

State of the Department

David A. Schwartz, MD



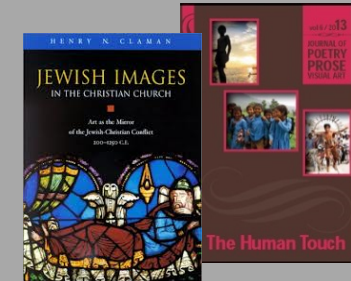
Scientist



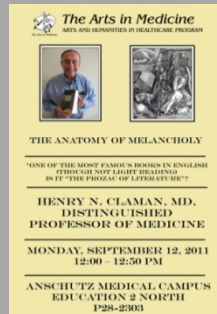
Mentor



Scholar



Humanitarian



Henry Claman, MD Distinguished Professor

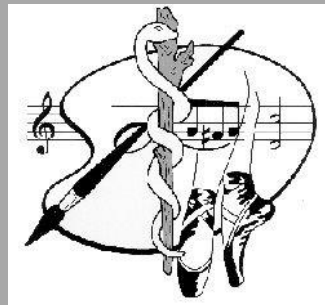
Award Recipient



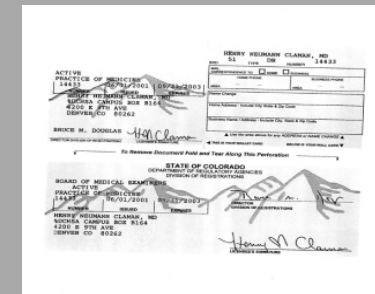
Husband



Philanthropist



Clinician



Key Questions Raised in DOM Survey

- ❑ **Departmental vision**
- ❑ **Support and recognition of our tripartite mission**
- ❑ **Programmatic support for career development**
- ❑ **Clinical expansion into Metro-Denver and front range**
- ❑ **Efforts to address gender equity, diversity, and salary equity**

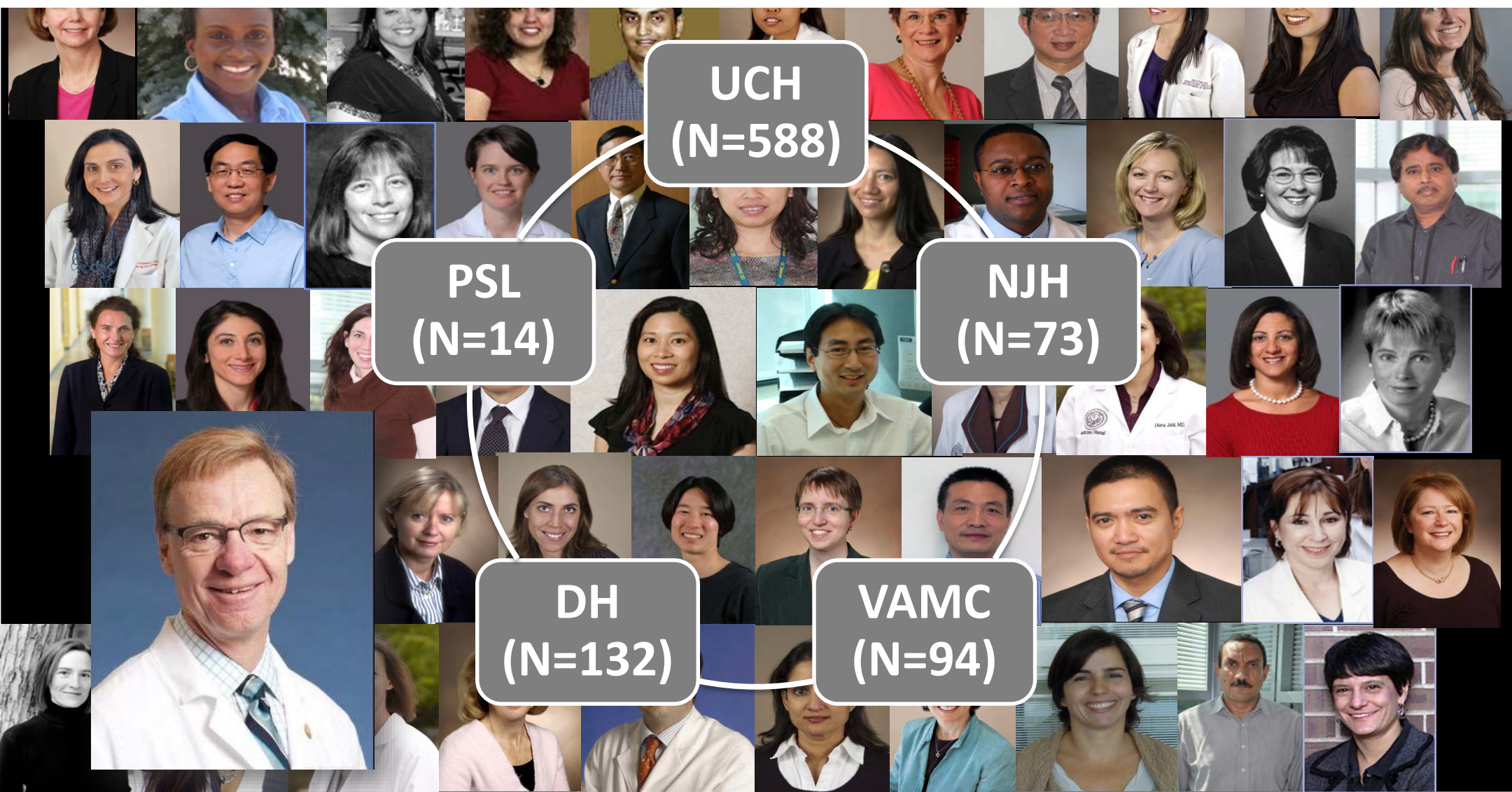
Departmental Vision

We will emerge as a top tier Department of Medicine by the year 2020





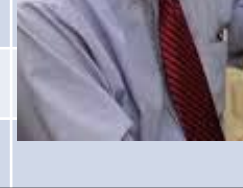
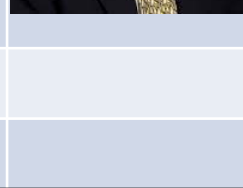
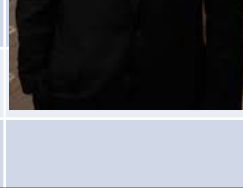
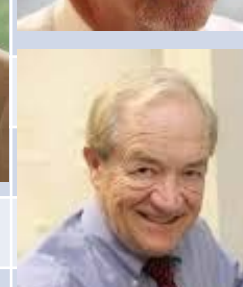
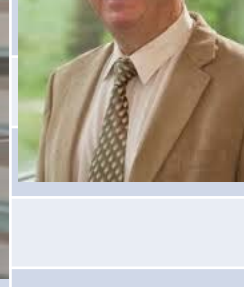
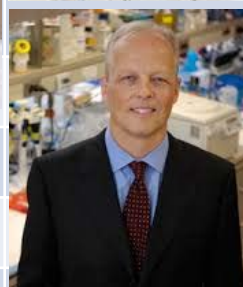
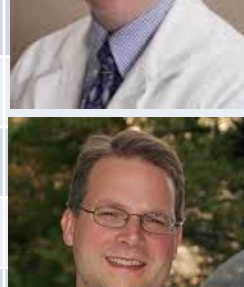
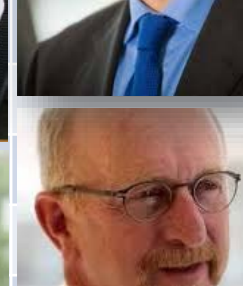
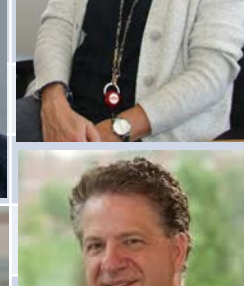
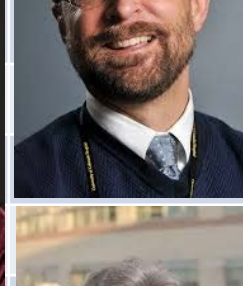
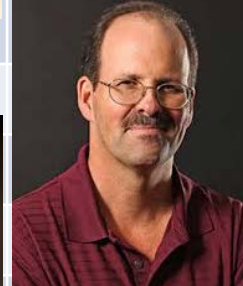
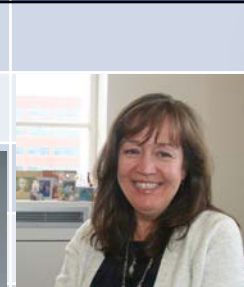
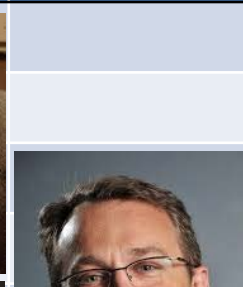
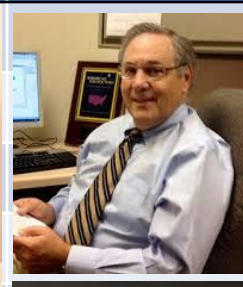
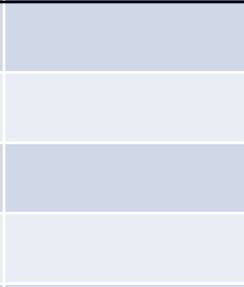
Outstanding Faculty and Partners/Affiliates



Outstanding Departmental Leadership



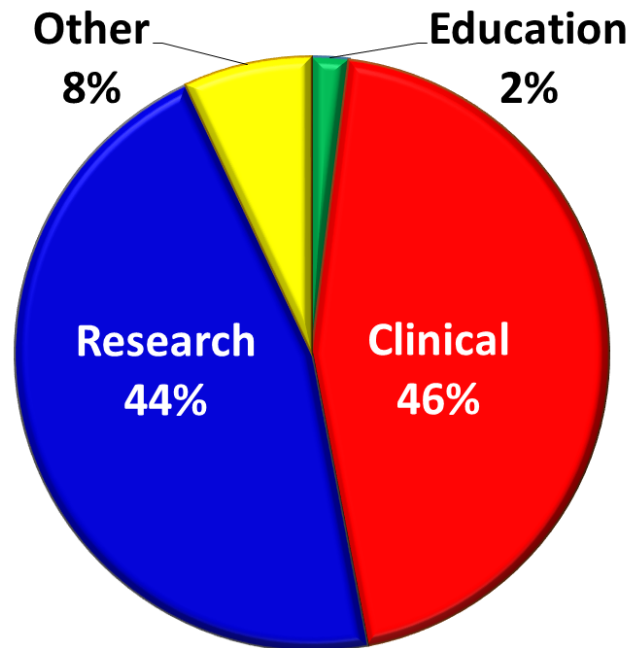
	Clinical	Quality	Research	Diversity and Justice	Education	Faculty Advancement	Veterans Affairs
Allergy							
BIPM							
Cardiology							
Clinical Pharm							
Endocrinology							
Gastroenterology							
Geriatrics							
GIM							
Hematology							
HCPR							
Infectious Diseases							
Oncology							
Pulmonary							
Renal							
Rheumatology							



Strong Departmental Finances

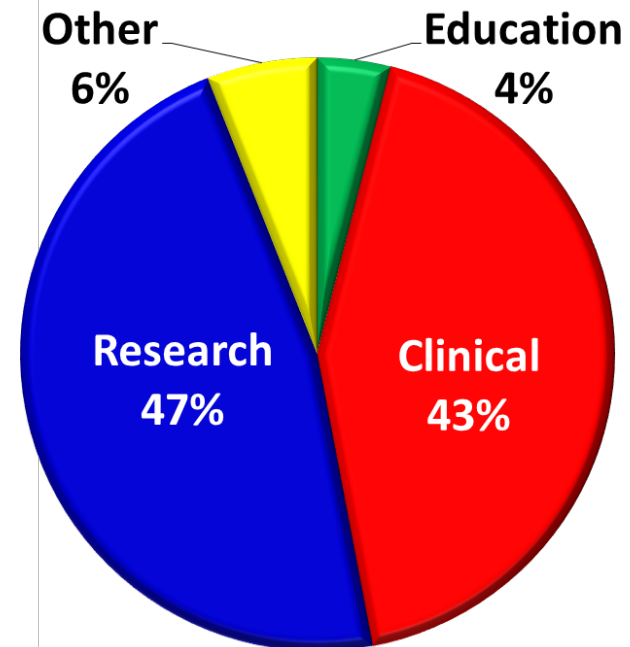
↑revenue: \$68M (44%)

Revenue (\$222M)



↑expenses: \$53M (34%)

Expenses (\$207M)



Divisional Finances

- ↑profit margin: \$3.4M (240%)
- ↑incentives: \$2.0M (150%)

Committed to Alignment across the Medical Center [DOM, SOM, UPI, UCH, Health System, and Foundation]



