Minutes
FACULTY SENATE
UNIVERSITY OF COLORADO SCHOOL OF MEDICINE
Jan 10, 2017
4:30pm – 6:00 p.m.
Location: Anschutz Medical Campus – Academic Office 1 Building, Room 7000

I. Welcome:

Faculty Senate President Rebecca Braverman, MD, called the meeting to order.

II. Approval of Minutes from December 13, 2016 meeting

Faculty Senate President, Dr. Rebecca Braverman, made a motion to approve the minutes. An amendment of the November meeting minutes’ approval date was recommended. Minutes were approved as amended.

III. Dean Reilly’s Comments:

Status of searches and affiliations

Searches:
1- Three search committees were constituted for the open department Chair positions. The committees are well advanced in their work. The three openings are in:
   - Psychiatry Dept., search committee is chaired Dr. Frank deGruy
   - Physical Medicine and Rehabilitation Dept., search committee is chaired by Dr. Evalina Burger
   - Immunology and Microbiology Dept., search committee is chaired by Dr. Andrew Thorburn

2- A fourth search committee was organized to look for a Director for the AMC Health and Wellness Center Director chaired by Peter Buttrick. A number of candidates are coming through for interviews in the next couple of weeks.

3- An active search for the Associate Dean for Students Affairs, Maureen Garrity, who is retiring. Fifteen to seventeen applications were received. Four to five candidates will be invited for formal interviews.

Other SOM related searches:
An active search is well underway for a new Dean of Colorado School of Public Health. Twenty-seven applications were received. The committee will meet tomorrow to narrow down the list of applicants to be invited for interviews.

Affiliations:
Denver Health:
The DH search committee is in its 2nd stage of search for a permanent CEO to replace Art Gonzalez. The Board invited a small number of candidates that will come to town in ~ 6 weeks.

VA update:
Construction of new facility is 84% complete, to be finished by Jan 2018 and VA leadership anticipates opening and relocating the inpatient services by late summer to early autumn.

IV. Master's in Medical Science Proposal- Jeffrey Druck, MD

Jeffrey Druck, MD, is an Associate Professor of Emergency Medicine and Assistant Dean for Student Life. He comes back to FS to present a proposal to establish a Master’s in Medical Science degree. This degree would be available to the School of Medicine medical students who stopped pursuing their degree after successfully completing the first two years of the program. Some students quit due to personal career choice, family issues, illness or problems passing the licensing exams. These students will end up having a staggering debt and no degree. Subsequently, they have problems repaying back their debt in a timely manner and difficulty finding employment because of the gap on their resume. Therefore, by providing this Master’s degree, their accomplishment would be recognized and will assist them in future endeavors when applying for other professional schools, educational programs and jobs.

Other medical schools, including those at Harvard University, University of Michigan, University of Southern California, Tulane University, Temple University, among others, offer a similar master’s degree to students who complete their pre-clinical coursework (Fig. 1). All these Universities have different requirements. Furthermore, CU Graduate School also offers a master’s degree to qualified students who did not complete their PhD.

The proposed Master’s in Medical Science will require:
- Successful completion of phases 1 and 2
- Completion of a capstone project
- Submitting a letter to voluntarily withdraw from Medical School
- Retroactive to a 5 year time frame

Fig. 1
The approval process is lengthy (Fig 2). Currently, it is at the FS level before submission to Dean Reilly. The proposal was positively received by every committee that the proposal was presented to.

Dr. Druck discussed issues that were raised at the previous FS meeting:

1) Issues with name:
There are other pre-med and after 2 years of medical school programs with this name. There is no standard to what these names encompass. For example, there is no real difference between B.S and B.A as far as the set of skills associated with these biology degrees yet they have 2 distinct names. Also, there is no difference in the type of jobs that these 2 degrees qualify for. The same rule that applies to these degrees, apply to the master’s in medical science.

2) Capstone Project
Details on the Capstone Project were left intentionally vague because it depends on what the student is doing and where they are in their project. Other schools do not require a project, specifically Harvard makes their decision arbitrarily. A committee will decide if the Capstone project is adequate.

3) Financial Issues:
Prospectively, there are no issues since the students will receive their degree prior to leaving the University. Retroactively there may be a problem. However, Dr. Druck met with the head of finances that stated that there is a possibility to retroactively offer this opportunity.

Select questions from senators:

1- Is there a need for an accreditation process?  
   No.

2- What if the students drop out at the end of year 1?  
   They will not qualify. The student will need to complete successfully phase 2 and Capstone.

3- What do the students that drop out do after?  
   Mainly they go to Big Pharma and technical startups like E-companies that perform medical charting or billing. Also they apply to other professional schools such as nursing and pharmacy schools.

