

**School of Medicine Executive Committee
Meeting Minutes
Tuesday, April 20, 2010
Academic Office One, 7th Floor Board Room**

Present: Terri Carrothers, J.J. Cohen (for Dr. John Cambier), Steve Daniels, Gerald Dodd, Robert Feinstein, Robert Freedman, Laurie Gaspar, Fred Grover, Tom Henthorn, Randall Holmes, Ben Honigman, Herman Jenkins, Mark Johnston, Richard Johnston, Richard Krugman, Bob Low, Steve Lowenstein, Wendy Macklin, Naresh Mandava, Lilly Marks, Dennis Matthews, Thomas Meyer (VA), Dan Meyers, David Norris, Chip Ridgway, Nanette Santoro, Ron Sokol, Steve Anderson (for Ann Thor), Ken Tyler, Cheryl Welch, Patti Balodis (Staff), Nan Bumgardner (Staff), Terri Carrothers (Staff)

Guests: Don Aldrich, Richard Traystman, David Turnquist, John Allison, Jarrett Smith, Tom Beresford

- I. **Approval of the Minutes** – The minutes for the March 16th, 2010 SOM Executive Committee Meeting were unanimously approved as written.

II. **Discussion Items**

Searches

CRNIC - The Director of CRNIC Search continues with two candidates visiting in the next two weeks - Ed McCabe and Richard Lawn. The Dean would like to see a conclusion soon.

Medicine - The Department of Medicine Chair search is ongoing.

Pharmacology - The Department of Pharmacology Chair search was updated. Peter Kalivas did not accept the position with UC SOM, and he did not go to San Antonio as previously thought. He has remained at MUSC. Bob Freedman and Dean Krugman met with the department last week and discussed the situation. Two avenues were discussed at the meeting, 1) to ask Bob Murphy to stay another year and start new search; or 2) bring the #2 candidate in (Dr. Robert Messing) and open up the position to internal candidates. A decision will be reached soon.

Emergency Medicine - The Department of Emergency Medicine Search Committee will have their first meeting with Dean Krugman so he can charge the committee into action. The meeting takes place on May 19th.

National Jewish/UCH/TCH

Conversations are on-going with National Jewish and University Hospital and two process consultants have been hired.

A committee has been meeting on Monday nights with regards to TCH's Department of Pediatric Sub-Specialty chaired by Dr. Dodd. A report will be provided next month.

The Given

Lawyers have put together a term sheet, if the sale goes through it will be after this season. The tentative price agreed upon is \$17M and deducted from this amount will be the demolition of the building and the removal of several trees. A proposal on how the \$17M will be divided will be discussed before the fall.

Travel/Official Function Efforts

The Dean has received the reports on the efforts to reduce the travel/official function costs and appreciates that each department is looking at which areas to reduce cost. Many departments have identified areas to shrink. The Dean recognizes and appreciates that many of these expenses are for NIH travel.

Budget Update

The budget has not been determined, the regents are meeting on the AMC campus on Thursday to finalize a set amount of money and determine what fees each student will pay - approximately three-quarters of a percent of the tuition hike. This is one of the reasons the tuition was only raised by 6.5%. The Dean presumes he will have more information by May when the next revenue reports will be available.

Lilly Marks asked the Dean if anything has been discussed in regards to raises. The Dean responded that there hasn't been any information on raises as of yet.

Quality Task Force

In the May Executive Committee meeting, there will be a list of graduating students to approve and in June a Quality Task Force meeting is planned from 8:00am to 1:30pm. This will be a special session on quality and safety of healthcare and healthcare business. This task force will help develop as a group practice with the kind of accessibility, quality and safety needed and will be what people expect when they come here.

The Dean invited Dr. Bob Grossman, the Dean of the Medical School at NYU and the task force the Dean put together a few months ago to attend the Quality Task Force meeting. The meeting will have two speakers, Dr. Bob Grossman, who over the course of the last several years helped move the culture of NYU Medical School to a different level where they are focused on quality and safety, and Mark Levine of the Medicare Office of Region 8. Chairs and Division Heads will be invited to this meeting and there will be approximately 60 - 70 people attending. There will not be an Executive Committee Meeting in June, however, there is a possibility of a quick 30 minute UPI board meeting to review business.

Concealed Weapons

The Dean asked if anyone has heard concerns around the decision to allow concealed weapons. There are a number of people who teach on campus who are uncomfortable with those carrying weapons, especially since background checks are criminal and not psychiatric, guns can end up in anyone's hands. The Dean assumes the campus policy stands, and will look at the policy for clarification.