School of Medicine Supports the DOM

Transformational Research Programs

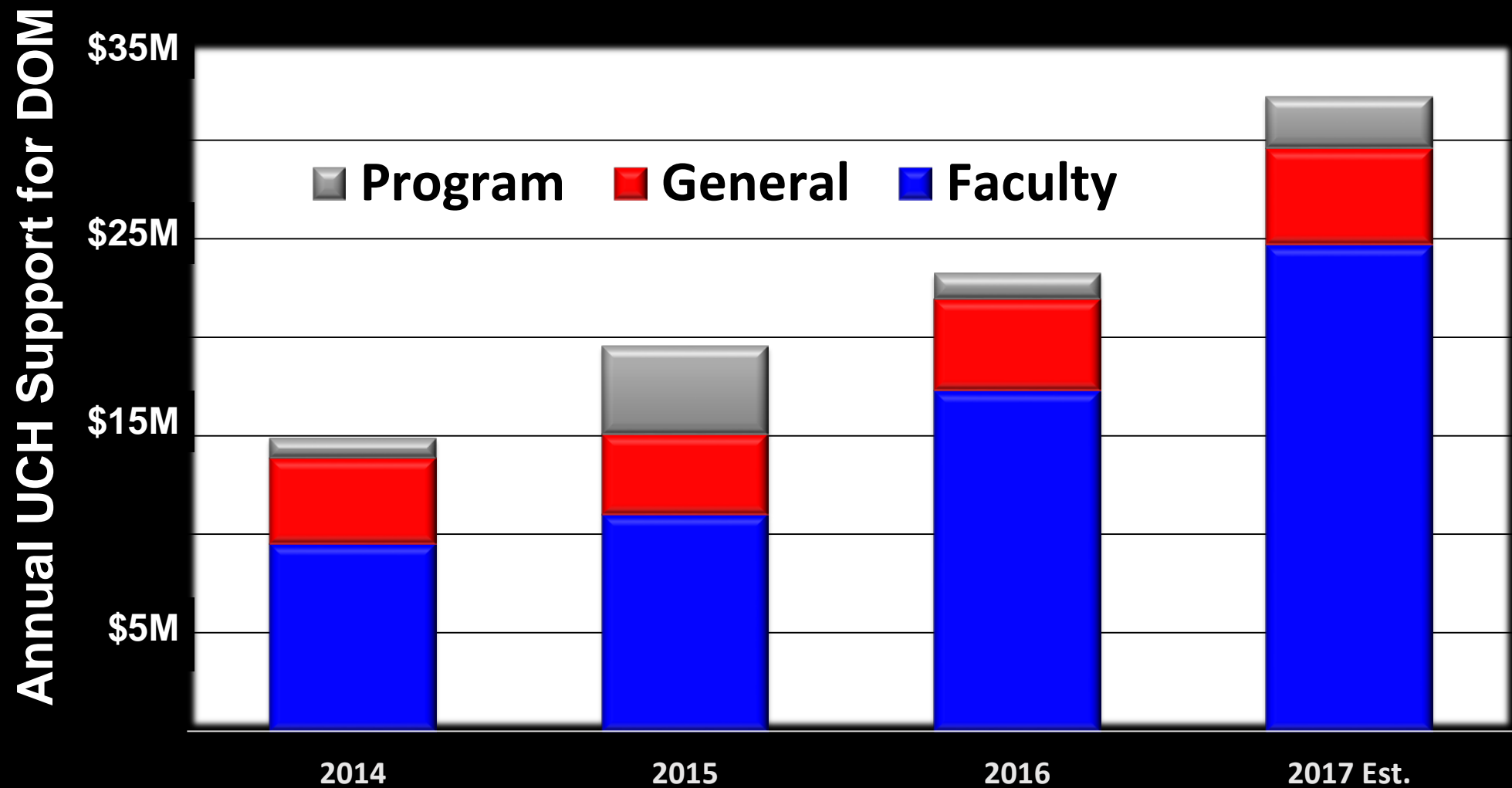


Award	Team Leaders
<i>Data-Driven Discovery and Decisions (D4)</i>	<p>Jean Kutner, MD, MPH, professor of medicine, chief medical officer for University of Colorado Hospital and associate dean for clinical affairs for the School of Medicine</p> <p>Michael Ho, director of the Denver VA Center of Innovation</p> <p>Lisa Schilling, MD, MSPH, professor of medicine and medical director of the Office of Value Based Performance</p> <p>Michael Kahn, MD, professor of pediatrics, director of informatics, Children's Hospital Colorado, and interim director of Health Data Compass</p>
<i>The GI and Liver Innate Immune Program</i>	<p>Sean Colgan, PhD, professor of medicine and immunology</p> <p>Ron Sokol, MD, professor of pediatrics, chief of gastroenterology, hepatology and nutrition and director of the Colorado Clinical and Translational Sciences Institute</p> <p>Hugo Rosen, professor of medicine and chief of the Division of Gastroenterology and Hepatology</p>
<i>The Human Immunology and Immunotherapy Initiative</i>	<p>John Cambier, PhD, chairman of immunology and microbiology</p>
<i>The RNA Bioscience Initiative</i>	<p>Linda van Dyk, PhD, associate professor and vice chair of immunology and microbiology</p> <p>Craig Jordan, PhD, professor of medicine and chief of the Division of Hematology</p> <p>Timothy McKinsey, PhD, associate professor of medicine and associate division head for translational research in the Division of Cardiology</p> <p>Mary Weiser-Evans, PhD, professor of medicine</p>
<i>The Consortium for Fibrosis Research and Translation</i>	