4- Are the students more successful after obtaining such a degree?  
   No data are available since these programs are relatively new. In addition, the situation of each student is unique and comparisons are hard to make.

5- Would a student think that this degree is their professional goal?  
   No.

6- What is the frequency of students dropping out?  
   2-3 students/year.

7- For those students whose circumstances change, like getting an inheritance, would they be able to go to another medical school later on after getting this degree? Would this degree help them to get back into a medical degree easily?  
   Normally, having this degree does not factor in their acceptance to another medical school.

8- When a student drops out he potentially took the place of another qualified student that may have completed their schooling, any comments or concerns?  
   The SOM wants all the students to graduate as physicians and if they do not complete their education it is mainly due to life events. They have to leave and this situation was unavoidable. Dr. Lowenstein explained that not a single student intended this outcome. These are unpredictable life events.

9- Does it make a difference to the students having this degree?  
   The schools that have this program as well as the students that dropped out indicated that having this degree made a difference in their lives since their time spent at the SOM was recognized. In addition, they consider this as an accomplishment.

President Rebecca Braverman made a motion to vote on the proposal. The proposal passed with the majority approving, and one rejection and two abstentions.

IV- Approval of Proposed New Divisions in Surgery- Andy Meacham, MD
A Proposal to create new Divisions of Vascular Surgery and Surgical Oncology within the Department of Surgery was presented by Dr. Meacham for approval by FS.

The committee members of the department considering this proposal were all in favor of creating the divisions.

**Advantages:**
- Will raise faculty recruitment and retention.
- Will allow opportunities for specialized educational fellowships (master's level research scholarships)
- Will enhance our investigational enterprise

There is a lot of enthusiasm from the faculty about creating these divisions.

**Select questions from senators:**

1- Any potential downside?
   
   No. Currently recruitment for head of vascular surgical is ongoing; the profile is higher for the recruitment of the head position. The three finalists prefer to function as division heads. Administratively, it is better to act as division rather than sections.

Dr. Lowenstein explained that the only risk identified is “balkanization”. General surgeons in GI tumor and Endocrine who will want to stay in this section but are able to provide care to GI oncology patients. Dual appointments are available.

FS approved the proposal with one abstention.

**V- Confirmation of Curriculum Steering Committee representatives**

President Rebecca Braverman.

In order to comply to with LCME requirements, the Faculty Senate is asked to confirm nominees for the Curriculum Steering Committee (CSC), which were selected by the Clinical Block Directors and the Academy of Medical Educators. Vote will be taken to confirm the following nominees:

- **Clinical Block Directors Nominee:**
  1) **Ty Higuchi** Assistant Professor, Dept. of Surgery

- **Academy of Medical Educators Nominees:**
  1) **Lisa Lee**, Associate Professor, Dept. of Cell & Development Biology and
  2) **Tess Jones**, Associate Professor, Dept. of Medicine

At the recommendation of Dr. Braverman, the FS approved unanimously the proposed nominations. No concerns were raised.

**VI- LCME update from Dr. Bob Anderson, Sr. Associate Dean for Education**

Dr. Braverman presented the 2 senators that were elected to be on the Curriculum Steering Committee: Drs. Natalie Serkova and Adria Boucharel. The names of the
other 2 individuals interested in joining the committee were forwarded to Dr. Anderson.

The last time that the LCME visited, SOM had 9 citations, a repeat visit one year later and nearly lost accreditation. These citations are represented in Fig. 3. SOM is currently in compliance with the need to monitor the 2 areas in red (Fig. 3) “Student mistreatment” and “Student Debt”. The SOM is doing better with diversity and is in compliance. Student mistreatment in 2013 is 62% which improved to high 40%. The national average is ~ 40% over this period of time. This data comes from the graduation questionnaire.

**Fig 3**

<table>
<thead>
<tr>
<th>LCME-PREVIOUS CITATIONS</th>
<th>Mistreatment (%) From GQ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student mistreatment</td>
<td></td>
</tr>
<tr>
<td>Student debt</td>
<td></td>
</tr>
<tr>
<td>Diversity-students and faculty</td>
<td></td>
</tr>
<tr>
<td>Curriculum</td>
<td></td>
</tr>
<tr>
<td>Curriculum management</td>
<td></td>
</tr>
<tr>
<td>Learning environment/professionalism</td>
<td></td>
</tr>
<tr>
<td>Adequacy of financial resources</td>
<td></td>
</tr>
<tr>
<td>Timeliness of grades</td>
<td></td>
</tr>
<tr>
<td>Affiliation agreements</td>
<td></td>
</tr>
</tbody>
</table>

1) **Student Mistreatment:**
Independent student analysis reported from 2016 graduates that 27% personally experienced mistreatment. The end of third year clerkship data found student mistreatment reported by 24.8% and 17.9% of third year students in 2014-15 and 2015-16 respectively. This demonstrates an improvement in the area.