Randall Holmes said he had read in the paper that the legal basis of disallowing the rule was that the state law had exempted certain organizations but not the universities and that legislative action might be taken to exempt the universities. The Dean stated he would look into it and return to this discussion at a later time.

Energy Projects & Sustainability in R1

Dave Turnquist, John Allison and Jarrett Smith presented information on "Green" Energy projects and sustainability in R1. The plans to reduce energy will start June 24 through December 8th and will not be invasive. Replacing light switches with occupancy motion detection sensors, rebalancing airflow and ramping down of the HVAC during the hours of 6pm to 6am, as well as replacing old controls with better controls will reduce the energy consumption of R1 South significantly without disrupting any research. The cost is estimated at \$2.4 million however there is only \$1.7 million in the budget, this will cover expenses for almost an entire building. Each floor from start to finish will take approximately a month to complete due to the wiring and sensor installation.

Robert Feinstein asked what the savings will be by installing these energy efficient items. David Turnquist said the savings will be approximately \$100,000 per year and by starting this project, it will open up areas where more cost-savings projects can be added for additional savings.

Grants

During the last meeting in which Jeff Parker discussed the ARRA and F&A, At the Council of Dean's meeting, Francis Collins stated that NIH was going to allow no cost extensions on ARRA money. This is a change from previous policy. Pam Jones would like everyone to check with their project officer with the institute. Dr. Traystman commented it was unsure how much carry over will be allowed in the final year.

Promotions and Tenure Rules

Dean Krugman raised the issue and perhaps modifying the promotions and tenure rules. When meeting with the Basic Science Chairs, it was discussed that the promotion and tenure rules need to be looked at and perhaps modified. There have been two significant changes in the rules over the 40 years the Dean has been here. In the 1960-70's either you got tenure or didn't. In the 80's there were only two tracks – the clinical track and a research tracks in addition to the tenure track. Many, particularly in the clinical track were not eligible for the tenure. In the mid-90's there was a year long conversation surrounding promotions and tenure which changed the

rules again to where they are today when we disconnected the decision to grant tenure from those to be promoted to Professor and eliminated the tracks so that all faculty members would be eligible for tenure. The requirements were such that most people were not eligible for tenure. There was conversation that there should be a tenure and promotion review every 10-15.

Basic Science point – Dr. Andrew Thorburn stated that Dr. John Cambier raised the issue and to the best of his memory he said that his particular concern was with the restructuring of the medical curriculum. The opportunities for involvement in teaching had diminished particularly for faculty members within his department. There were several faculty members who were outstanding in research and doing as much teaching as possible. It was difficult to achieve excellence in teaching under the current matrix because of inadequate consideration for their role and involvement in teaching the graduate teaching programs. He directed the conversation to Steve Lowenstein.

Dr. Lowenstein stated that there are a number of issues with regards to tenure and promotions. The school is required to have a comprehensive review of these rules. The current matrix and mentoring still deserves national discussion of what should be required. The appropriateness of the tenure and promotions at National Jewish seem to be out of reach for clinician scientists. Dr. Lowenstein suggests that tenure and promotions review be done and be required as the rules of the school. Dean Krugman asked that a committee be put together headed by Steve Lowenstein and Cheryl Welch. The Dean asked the Executive Committee if any one may be interested to become part of this committee and/or to suggest those who are on the front line or part of the staff within their departments who may have an interest.

CCTSI

Ron Sokol gave an update on CCTSI. This is the second full year of funding out of five years. The NCCR's viewpoint is that CTSA program will be ongoing as the commitment will be there. Currently there are only 46 CTSA's and CCTSI's renewal will come up in two years. The biggest challenge has been to make sure that the grants are spent. There is various revenue issues in which the CCTSI has no control over. With future projection and the Chancellor's approval CCTSI will likely hire some PhD's. CTSA have many programs coming on line and have proven successful.

Pilot grants have about \$1.5M; an administrative person was hired to track these grants. The challenge is to track the 65 pilots in the last two years that have already been funded; this will be done on an annual basis. Basic Science studies are all eligible and their departments should know that there are \$25, \$50 and \$100K awards coming in June & July, to be funded in January. There are 7 L2 and K12 program positions that have been very successful and four of the initial groups have achieved this on their own. Some have achieved KL1 and currently there are four positions open and currently accepting new applications starting probably in September. Four of these positions are funded by NIH and belong to Children's Hospital so two of

them must be for child health and child internal health research, the others are open to all faculty.