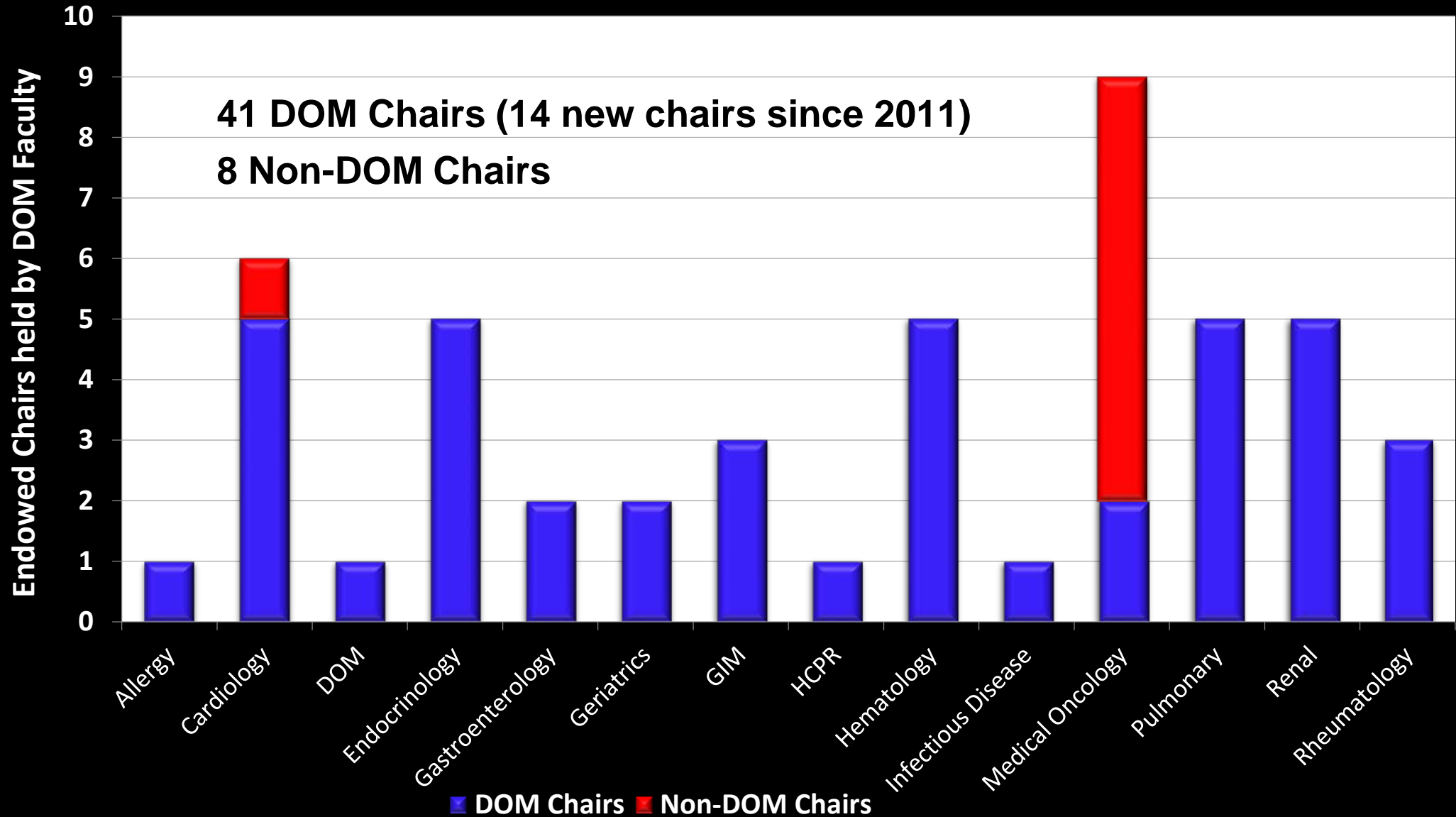
Interdisciplinary Investigators

- ❑ \$7.5M SOM
- ❑ \$7.5M DOM

University of Colorado Hospital Supports the DOM

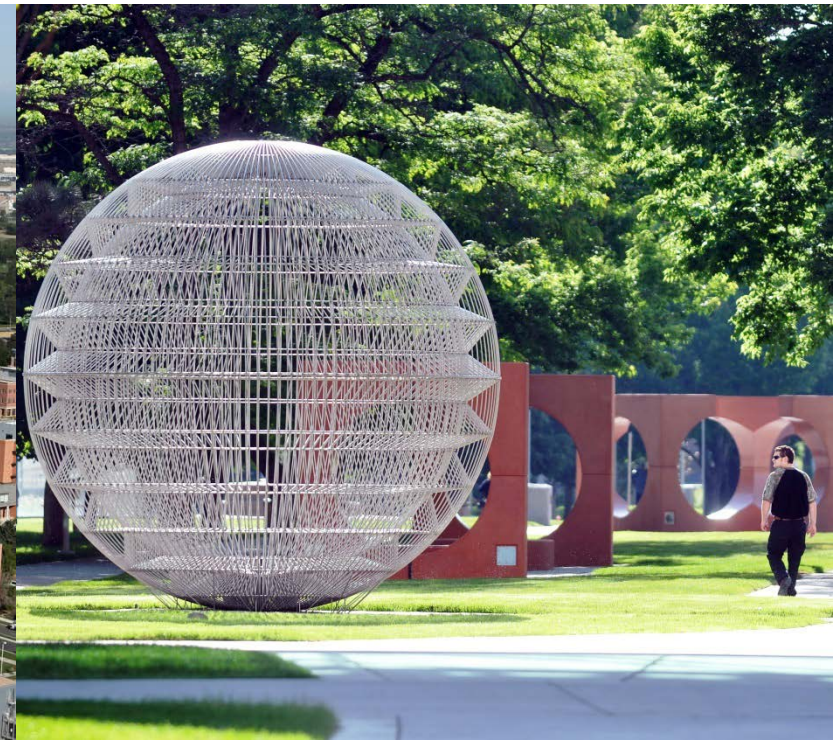


CU Foundation is Critical to our Academic Enterprise

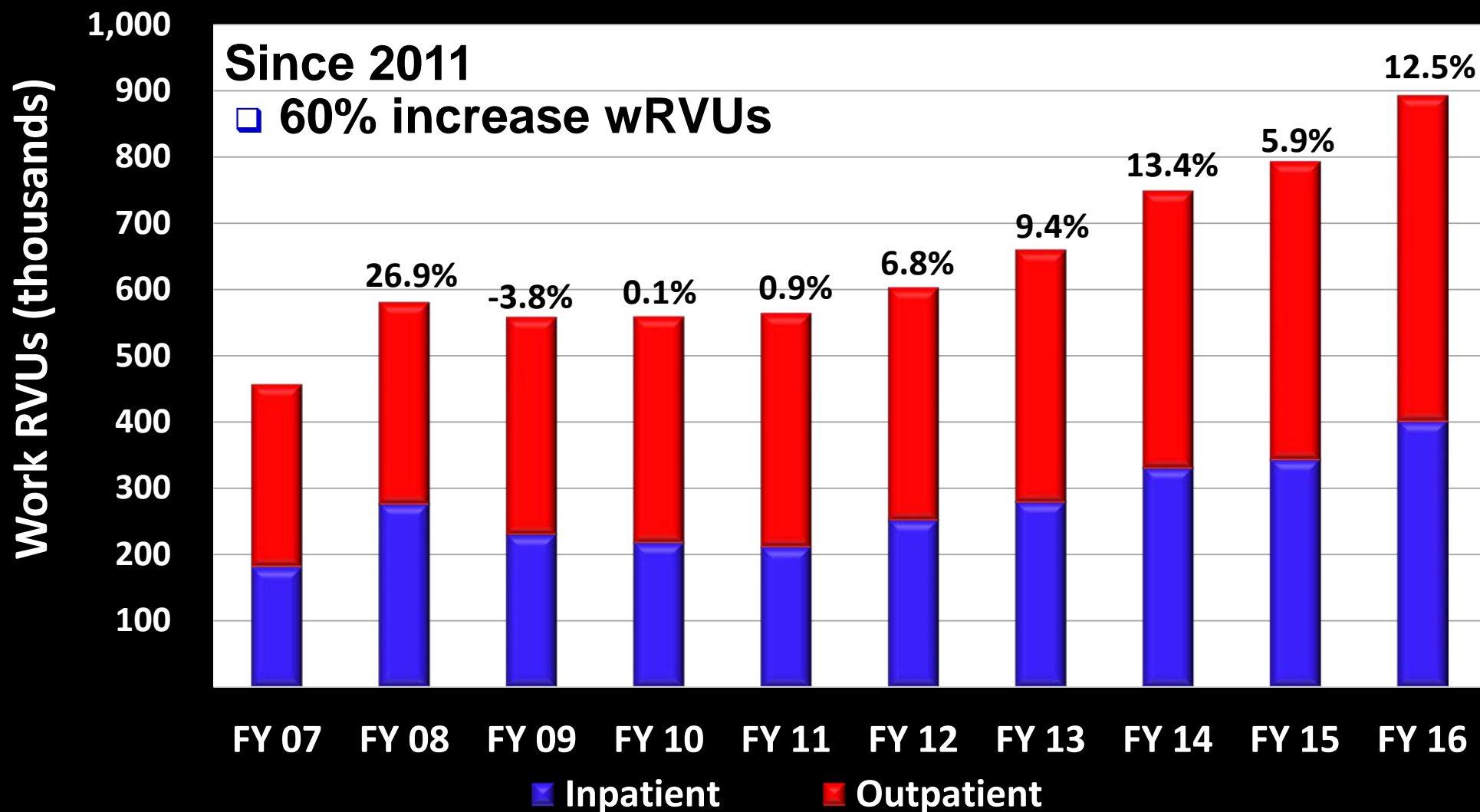


State of the Department

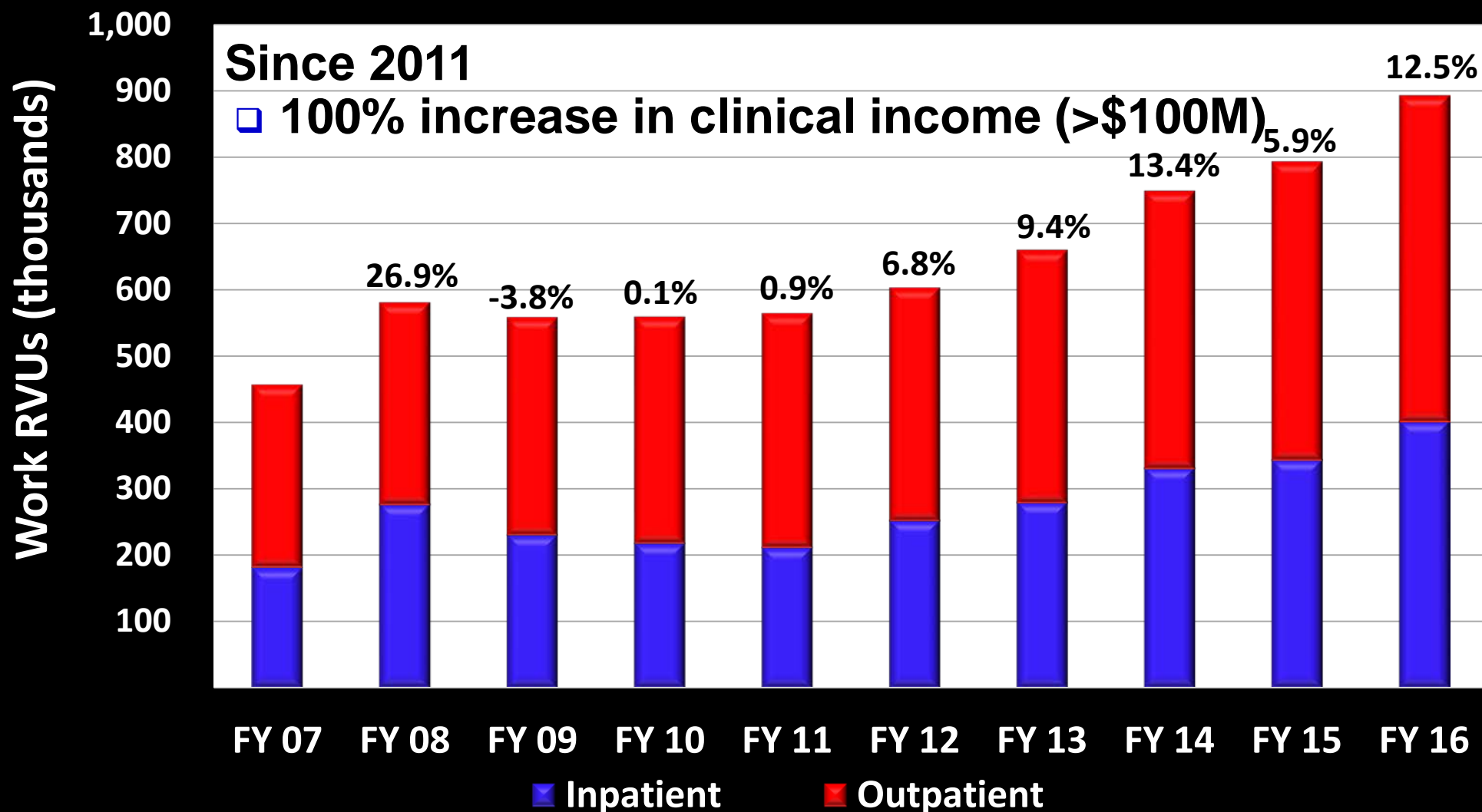
- Accomplishments
- Strategic approach to decisions
- Challenges that are vital to our future



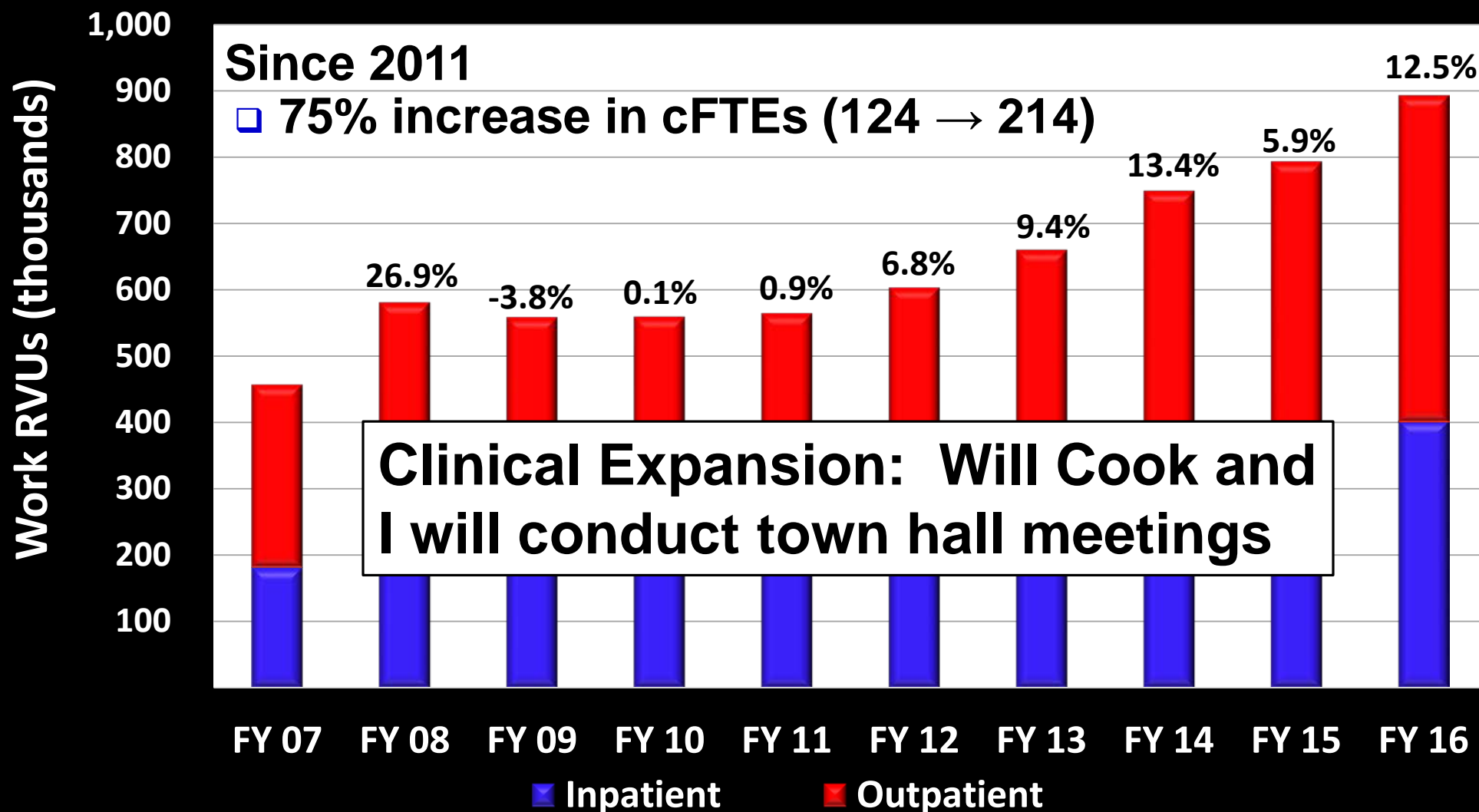
Clinical Enterprise



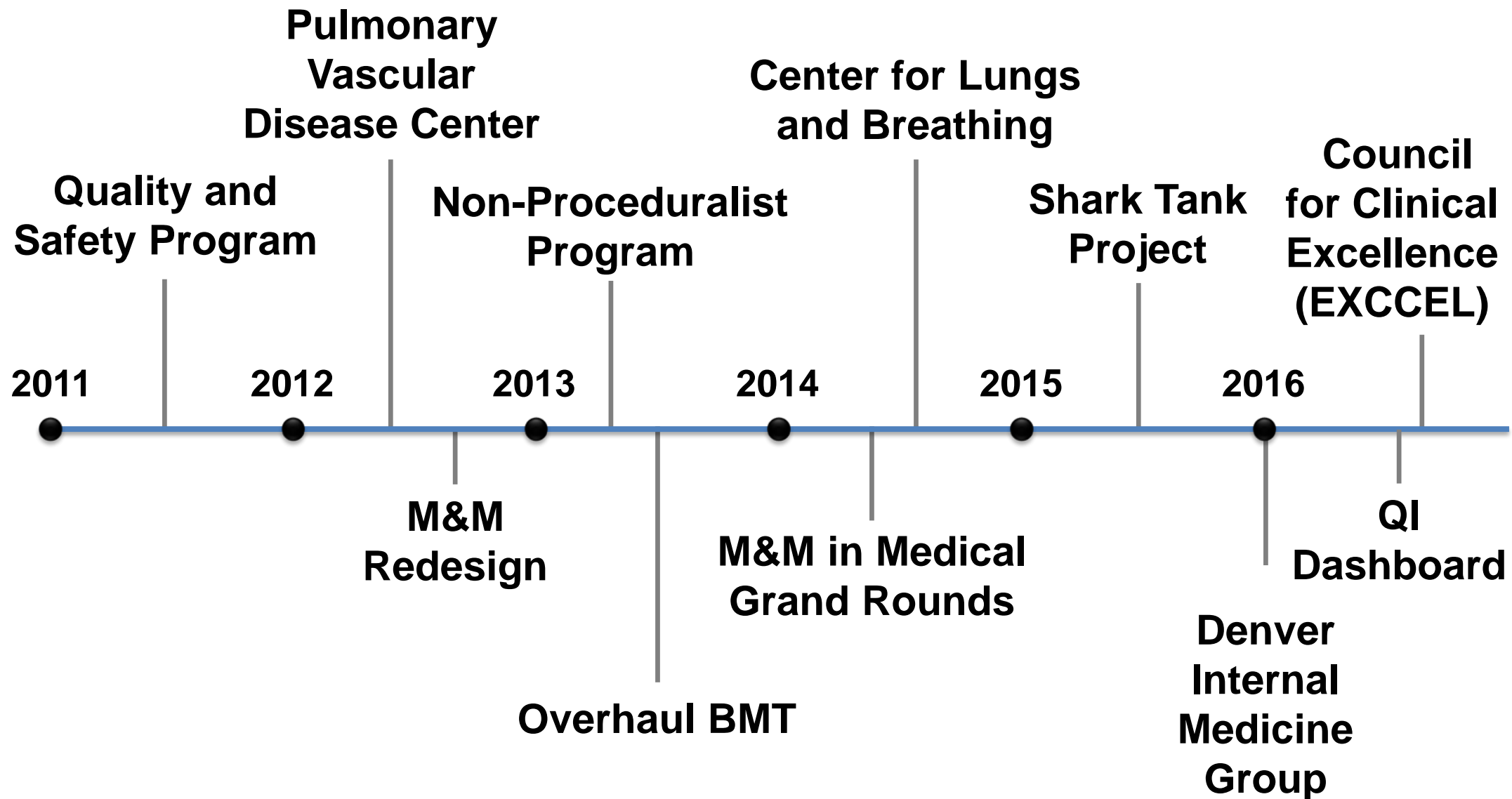
Clinical Enterprise



Clinical Enterprise



Accomplishments of Clinical Enterprise



Expert Council for Clinical Excellence and Leadership (EXCCEL)

[Ethan Cumbler and David Tanaka]

- Recognizes and advances clinical excellence
- Promotes our culture of exceptional clinical care
- Train others in the path towards clinical mastery through mentorship

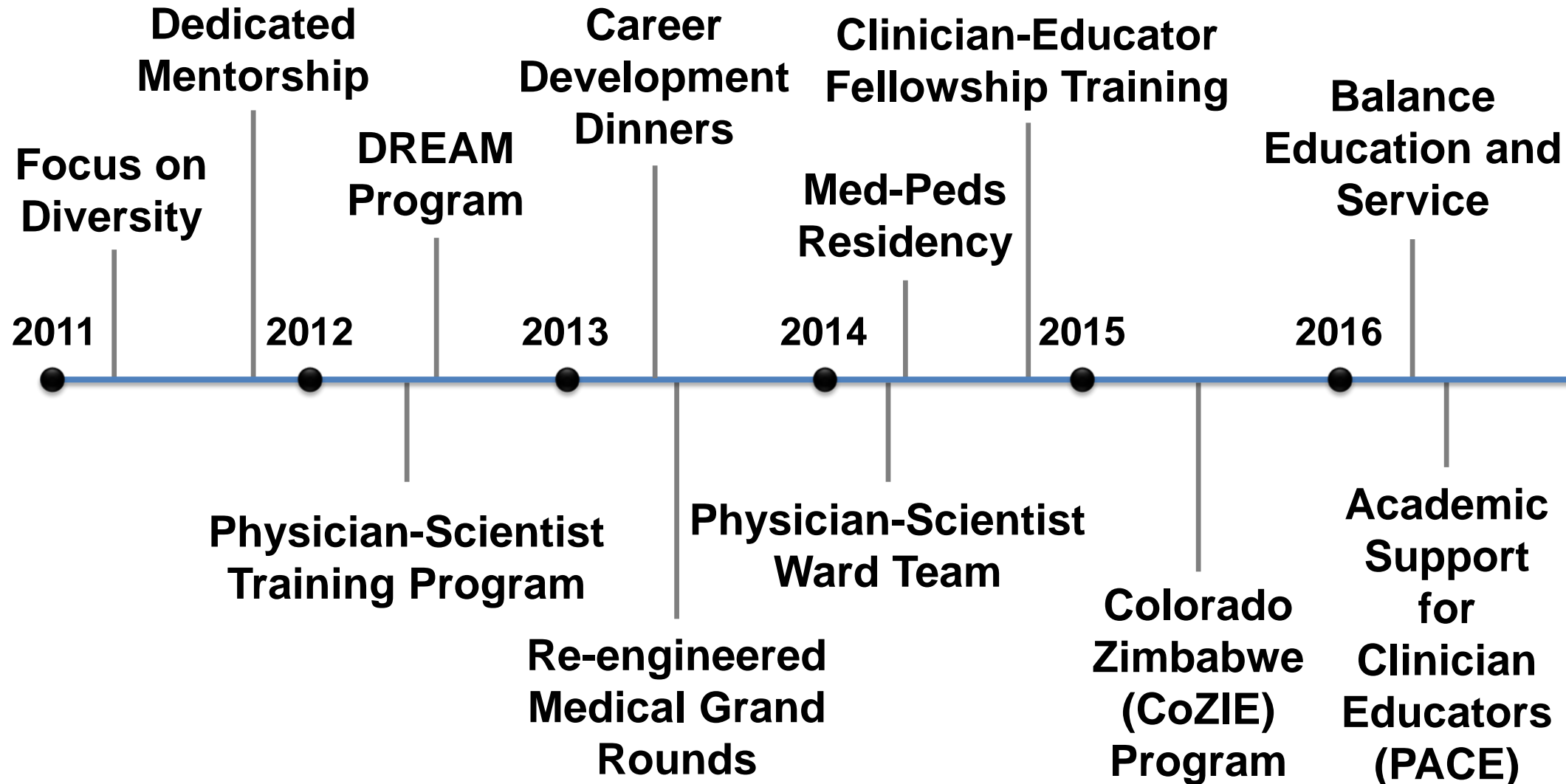


Education and Training

Vibrant training program that has grown since 2011

- ❑ Medical student class has grown by 15% (160→184)**
- ❑ More UCD students are going into internal medicine (20% increase over last year)**
- ❑ Housestaff trainees increased by 25% (154→195)**
- ❑ NIH T32 training programs increased from 8 to 12, and trainees increased by at least 30% (124 fellows currently)**

