



## EXECUTIVE COMMITTEE MINUTES

Tuesday, March 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; Leslie Berg, PhD; Gregory Bocsi, DO, MS; Evalina Burger-Van der Walt, MD; Vineet Chopra, MD, MSc; Stephen Daniels, MD, PhD; Mark Dell'Acqua, PhD; Gerald (Chip) Dodd, MD; C. Neill Epperson, MD; Vesna Jevtovic-Todorovic, MD, PhD; Brian Kavanagh, MD, MPH; Todd Kingdom, MD; Kevin Lillehei, MD; Naresh Mandava, MD; Wendy Macklin, PhD; Myra Muramoto, MD, MPH; David Norris, MD; Angie Ribera, PhD; Nanette Santoro, MD; Richard D. Schulick, MD, MBA; Ann Thor, MD; Ken Tyler, MD

#### GUESTS:

Majik Abidzhanova; Suzanne Brandenburg, MD; Peter Buttrick, MD; Thomas Campbell, MD; Karen Chacko, MD; Mark Couch; Barbara (Genet) D'Arcy, MD; Amira Del Pino-Jones, MD; Brian Dwinnell, MD; Stephanie Farmer; Lauren Ford; Anne Fuhlbrigge, MD, MS; Carolyn Goble; Casey Greene, PhD; Michael Harris-Love, PT, MPT, DSc; Allison Kempe, MD, MPH; Alison Lakin, RN, LLB, LLM, PhD; Steven Lowenstein, MD, MPH; Sarah Miller; John Moore; Chanthay Na; Michael Narkewicz, MD; Olawunmi (Wunmi) Ogunwo; Clifford (Lee) Parmley, MD; Connie Savor Price, MD; Judith Regensteiner, PhD; Marian Rewers, MD, PhD; Suzann Ruedeman; Brian T. Smith; Ron Sokol, MD; Steve VanNurden, MBA; Sudheer Vemuru, MD; Cheryl Welch, MPA; Duncan Wilcox, MD; Shanta Zimmer, MD; Steve Zweck-Bronner

### APPROVAL OF MINUTES

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

### DEAN'S UPDATES

*see attached document*

### DISCUSSION ITEMS

#### A. Update on new Leadership Conflict of Interest Policy

*Steve Zweck-Bronner, Vice Chancellor and Senior Managing Associate University Counsel,  
University of Colorado Denver | Anschutz Medical Campus; Alison Lakin, RN, LLB, LLM, PhD,*

*Associate Vice Chancellor for Regulatory Compliance; and Steve VanNurden, MBA, Associate Vice Chancellor for Biotechnology, reported: (See attached slides)*

Mr. Zweck-Bronner emphasized that the Dean was emphatic that the exception process should be narrow and that there is not a presumption of an exception.

Mr. VanNurden said promoting innovation and implementing new technology involves dealing with industry. As a result, he said, it is important to understand how to manage conflict. The institutional conflict of interest committee (COIC) will provide support on how to address issues and avoid conflict.

Dr. Lakin thanked CU Medicine for its partnership and for serving as a gatekeeper throughout this process.

Dr. Reilly noted that it is important to have clear guidelines, particularly when the institution has equity positions in companies and is validating studies for technologies or products, so that the school is not subject to criticism that its interpretation of study data is influenced by financial interest.

Steven Lowenstein, MD, MPH, associate dean for faculty affairs, asked Dr. Lakin to reconsider limiting members of the COIC to tenured faculty members, and to include faculty who aren't tenured but have appropriate experience.

## **B. School of Medicine Human Resources updates**

*Olawunmi “Wunmi” Ogunwo, JD, School of Medicine HR Director; John W. Moore, Associate Dean for Administration and Finance: (See attached slides)*

Dr. Reilly said that this presentation is important because of the financial implications for department chairs and faculty. Dr. Reilly and Brian T. Smith, Senior Associate Dean for Administration and Finance, have heard over the past two years that the hiring process at the school is too slow, salary ranges are too restrictive, approaches to job restrictions are too narrow, and the institution is losing people because it is not competitive in the marketplace. Mr. Moore and Ms. Ogunwo have worked to move PRAs into staff positions, dividing those positions into three groups (laboratory-based research, clinical research, and data science-based research), and mapping those people into three tiers available in those staff positions. There are a total of ten tiers, with 95 percent of the PRA population in six of those tiers. With the reclassification process completed, the school is reviewing salary adjustments so that its pay ranges are competitive with other employers. Mr. Moore and Mr. Smith worked with Terri Carrothers, Executive Vice Chancellor for Administration and Chief Financial Officer for the Anschutz Medical Campus, and central administration, to adjust salaries off cycle before the beginning of the academic year on July 1.