VA

Dean Krugman asked Dr. Tom Meyers from the VA for any updates and Dr. Meyers knows who occupies the old bank building. Dr. Meyers said a group from Education is in the bank building as well as the 'MOVE' program, which is a clinical program to help overweight people lose weight.

Faculty Senate Report

Bob Low reported that the Faculty Senate meeting in April provided an overview of the organization of the Dean's office. A student survey conducted through Zoomerang two years ago was reviewed and there were a number of questions asked on the climate of the medical school. About 7-9% stated that they have experienced racism or heard and witnessed disparaging comments which they would consider sexual, racist and homophobic and how ethnic minorities, those with strong religious and political ties are targeted. The school has communicated and addressed the diversity in the medical school.

AMC Campus Building Updates

Dr. Richard Traystman gave an update on the closing of RC1 Animal Facility. He asked for the committee to notify those who need to know and those who work with animals, that RC1 Animal Facility is closed. It is in the first of two stages where all animals and PI's are moved to RC2 and they are now fumigating the RC1 Animal Facility. RC1 Animal Facility will be completely clean by May 3rd. Rules need to be enforced on keeping the labs clean and all need to be made aware. Dr. Traystman also warned everyone to stay clear of RC1 Animal Facility as gas bombs will be placed to clean the labs out. There are no structural problems. RC1 Animal Facility was contaminated when it was first occupied. There are standard operational procedures that no one was following which manifested the problem.

Dean Krugman updated the committee on the status of the School of Pharmacy building. The 3rd floor of the Pharmacy building originally was going to be shelled out. It will now be built out so that there would be more research space available, it will not be just research for the School of Pharmacy, there will be some discussions surrounding the School of Pharmacy when they move to RC2 and what other potential programs might be available to go into the pharmacy building. A review of overall space of the campus was discussed in the meeting with the President and Chancellor. The President does not want the SOM to lease any space from the FRA until all space on this campus is utilized.

Both hospitals have planned their second towers and estimates are that 150 to 250 faculty will work in the hospitals and will need office and parking space and potentially, Bldg 406 will be used for these offices for additional faculty. The UPI Building will open this summer and health services research as well as the Colorado Prevention Center will occupy space in the building. COHO is on the list to move to

the UPI Building and this will provide space for all the health services to be together in one building. There will be a fair amount of moving this summer. Lilly Marks confirmed that the UPI building is on time and about \$5M under budget. The completion date for the School of Pharmacy is March 2011 and moves will be made in April, May and June of 2011.

Dean Krugman said there is no more information on the redevelopment of 9th and Colorado. Moving some back to that space would be costly as the water and electricity has been disconnected from the building and would have to be hooked up again.

III. Action Items

Interim Chairman for the Department of Medicine

Dr. Robert Anderson left town on April 13th and did not want to be honored with an event. He was nominated and approved by the Regents for a school award, which he declined. Dr. Anderson's humility supersedes the outstanding job he did as Department of Medicine Chair. Dean Krugman and Dr. Anderson discussed having Dr. E. Chester Ridgway as the interim chair. Dr. Ridgway will perform the duties as the interim Chair for the Department of Medicine as well as his current position of Sr. Associate Dean for Academic Affairs. A motion was presented by Dr. Fred Grover, seconded by Dr. Nanette Santoro and it was unanimously approved by the committee. Dr. Krugman thanked Dr. Ridgway for accepting this position.

Sr. Clinical Appointments

All Senior Clinical appointments were unanimously approved

Faculty Promotions

All faculty promotions that were unanimously approved by the Faculty Promotions Committee were unanimously approved by the Executive Committee.

Tenure was awarded to Dr. Nanette Santoro.

Peggy Kelley, MD – Co-Chair of Faculty Promotions Committee reported on the faculty promotions that were not unanimously approved by the faculty promotions committee. A motion was made by Dr. Dennis Matthews, seconded by Dr. Bob Low with 7 approved, 7 opposed and 5 abstentions. The Dean reminded the committee that it requires 2/3 of the vote to overturn the faculty promotions committee vote, therefore it was passed.

A non-unanimous tenure was awarded with 6 in favor, 1 opposed and 1 abstention.

A motion was made to approve the April 7th promotions and tenures and was unanimously approved.

A tenure award for Dr. Gary Fullerton is tabled for now. A motion was made to approve the two remaining unanimous tenure awards and they were unanimously approved by the committee.

Adjourned at 9:31 am.