Accomplishments of Education and Training



Program for Academic Clinician Educators (PACE)

[Suzanne Brandenburg]

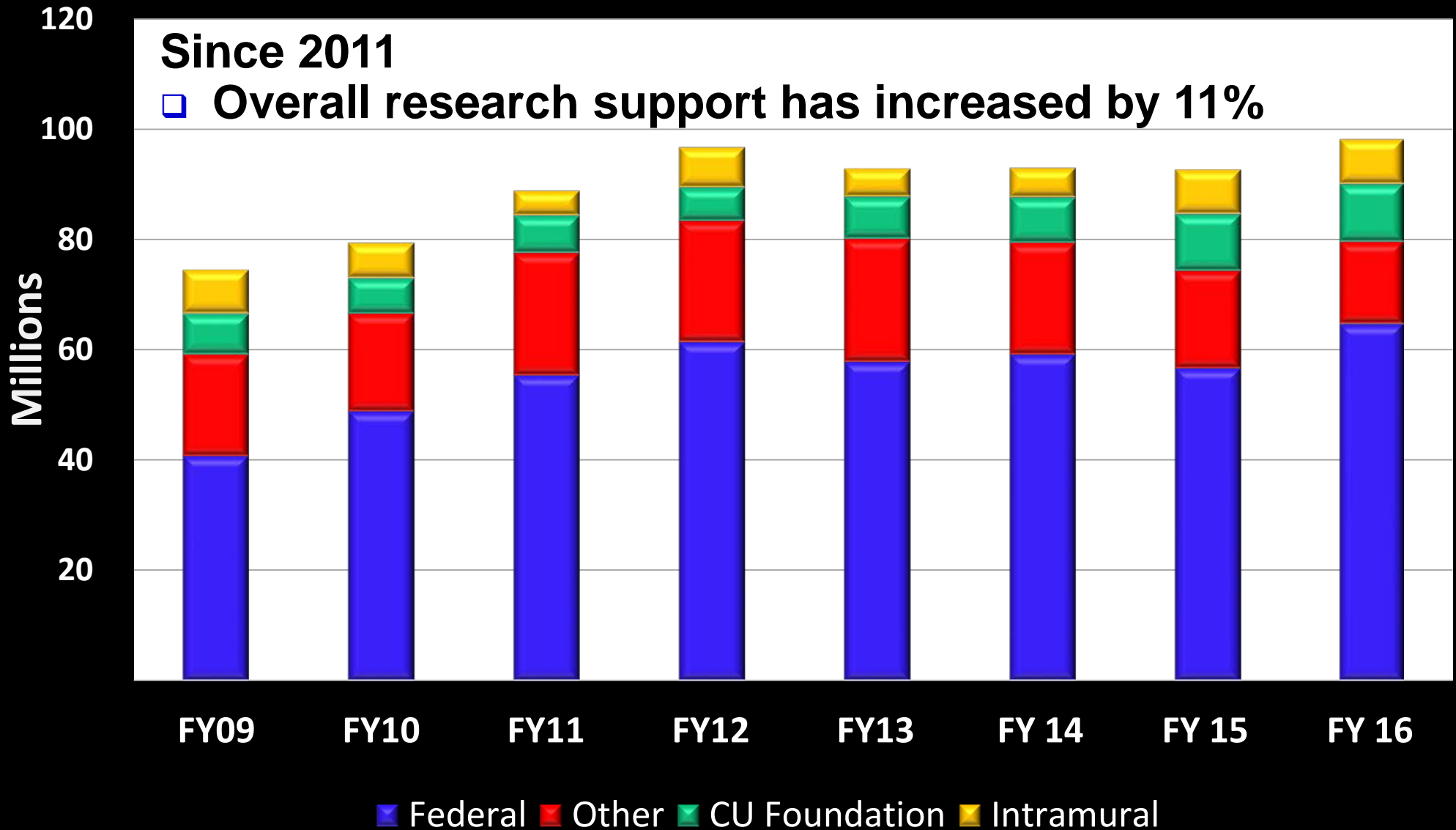
- **Support for scholarship in medical education, innovative program development, or career development**
 - **DOM support (up to \$40K per scholar)**
- **Goal is to foster and support a community of academic clinician educators**
- **LOI received from 22 individuals across the department with 11 invited to submit full proposals**

Award Notification: February/March, 2017
Program Begins: July, 2017

Research

Since 2011

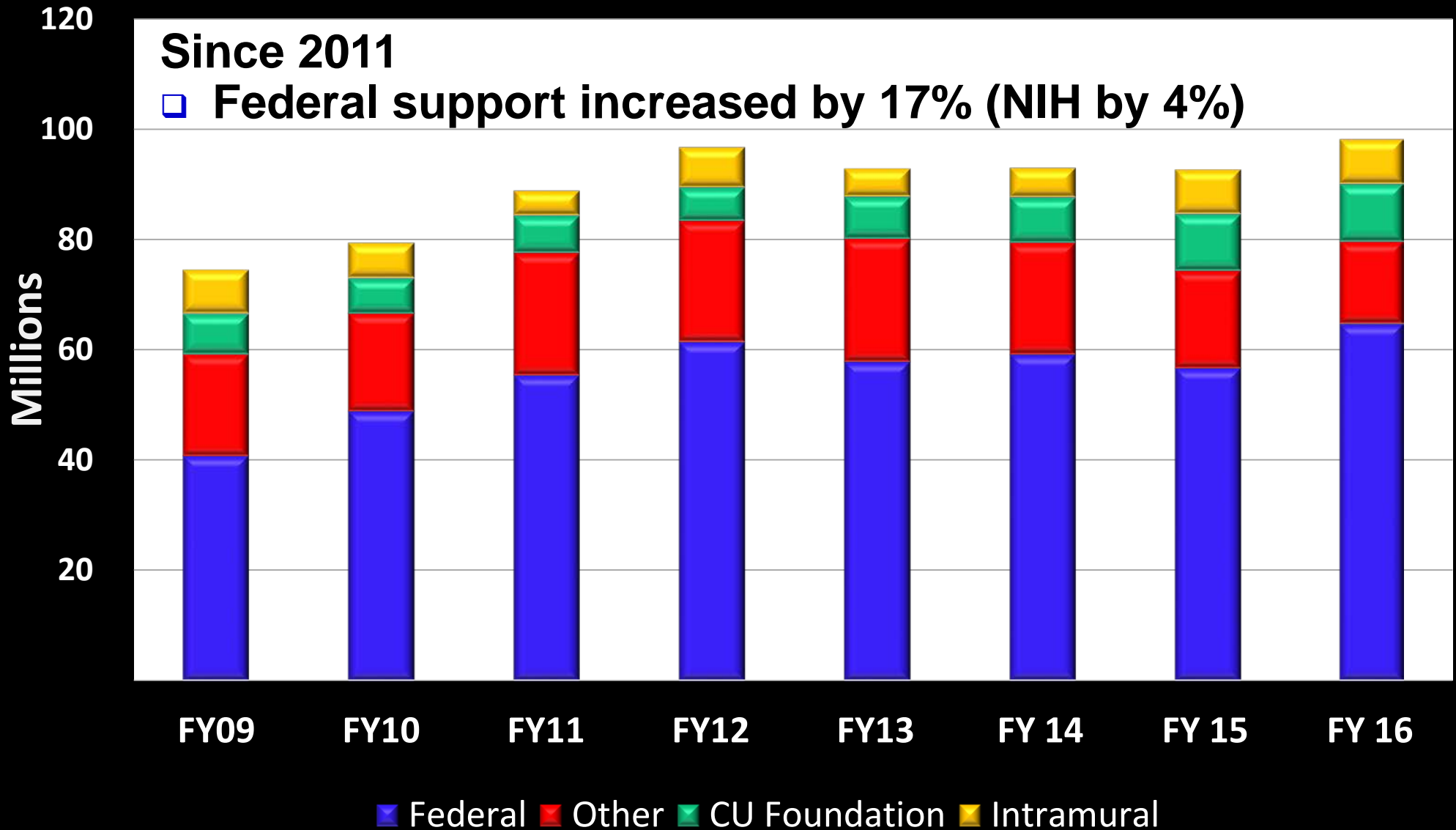
Overall research support has increased by 11%



Research

Since 2011

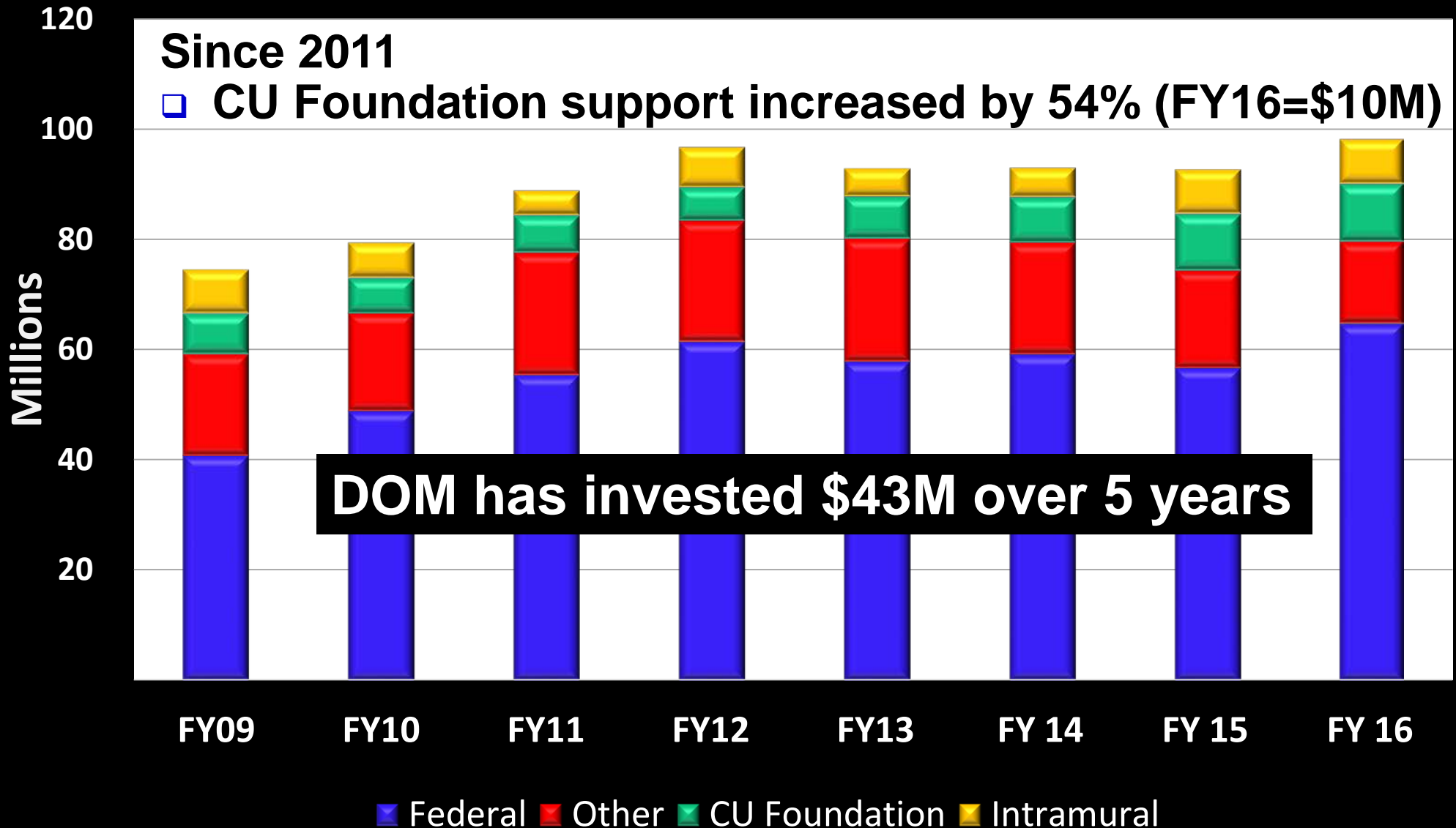
■ Federal support increased by 17% (NIH by 4%)



