officer, Child Health, for the Anschutz Medical Campus, in addition to his role as director of the Colorado Clinical and Translational Sciences Institute. Dr. Sokol will be an important leader and point of contact for research related to child health.

There are five active leadership searches going on for the school. The search for chair of Pharmacology is in the final stages. The other chair searches for Physiology and Biophysics, Dermatology, and Radiology are also moving along, as well as the search for the next director of the Colorado Center for Personalized Medicine.

Last month, the CU Medicine Board approved endowing a chair for the next chair of Dermatology. There is also approval for endowing a chair for one of the basic science departments.

The Faculty Senate approved the creation of a Division of Medical Physics within the Department of Radiation Oncology.

The school is moving forward with the consolidation and cleanup of the research space in the wet lab buildings. An initial floor is undergoing cleanup in March, with a plan to move through all the buildings by late spring. Faculty are encouraged to identify equipment they no longer need. Departments should have received letters from Peter Buttrick, MD, Senior Associate Dean for Academic Affairs, and his team, regarding underutilized research space that will be moving back under the control of the school and consolidated to make more easily available for research recruits. The estimated size of that footprint is 44,000 square feet.

The Colorado state legislature is now in session. There are several bills relevant to the school's educational mission, particularly the approval of bill SB22-56, that would allow the University of Northern Colorado to open an osteopathic school in Greeley. The initial projections for this school are a class size of 150, which would mean roughly 300 more medical students looking for clinical rotation sites in the community.

## **DISCUSSION ITEMS:**

### **A. Faculty Annual Evaluation System (PRiSM) Updates:**

*Steven R. Lowenstein, MD, MPH, Associate Dean for Faculty Affairs*, reported: Faculty Affairs published a new guide in November 2021 on the faculty performance reviews in the School of Medicine (PRiSM). The evaluation systems are essential tools for ensuring that faculty members are fulfilling their assigned responsibilities and contributing in a positive way. In Colorado, state law requires that all state employees, including faculty members employed by the university, undergo an annual performance review and receive an overall performance rating. Dr. Lowenstein discussed updated features in PRiSM that are beneficial to both the faculty undergoing the evaluations and the department chairs and administrators performing those evaluations. Dr. Lowenstein recognized C. Neill Epperson, MD, professor and Robert Freedman Endowed Chair, Department of Psychiatry; Elizabeth Harry, MD, SFHM, Senior Medical Director of Well-being, UC Health; and Jennifer Reece, MD, Associate Vice Chair for Faculty Well-being, Department of Pediatrics, for their recommendations on discussing wellness needs with faculty members. Dr. Lowenstein also noted the new section in PRiSM that allows departments to track faculty members on issues involving diversity, equity, and inclusion. Dr. Lowenstein acknowledged the figure included in the new DEI section of the PRiSM guide,

supplied by Cleveland Piggot, Jr., MD, MPH, Vice Chair for Diversity, Health Equity, and Inclusion, Department of Family Medicine (*see slide 13 in attached slides*). This figure helps reviewers and reviewees feel better prepared for conversations regarding diversity, equity, and inclusion during performance evaluations. (*See attached slides*)

Dr. Reilly mentioned the attestation of the use of gift accounts in PRiSM. The school has been notified by internal audit that they plan to audit the school on the use of gift accounts, and it is important that these gifts are used in accordance with donor intent.

## **B. Update on First Phase of New Medical School Curriculum:**

*David Ecker, MD, Assistant Dean of Medical Education, Plains: Pre-Clerkship Curriculum:*

Dr. Ecker provided an overview of the new medical curriculum, which was developed based on issues identified in the school's needs analysis. Some students saw the pre-clerkship curriculum as lacking clinical relevance and ranked the curriculum in the bottom quartile nationally. Lecturers weren't always communicating with each other, and sessions were placed based on faculty convenience. Students experienced a high cognitive load due to differing weekly structure of courses. Lecturers observed that students were less engaged, and that students participated extensively in independent learning, which impacted small group sessions. The school added a branch campus in Fort Collins, which means there needs to be consistency across all campuses to maintain accreditation. In terms of outcomes of the new curriculum, students find the content clinically relevant and understand the information they are learning applies to patient care. Students are reporting that they are spending 60-65 hours per week on their medical studies, which is on track for medical school. They can engage with their peers, curriculum, and faculty as a unit together. The clinical skills coaches are reporting that students' progression towards the early clerkship phase would be reasonably early after only 30 weeks into the curriculum. Students also are engaging with the community and partnering on service-learning projects and demonstrating their knowledge on internally designed exams.

Dr. Ecker noted that the curriculum caused a massive change in culture and there are many moving components. Faculty have been given earlier deadlines to submit materials to provide vetted materials to students and ensure that there is not unnecessary repetition. Curriculum directors are providing faculty with feedback on their materials and are also providing students with disabilities accommodations to engage with the curriculum. (*See attached slides*)

Ken Tyler, MD, Louise Baum Endowed Chair in Neurology, asked what metrics will be used to measure the success of the new curriculum, such as USMLE scores, graduate surveys, and match results. Dr. Ecker said putting all these metrics together is important when measuring success.

Dr. Reilly noted steps taken at a national level, including a better-organized process for medical schools to get feedback from residency programs about how graduates perform as residents. Match results are often dependent on institutional reputation as much as the individual candidate.

## **C. Faculty Senate Updates:**

*Gregary Bocsi, DO, MS, Faculty Senate President, reported:* The last faculty senate meeting was held on January 18. The meeting started with updates from Dean Reilly, followed by updates on the curriculum steering committee from Tyler Anstett, DO, assistant professor of Hospital Medicine. Dawn Magnusson, PT, PhD, assistant professor, physical medicine and rehabilitation, presented a proposal for a Doctor of Physical Therapy/Master of Public Health dual degree program. The faculty senate voted to approve the proposal. Steven Lowenstein, MD, MPH, associate dean for faculty affairs, shared updates on the annual faculty performance reviews in the School of Medicine (PRiSM). The next faculty senate meeting is scheduled for Tuesday, February 15.

#### **D. 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 that she will be retiring and will be leaving her position the end of April 2022. Dr. D’Arcy mentioned that ten students started at the VA in early January and are doing well and appreciate the changes in the curriculum.

*Michael Kilmer, Director, Eastern Colorado Healthcare System,* thanked Dr. D’arcy for her years of service. There are active recruitments for a new chief of medicine and the VA is also working on getting positions posted for chief of geriatrics and extended care. Clifford “Lee” Parmley, MD, Chief of Staff, announced his retirement for the end of August 2022. The VA posted the position for Dr. Parmley’s replacement and there are currently 28 applicants from around the country. Mr. Kilmer requested to coordinate a meet and greet for the candidates with Dean Reilly to have input from the university. In terms of COVID, the VA is trending like the community and heading in the right direction.

Dr. Reilly expressed his appreciation for Dr. D’Arcy, who has been a good partner in helping to solve logistical problems that have come up for the school.

##### **Denver Health and Hospital Authority:**

*Dr. Reilly reported:* Robin D. Wittenstein, EdD, CEO for Denver Health, announced she will be retiring the end of August 2022. Denver Health has initiated a search for a new CEO. There are also active director of service searches in medicine, surgery, and family medicine. There are representatives from this campus on each of those search committees.

## **EXECUTIVE SESSION:**

### **APPROVAL ITEMS**

- A.** The faculty promotions committee actions were unanimously approved.
- B.** The professor emerita request was unanimously approved.