Dr. Reilly said that the cost will be borne by the departments and is not a central cost for the school. The adjustments to the salaries will get a well-qualified PRA with ten years of experience to 86% of the median benchmark for salaries. As Ms. Ogunwo mentioned, there are factors other than compensation that people consider in making employment decisions. Dr. Reilly said additional adjustments may be needed to ensure that some job descriptions provide appropriate compensation to some PRAs with specialized skills, but who don't have hiring and firing authority. Their specialized skills provide significant value to the campus.

Dr. Reilly thanked Ms. Ogunwo, Mr. Moore, and their team for their work on the project.

Angie Ribera, PhD, chair, department of physiology and biophysics, and associate dean for the Office of Research Education, said that one of the goals for PRA reclassification project was to provide a career path. She noticed that PRAs were redistributed primarily into the six ranks and that they were skewed toward the higher ranks. Dr. Ribera asked if there is an entry-level classification and whether there is a career path for people who are skewed towards the higher levels. Ms. Ogunwo acknowledged there are many employees with considerable length of service to the school and that those people are falling into the higher levels. She said HR will continue to review to determine whether refinement is necessary. There is an entry, intermediate, and senior professional classification, so that the school can elongate the individual's career path. The school will be coming out with guidance in the future on how to build those career paths. There may be some changes in duties that are substantial enough to be recognized, but not substantial enough to move into the next level of classification.

Evalina Burger Van-der Walt, MD, Chair of Department of Orthopedics, asked when doing grant applications, if faculty should follow the new medians or is it project specific for the budgets for those grants. Mr. Moore said that the changes go into effect April 1. If faculty are applying for grants that were submitted after April 1, they should use the new salary ranges.

### **C. Update on Office of Research Education**

*Angie Ribera, PhD, Professor and Chair, Department of Physiology and Biophysics, and Associate Dean of Research Education, reported on the transition of the biomedical PhD programs from the Graduate School to the School of Medicine. (See attached slides)*

### **D. Faculty Senate Updates**

*Gregory Bocsi, DO, MS, Faculty Senate President, and Assistant Professor of Pathology, reported on the last faculty senate meeting, which was held on Tuesday February 15. Dean Reilly provided campus updates. Carol Rumack, MD, associate dean for Graduate Medical Education, provided an update on GME, including a review of resident survey results. Brenda Bucklin, MD, associate dean, Continuing Medical Education, provided an update on CME and addressed key goals for that office. The next faculty senate meeting is scheduled for today, Tuesday March 15.*

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

#### **Veterans Affairs Eastern Colorado Healthcare System**

*Clifford (Lee) Parmley, MD, Chief of Staff, reported that the VA has posted the position for the new chief of medicine and is reviewing CV's to determine applicants to be interviewed. The*

search for Dr. Parmley's replacement for the chief of staff position is also underway. The VA has also approved a deputy chief of staff for research position that will be posted soon. Michael Kilmer, director, has been on the road touring outlying clinics. There has been a market assessment conducted by the federal government that will have recommendations to build clinics here in Denver. Mr. Kilmer has scheduled a briefing with members of the School of Medicine.

*Barbara (Genet) D'Arcy, MD, Associate Chief of Staff for Education*, announced her retirement for the end of April. The VA is in the process of trying to select an internal person to temporarily fill Dr. D'Arcy's position. Dr. D'Arcy also wished for a successful residency match day, which is scheduled for this Friday, March 18.

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

*Connie Savor Price, MD, Chief Medical Officer*, reported that the searches for director of service for medicine, surgery, and CEO are currently taking candidates and beginning first round interviews. The searches for director of service for medicine and surgery should be completed by late spring. Denver Health is also undergoing a process of considering a new salary model. This will involve focus groups of randomly selected people, involving about a fifth of the medical staff, to get a better understanding of overall satisfaction of the current salary model. Phase two will explore different types of salary models. Denver Health remodeled one of its clinical buildings to move providers into a more centralized office-based location, which will house many offices for clinical staff. This new space will also include the Justina Ford Medical Staff Commons, which is a lounge area for providers and physicians.

## **EXECUTIVE SESSION**

### **APPROVAL ITEMS**

- A.** The faculty promotions committee actions were unanimously approved.
- B.** The professor emeriti requests were unanimously approved.