Research

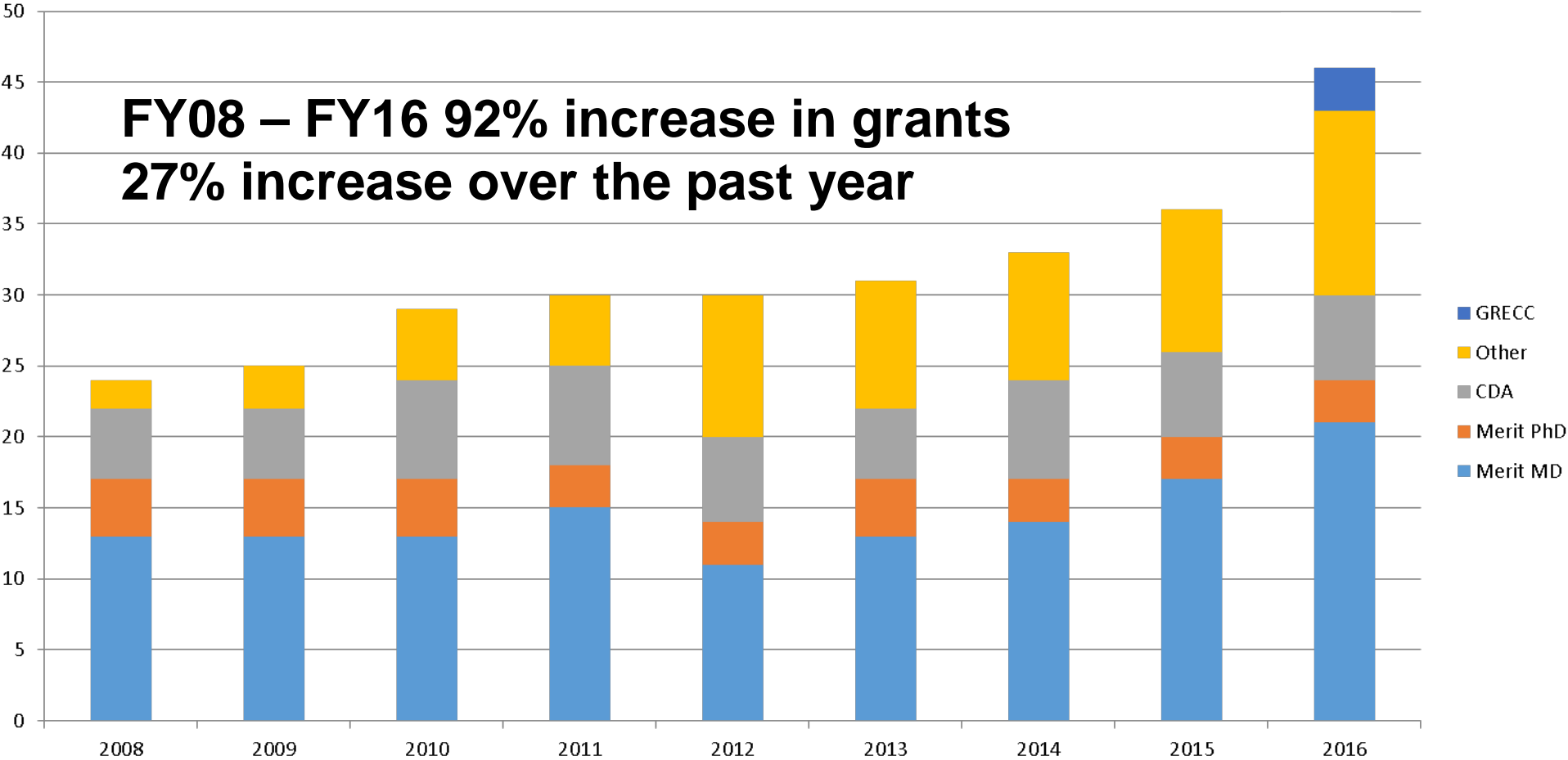
Since 2011

CU Foundation support increased by 54% (FY16=\$10M)

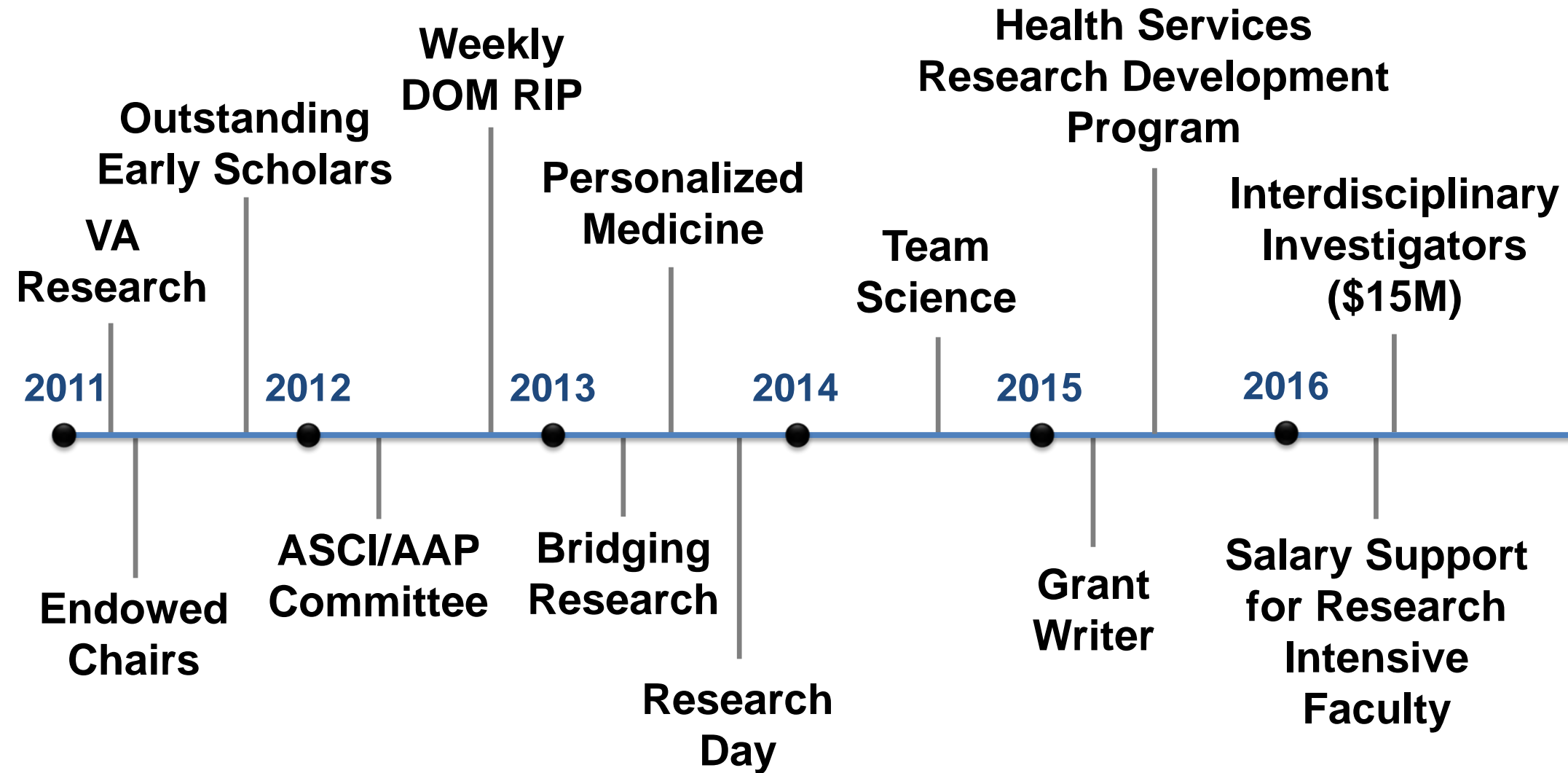




Research Awards



Accomplishments of Research Program



Impact of Research



A Randomized Trial of Long-Term Oxygen for COPD with Moderate Desaturation

The Long-Term Oxygen Treatment Trial Research Group*



ARTICLE

Received 22 May 2015 | Accepted 25 Jan 2016 | Published 4 Mar 2016

DOI: 10.1038/ncomms10830 OPEN

Nuclear PTEN functions as an essential regulator of SRF-dependent transcription to control smooth muscle differentiation

Henrick Horita¹, Christina L. Wysoczynski², Lori A. Walker³, Karen S. Moulton³, Marcella Li³, Allison Ostriker¹, Rebecca Tucker¹, Timothy A. McKinsey^{3,4}, Mair E.A. Churchill², Raphael A. Nemenoff^{1,5} & Mary C.M. Weiser-Evans^{1,4,5}

Rick Albert, MD
Anne Fuhlbrigge, MD
Barry Make, MD

Lori Walker, PhD
Karen Moulton, MD
Rebecca Tucker, PhD
Timothy McKinsey, PhD
Raphael Nemenoff, PhD
Mary Weiser-Evans, PhD

JAMA Internal Medicine April 2016 Volume 176, Number 4

Research

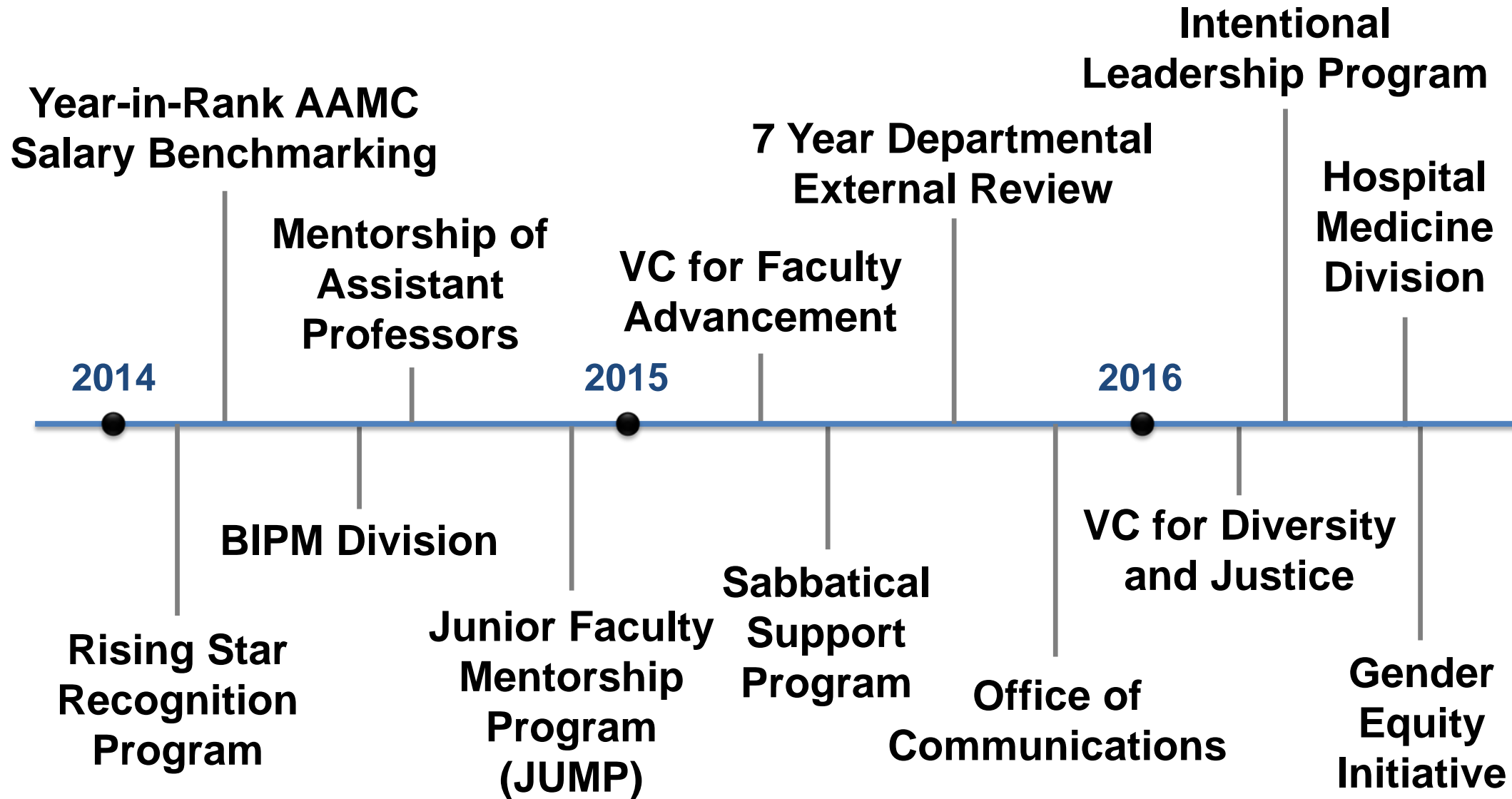
Original Investigation

Bereaved Caregiver Perspectives on the End-of-Life Experience of Patients With a Left Ventricular Assist Device

Colleen K. McIlvennan, DNP, ANP; Jacqueline Jones, PhD, RN; Larry A. Allen, MD, MHS; Keith M. Swetz, MD, MA; Carolyn Nowels, MSPH; Daniel D. Matlock, MD, MPH

Colleen McIlvennan MS
Larry Allen, MD
Daniel Matlock, MD

Program Development





	2011	2012	2013	2014	2015	2016
Cancer	34	34	23	15	15	22
Cardiology	---	---	---	---	40	42
Endocrinology	---	48	---	34	30	14
Gastroenterology	---	---	---	46	42	22
Geriatrics	---	---	---	---	43	36
Pulmonary	1	1	2	2	2	2
Renal	16	42	32	18	12	15
Rheumatology	17	17	---	---	---	High Performing

State of the Department

- Accomplishments
- Strategic approach to decisions
- Challenges that are vital to our future