**Efforts to reduce student mistreatment:**
- Establishment of an Office of Professionalism
- Many discussions with department heads
- Education with student body leaders

2) **Student Debt:**
Median debt is $230,000 (national average $180,000) based on the 2016 Graduation Questionnaire. This represents a significant “jump” from median debt reported for three previous years which was $197,000-$200,000. However, students with no debt increased from 11% to 24%.

**Explanation:**
- Atypically, more graduates >30 years old (33% vs 20% nationally)
- Have 1 or more dependents (16% vs 9% nationally),
- Lower parental income (35th percentile nationally)
- Relatively high cost of housing in the Denver market
- Many out of state students

The combination of these factors may be the reasons that contribute to student debt.

**Efforts to reduce student’s debt:**
- Offering scholarships: $5.2 million scholarships without service awarded in 2014-15 (75th percentile nationally)
- Have removed ceiling on scholarship awards and will increase scholarship amounts by $1-$2 million annually starting in 2017
- Eliminated all student fees for which we have power to do so (annual savings of about $450,000 for the student body)
- Improved financial counseling and debt management services
- Potential student housing in negotiations

3) **Diversity:**

<table>
<thead>
<tr>
<th>Medical/Students</th>
<th>Faculty</th>
<th>Senior Administrative Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black/African American</td>
<td>Black/African American</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>Hispanic/Latino</td>
<td></td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>American Indian/Alaska Native</td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>Asian</td>
<td></td>
</tr>
<tr>
<td>Vietnamese</td>
<td>Female</td>
<td></td>
</tr>
<tr>
<td>Citizen raised in rural area</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-generation college student</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low socioeconomic status</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

We are doing well with diversity among students and residents but for faculty it is still work in progress.
2016 CU SOM faculty:
2,819 self-identified race or ethnicity, 14.6% in one of the CU SOM’s under-represented categories:
- Hispanic/Latino, n=124
- African American/Black, n=30
- Asian/Pacific Islander, n=253
- American Indian/Alaskan native, n=5

4) Other vulnerabilities
- Colorado Springs Branch:
  Two focus groups; shelf exam scores
- Five years of low student satisfaction with biostatistics/epidemiology:
  Good USMLE performance, course modifications
- Low marks on personal counseling:
  Advisory Colleges, new assistant deans were hired
- Low marks on student insurance, health insurance and mental health services:
  Several initiatives have been adopted like including students in our self-insured trust and mid-course feedback.
- Low marks for quality of mid-course feedback and direct observation

Mock site visit with 2 outside experienced individuals: Jan 22-24, 2017, Site visit: March 5-8, 2017.

Select questions from senators:

1. Asians or Pacific Islanders will no longer be considered as a minority?
   Among students, Asians are not a minority. Asian faculty are a minority therefore the AAMC advised to place Asians as a minority. The Pacific Islanders remain a minority.

2. Students are complaining about mistreatment, please elaborate?
   Students mainly complain about mild mistreatment in the 3d year medical and mostly due to public embarrassment or humiliation. The students match well, they have many clinical opportunities so its reporting is getting better.

3- What are we doing about housing?
   Chancellor Don Elliman and Dean Reilly had some communications with the private sector about student housing, we are pursuing it but it will take more than 6-9 months of efforts.
   Dean Reilly: The issue is where will the subsidy comes from. One source is tuition. It is a difficult issue with no great solution.
   If we have the money we will build an additional research building. A Real Estate developer wants to build more housing around Cedar Pub for families
of patients. More apartments around the rail station, Colfax and Peoria will develop.

4- Mistreatment went down, what interventions did we conduct? UCLA has an article in Academic Medicine about the efforts they have done over 30 years to diminish mistreatment but were not able to improve this area. It is a hard area to improve. Multiple interventions including defining which departments/hospitals/ faculty or individuals were involved in mistreatment. We shared the data with the chairs and showed it publically. Multiple individuals communicated with many faculty that non-threatening education works better than public humiliation which is not necessary. The office of professionalism was established as a primary reporting structure. It is the combination of efforts over several years that improved mistreatment.

Dr. Lowenstein stated: The Faculty Senate took a leadership role in this issue and approved the professionalism mission statement which refers to mistreatment and respectful learning environment. The Prism Promise, which faculty sign every year, acknowledges their understanding of the mistreatment issue and acceptance of certain obligations and responsibilities. There is leadership by the faculty as well and we thank them for it.

Meeting adjourned 5:30 pm by President Rebecca Braverman.

Respectfully submitted,

Tamara Terzian, PhD
Secretary, Faculty Senate.