Pipeline for Strategic Career Development



- Training and Education
- Clinical Programs

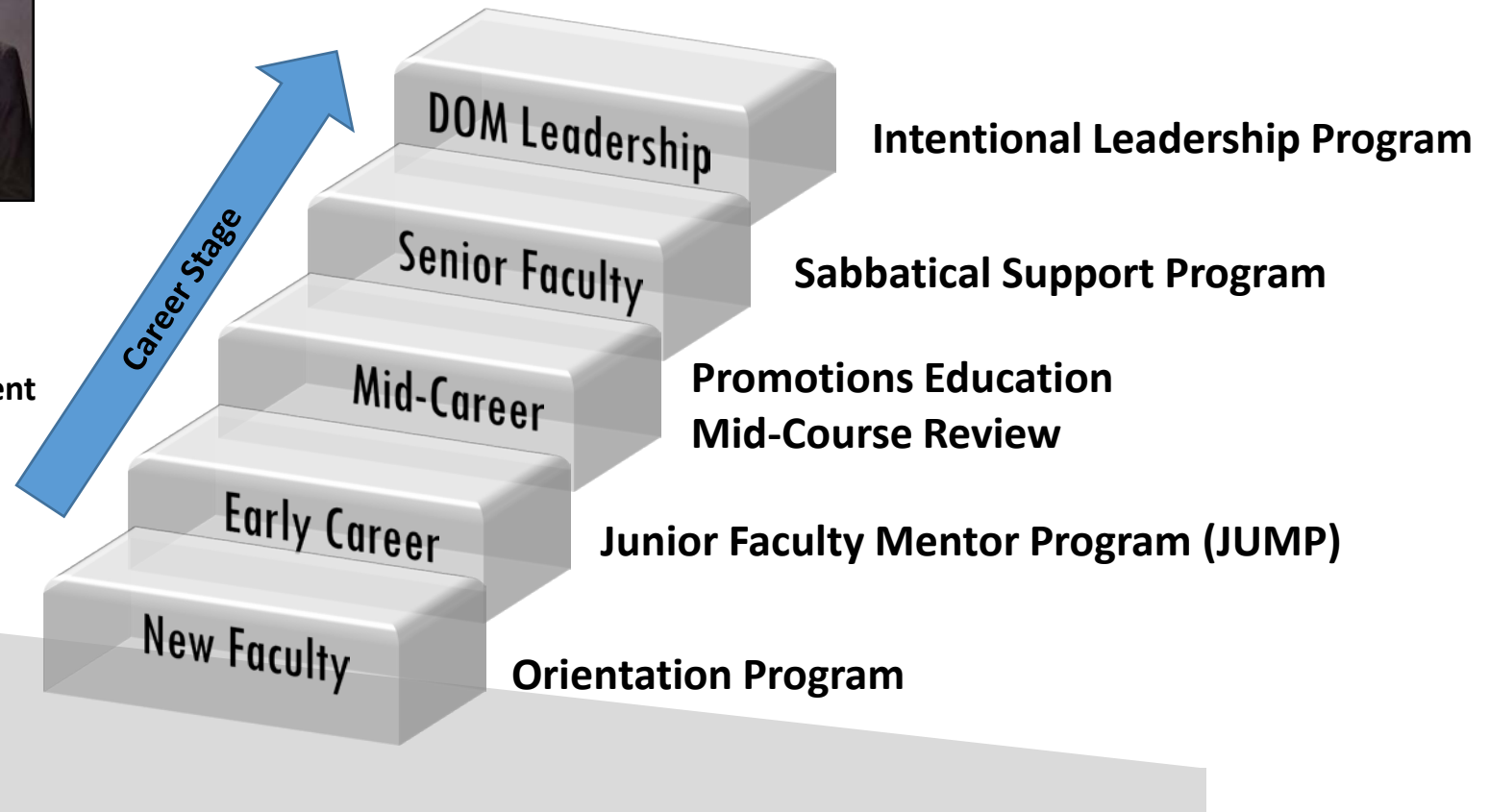
Foster Faculty Advancement



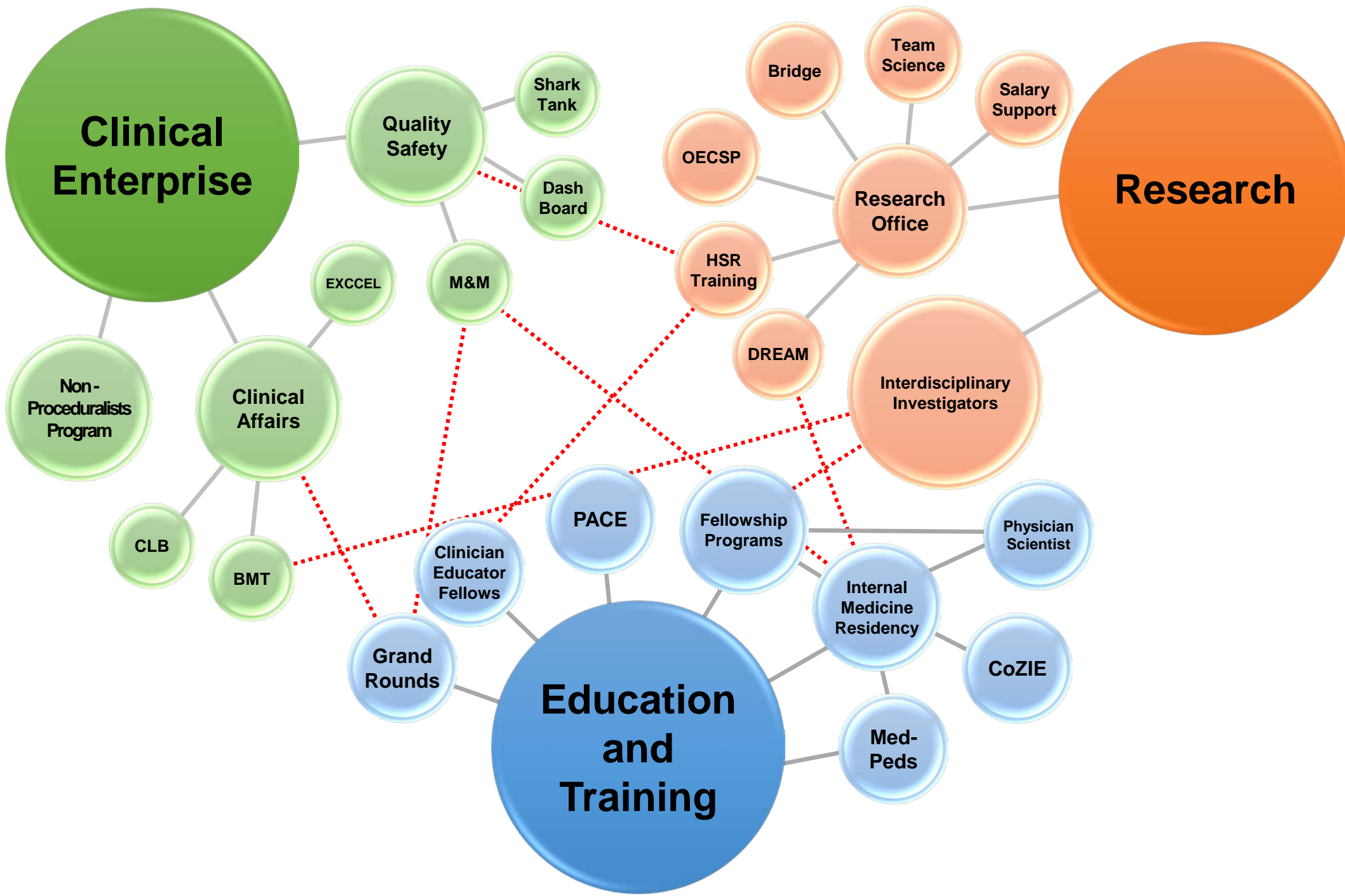
Cara Wilson, M.D.
Vice Chair Faculty Advancement

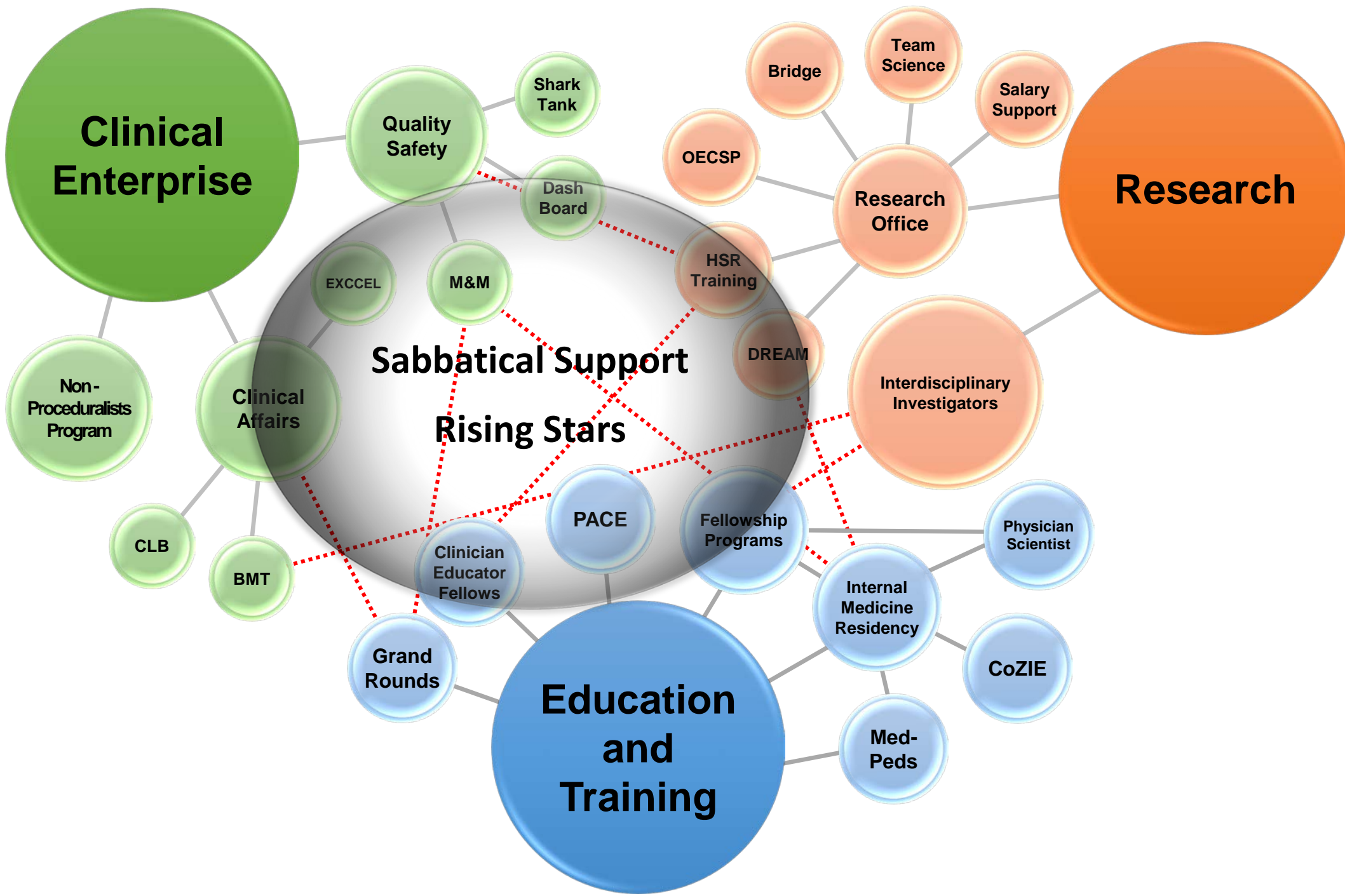
Penny Archuleta, M.A.
Assoc. Director Faculty Advancement

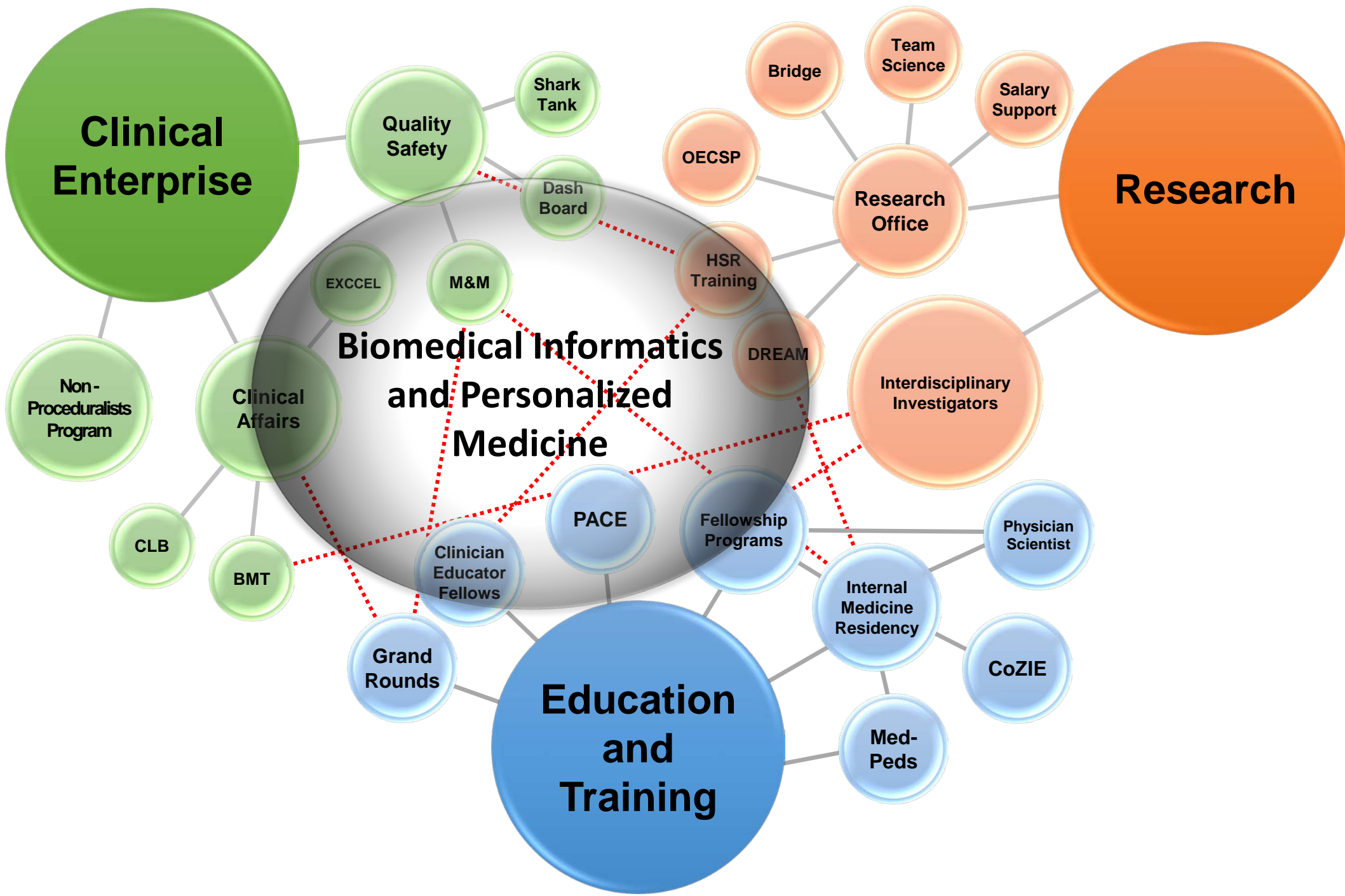
Greg Austin, M.D., M.P.H.,
Director Jr. Faculty Development

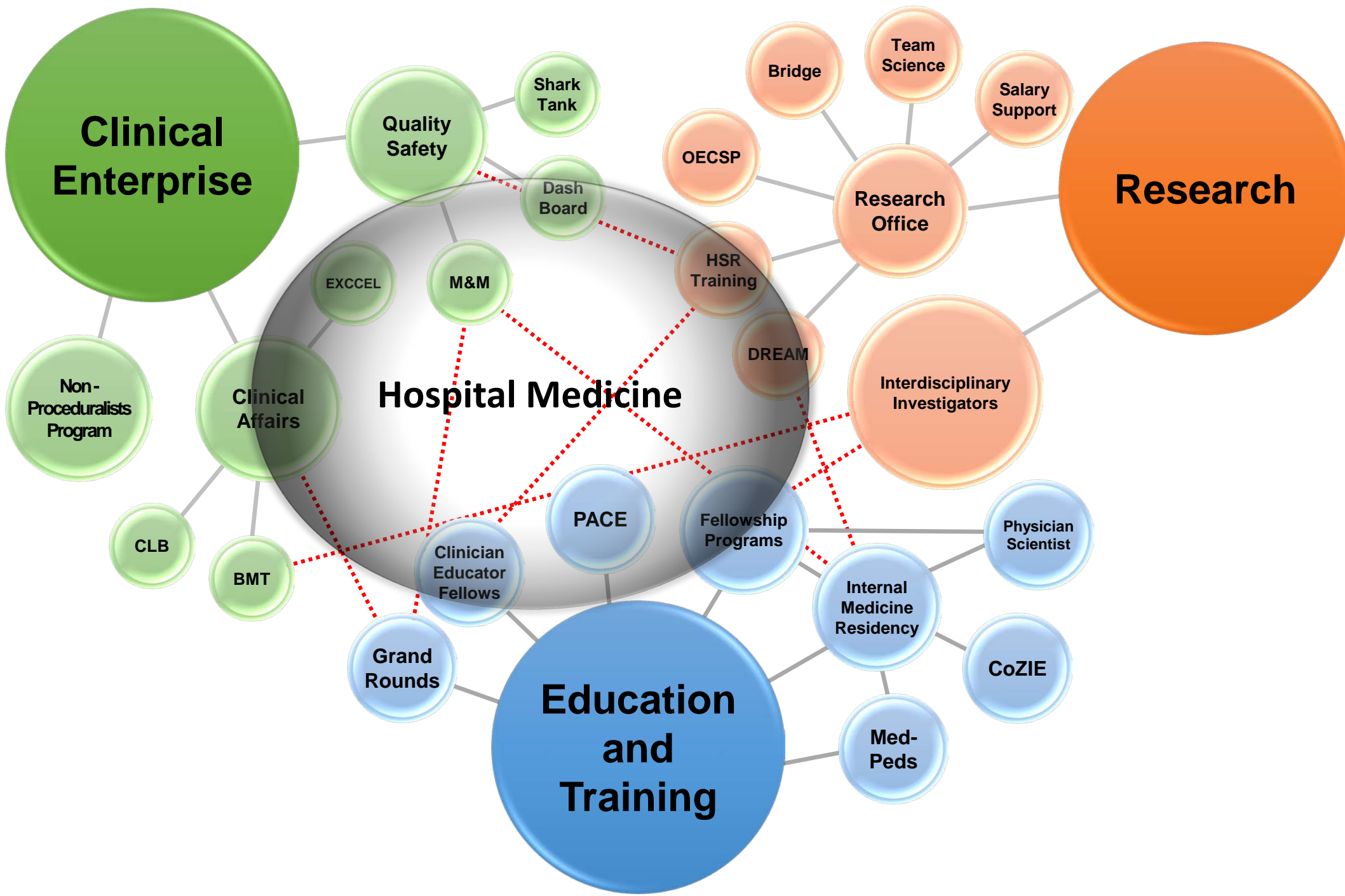


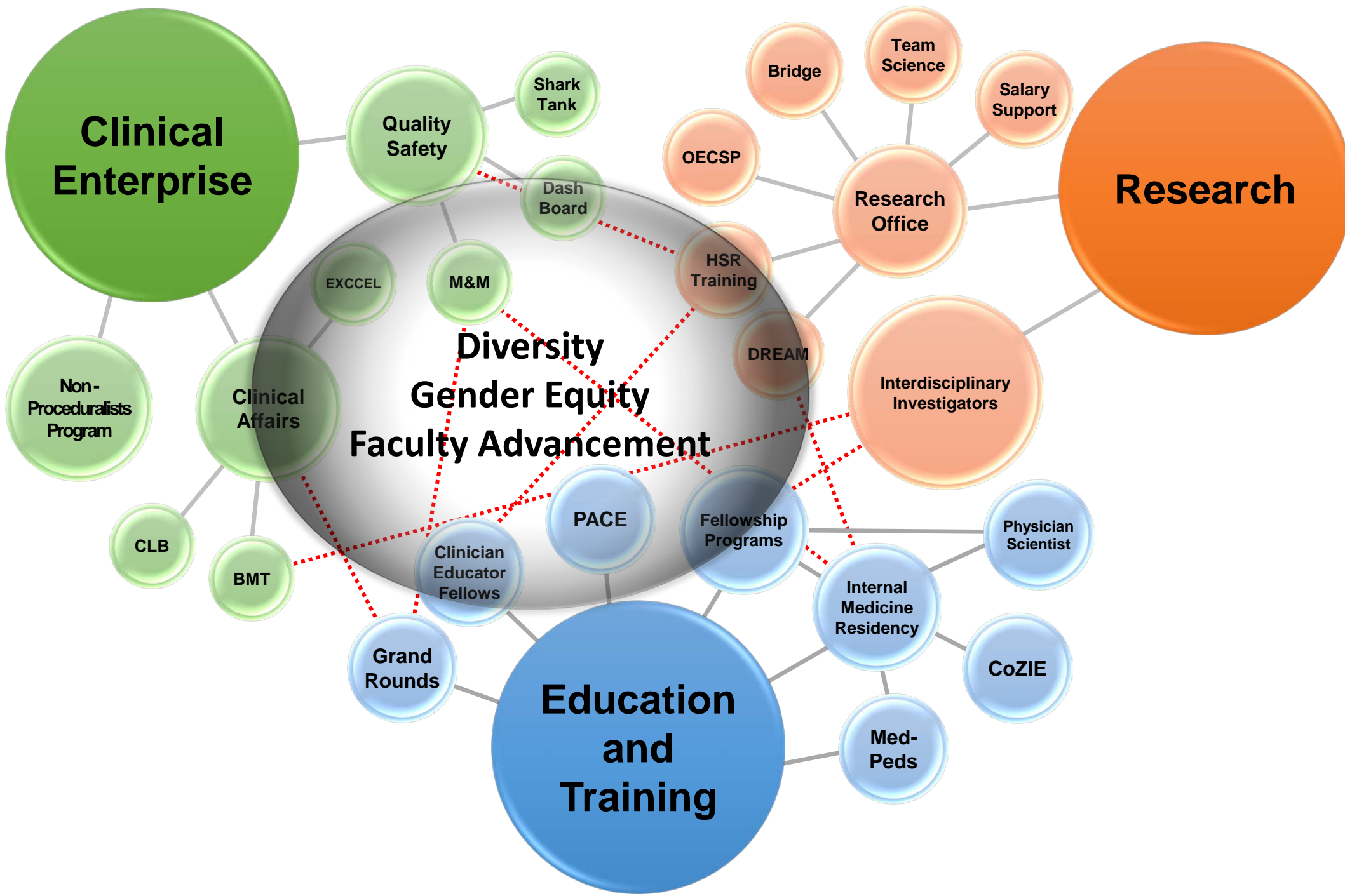
Leverage and Integrate our Strengths











State of the Department

- Accomplishments
- Strategic approach to decisions
- Challenges that are vital to our future

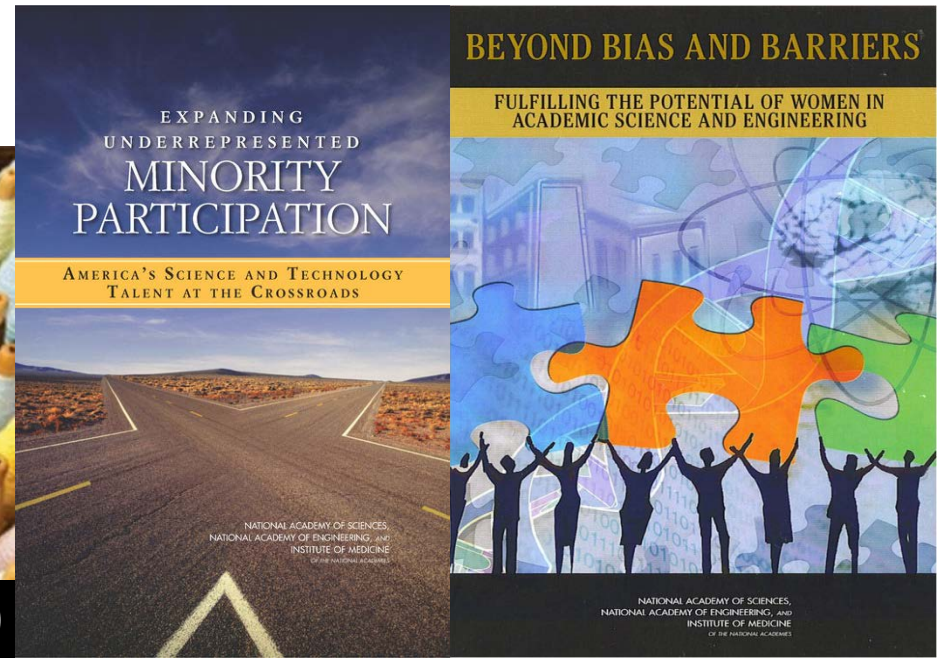


Gender Equity and Diversity

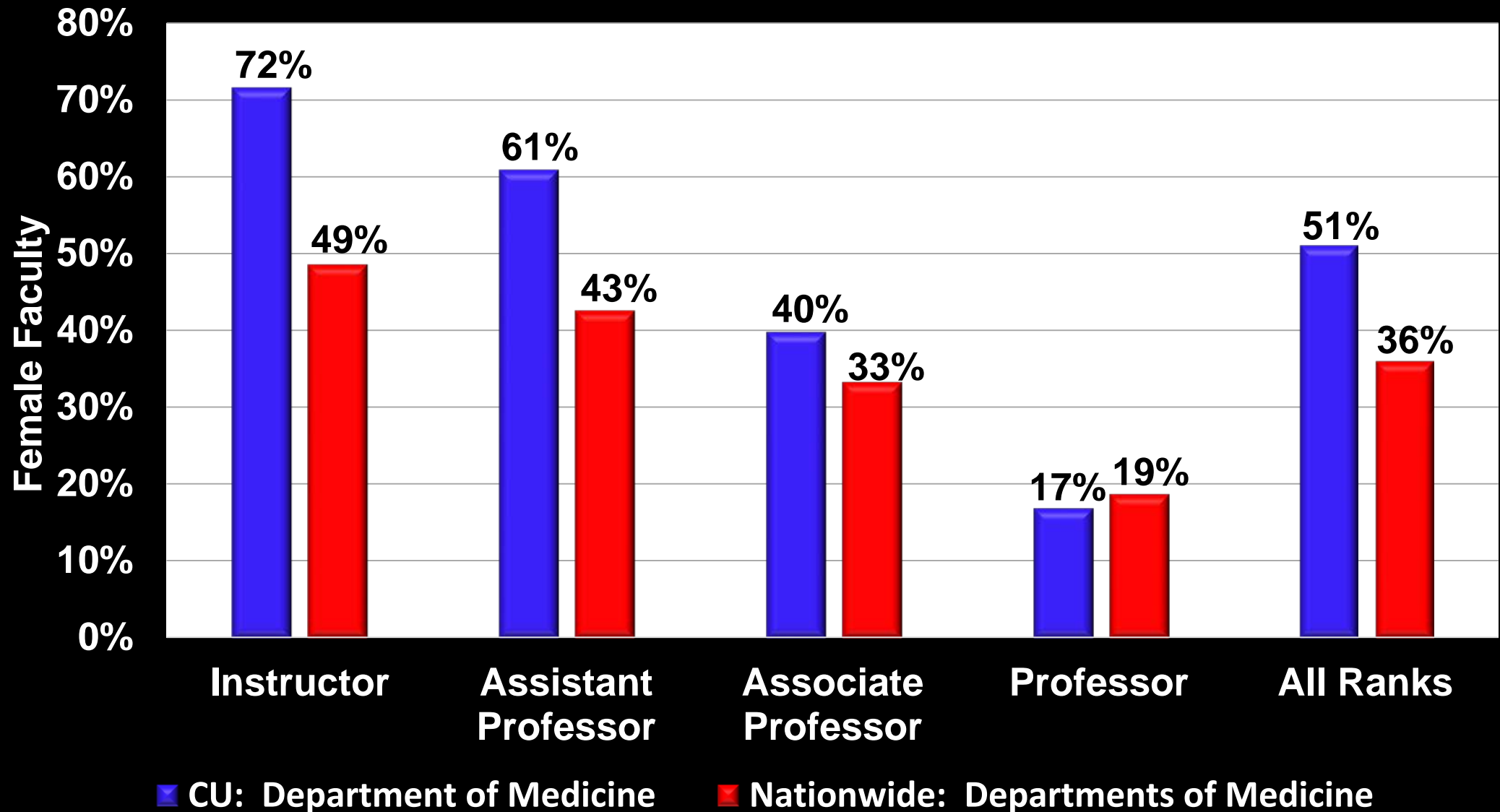
- ❑ AAMC year-in-rank benchmarking of salary improved gender-based salary inequity
- ❑ DREAM Program: research training for URM medical students
- ❑ Increase in housestaff training program URMs from 5%→15%



Tabak/Collins. *Science* 2011; 333:940



Female Faculty in DOM



We need to create a more positive and inclusive climate for women, minorities, and faculty of color



Rachel Zemans, MD
Pulmonary



Mario Santiago, PhD
Infectious Diseases



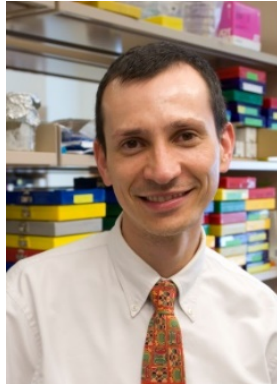
Catherine Lozupone, PhD
BIPM



Eric Schmidt, MD
Pulmonary



Larry Allen, MD
Cardiology



Brian Graham, MD
Pulmonary



Sachin Wani, MD
Gastroenterology

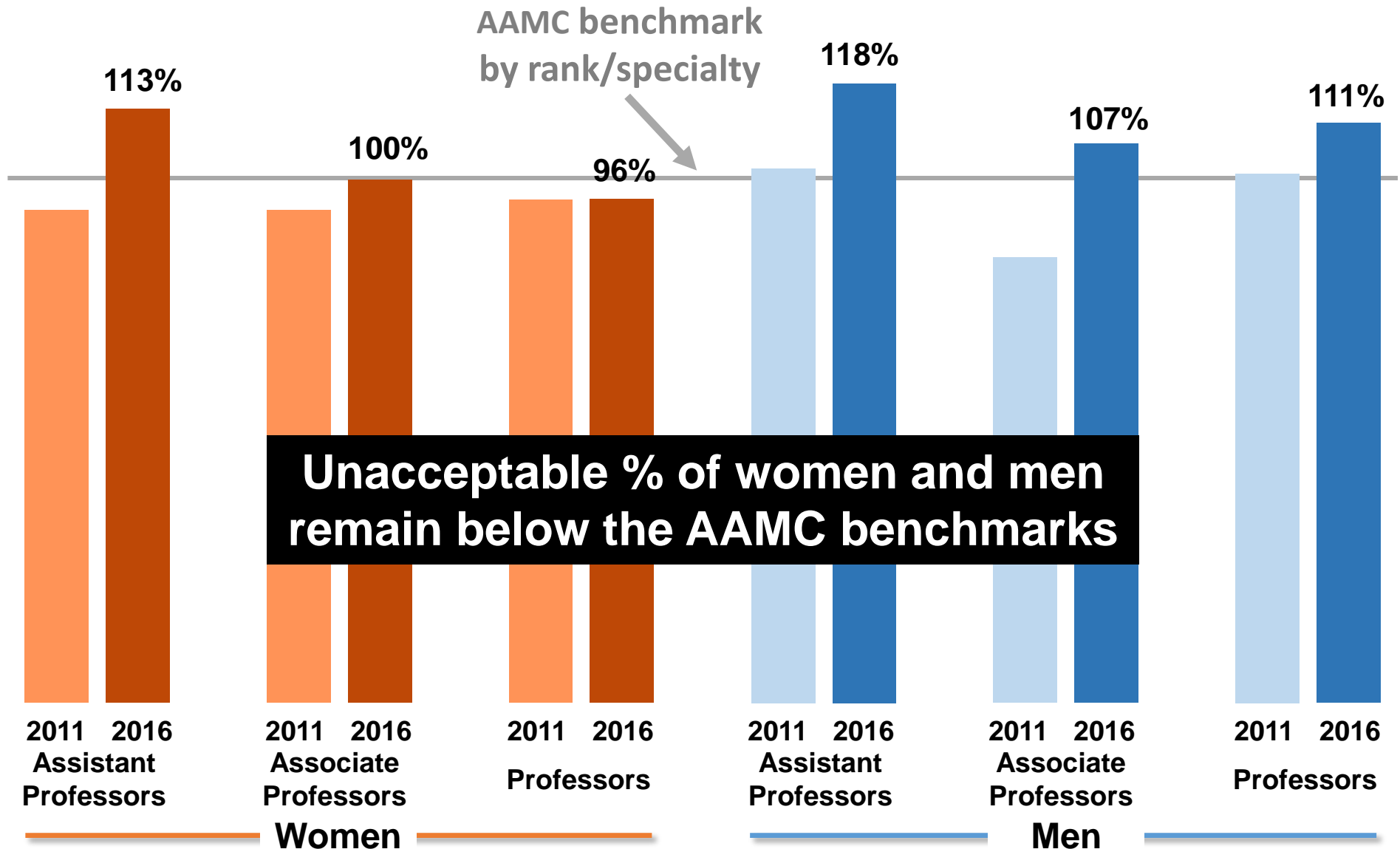


Daniel Pollyea, MD
Bone Marrow Transplant



Daniel Matlock, MD
Geriatrics

Faculty Salary by Gender and Rank

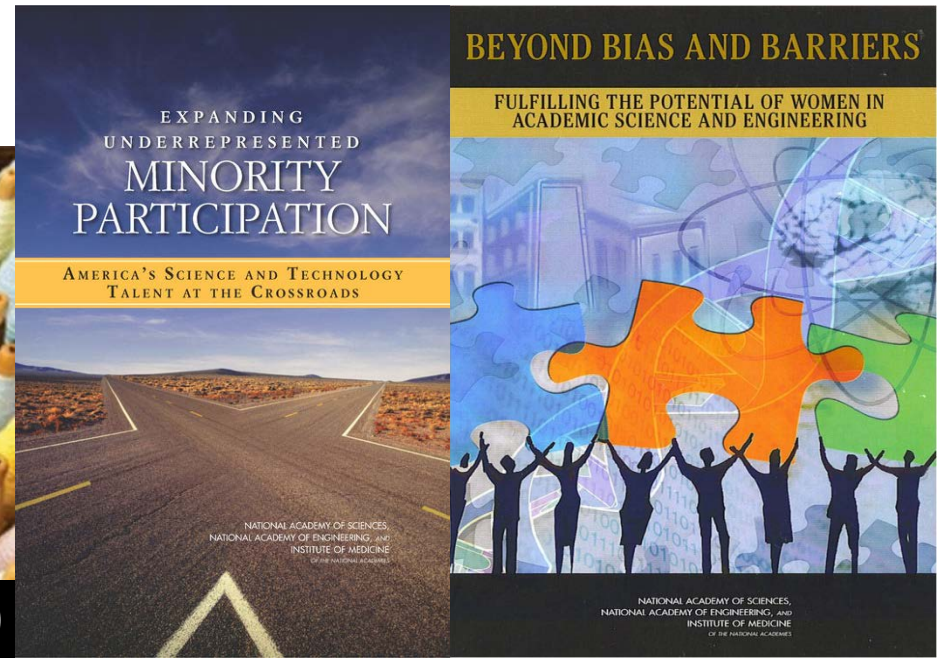


Gender Equity and Diversity

- Vice Chair for Diversity and Justice – Sonia Flores
- Strategic Initiative on Gender Equity – Maggie Wierman
 - ❑ Create the broadest and most representative community among our faculty and trainees
 - ❑ Address critical deficiencies in our department



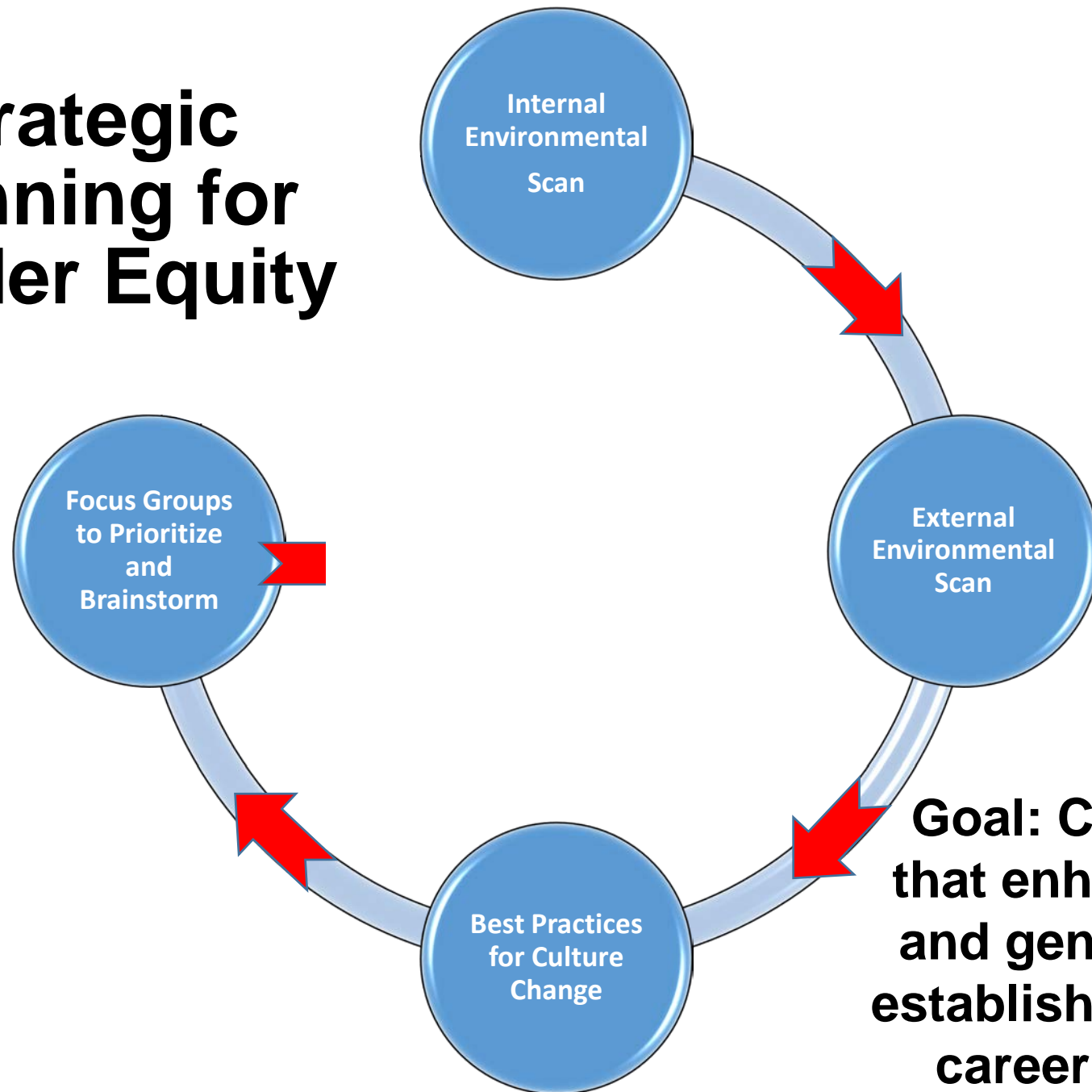
Tabak/Collins. *Science* 2011; 333:940



DOM Plan for Equity and Diversity

- **Do everything possible to achieve AAMC benchmarks**
 - ❑ Clinical FTE component for assistant/associate professors in the non-proceduralist divisions (allergy, endocrinology, hematology, ID, rheumatology, and renal) will be increased to the renal benchmarks
- **Communication**
 - ❑ Post membership of all committees on website
 - ❑ Use website and newsletter to celebrate diversity, and publicize training in unconscious bias, diversity, and leadership
- **Recruitment of faculty**
 - ❑ Committees will include at least 30% women and/or URMs
 - ❑ Training and discussion of bias for all committee members
 - ❑ Appoint a committee advocate for women and URMs
 - ❑ Re-open the search if diversity isn't sufficiently addressed
- **Comprehensive Program in Health Equity**

Strategic Planning for Gender Equity



Goal: Create a culture that enhances diversity and gender equity, and establishes a pipeline for career development

Communication

- Public loves science and medicine because it helps to explain the past and predict the future
- We have a responsibility to communicate clearly

Spotlight: Patient Care

Stopping rheumatoid arthritis (RA) before it starts should be the goal of clinicians, said Kevin Deane, MD, PhD. To that end, Deane and colleagues have studied ShpA. That stands for "Strategy for the Prevention of Onset of Chronically-Apparent RA," and Deane, a University of Colorado School of Medicine rheumatologist, and his colleagues have been working for a decade to make America's first RA prevention trial happen.



Spotlight: Research

Researchers at the CU Anschutz Medical Campus have conducted the largest ever genome sequencing of populations with African ancestry in the Americas. The scientists, for the first time, have created a massive genetic catalog of the African diaspora in this hemisphere. It offers a unique window into the sibling genetic variety of the population while opening the door to new ways of understanding and treating diseases specific to this group.



Spotlight: Community

The Department of Medicine has enjoyed longstanding ties to the University of Zimbabwe College of Health Sciences (ZCHS), and this new program – the Colorado-Zimbabwe International Exchange (CoZIE) – further strengthens the collaboration. CoZIE launched its first exchange during the last academic year, sending five faculty members and three clinical medicine residents from CU Anschutz, while receiving one faculty member and two residents from Zimbabwe.



Funding Opportunities

DOM Research Bridge Program - December 1, 2016 / July 1, 2017
DOM program providing support to PIs during application for federal funding.

DOM Outstanding Early Career Scholar Program - January 1, 2017
DOM early investment in creative and talented faculty to help accelerate their careers.

DOM Sabbatical Support Program - March 1, 2017 / September 1, 2017
Provides additional sabbatical support on a competitive basis to DOM faculty approved thru the SOM sabbatical program.

DOM Health Services Research Development Grant - October 1, 2017
Research and training support for fellows or instructor-level junior faculty members in the DOM who are pursuing a career in health services research.

DOM Team Science Program - October 1, 2017
Funding for projects promoting interdisciplinary work within the DOM, with the anticipated outcome a programmatic or multi-PI grant.

DOM Program for Academic Clinician Educators - Fall 2017
Program supporting medical education research, innovative program development in education, salary support and/or career development of DOM clinician-educators.

Other funding resources:
CU Office of Research Development & Education
GrantAdvisor.com Health-Related Grant Deadlines

DOM Resources: Strategic Initiative on Gender Equity



This fall, the Department of Medicine began implementing a Strategic Initiative on Gender Equity, designed to identify and jump-start initiatives to support gender equity at all levels throughout the department. To lead this effort, department chair David A. Schwartz, MD approached Margaret Weisman, MD, a professor in the department's Division of Endocrinology, Metabolism and Diabetes and a past president of Women in Endocrinology, an organization devoted to promoting the professional development and advancement of

women in the field of endocrinology.

"I'm committed to our department being one of the best in the country, and we can't get there without getting this right," says Weisman. "This is an area where we can be a leader."

Read full news story about the DOM gender equity initiative.

Discussion Members Photos Search this group

Write Post Add Photo / Video Create Poll More

Write something...

RECENT ACTIVITY

David Schwartz 13 hrs

Dear Friends and Colleagues.

At this time of uncertainty, I want you to remember that we value everyone's opinion and strive to foster a diverse department because it makes us stronger, more nimble, and more innovative. As your chair, I want you to know that I'll do everything possible to support an inclusive environment that promotes equity, diversity, multiculturalism, and justice for all members of our department. We will continue to embrace an individual's right to be heard regardless of culture, color, social class, status, gender, ethnicity, sexual orientation, physical ability or religious belief. By respecting our differences and working together toward our collective vision, our department, our faculty, and our staff will become stronger and even more accomplished. Diverse voices encourage a broad palette of questions and solutions for the complexity of scientific and health challenges that we are facing. We are so privileged to be part of the medical and scientific professions, to be working in an incredible medical center, and to have

ADD MEMBERS

+ Enter name or email address...

MEMBERS 139 Members

SUGGESTED MEMBERS See More

Brian Bunch Add

Becca Mayernik Add

Jenni O'Neil Frank Add

INVITED See More

read pierce@ Send Reminder

craig.jordan@... Send Reminder

DESCRIPTION Edit

A discussion group for faculty members in the Department of Medicine at the CU Anschutz Medical Campus.



Periodic Facebook Posts
[facebook.com/groups/cudom]



Department of Medicine
SCHOOL OF MEDICINE
UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS



We will succeed through your Accomplishments



- What have we learned over the past year?
- What do we have in common?