Faculty Senate Meeting Minutes
October 12, 2010

1) Welcome: Meeting called to order at 4:35PM.

2) Minutes of September 14, 2010 meeting were approved.

3) Dean’s Comments - Presented by Dr Lowenstein. Dean Richard Krugman and Senior Associate Dean E. Chester Ridgeway were unable to attend the meeting.

   A) Status of Searches:

      i) Dean is in final negotiations for newly selected chair of department of Medicine, Dr David Schwartz.

      ii) Emergency Medicine Search has been narrowed to 8-9 candidates; airport interviews are being conducted.

      iii) UPI Executive Director Search has 13 candidates. The hope is that the person selected will also fill position of Senior Associate Dean for Finance and Administration.

   B) Affiliation Agreements: Affiliation agreements between SOM and Denver Health and National Jewish Hospital are continuing to be debated and both are expected to be completed soon.

   C) State of the School Address: Reminder that the State of the School address is Wednesday 10/20/2010 from 4:30-5:30 pm in the Hensel Phelps West Auditorium.
4) Discussion and Action Items

A) GME Annual Report: Presented by Dr. Carl Rumack. See details in Attachment 2 of Agenda for today’s meeting. Highlights:

i) There was an increase in number of graduate programs for residents and fellows. Greater than 1/3 (34%) of residents go on to further training; > 50% remain in Colorado.

ii) Site Visits - Surgery placed on probation due to duty hours violations. Upcoming site visits: Internal Medicine October 2010 and Surgery 2011. Target is to have no work hour violations.

iii) Gap analysis revealed the following concerns:
   - Residents performing clerical tasks.
   - Multiple simultaneous rounds – nurses unavailable for any/all rounds.
   - Inefficient sign out process.
   - Resident resources not shared (turf issues).
   - Misalignment of resources for surge and work demands.
   - Duplication of work: pre-rounding is one example.

iv) Solution approaches:
   - Change work hours to 14 on, 10 off. Duty hour violations most evident with interns. There are 5 programs with severe problems; 80 programs have no problems. Discussion regarding ways to measure hours – different metrics considered, swiping ID cards, using parking garage records. This will need to be decided in future. Important to consider that hours of work include external moonlighting for > PGY 1.
   - Improve efficiencies and reduce waste, i.e. pre-rounding.
   - Improve service and educational value of tasks.
   - Example of rapid improvement experiment (from LEAN process) – RN rounds with teams, improved efficiency.
   - “Fast track” evening rounds for AM discharge, patients then able to be discharged much earlier next day.
   - Improve shift to shift hand offs.
   - Clarify and assign non-MD tasks.

B) Discussion and Action Item: Faculty Professionalism Committee discussion to make a change to add residents as reporters of violations, and Committee needs new members. Presented by Dr. Kaye and Dr. Lowenstein.

i) Dr Lowenstein: Update Faculty Professionalism Task Force. Background – Development of Faculty Professionalism online reporting system was discussed and approved by Faculty Senate in January 2010. Review given at today’s meeting for the benefit of new faculty senators prior to vote for approval of proposed change to
the existing system. From Student questionnaires, surveys and course evaluations, it is known that lapses occur in professional behavior by faculty. Students report being publicly humiliated and hearing disparaging comments regarding religion, faith, insurance status of patients. The objective was to design a feedback and reporting system with goal of enabling faculty member to hear feedback, to ensure faculty accountability and also to ensure an optimal learning environment. The reporting system is designed to be confidential and can be done anonymously.

In order to encourage professionalism, a professionalism statement has been added to letters of offer for prospective faculty.

ii) Dr Kaye – reported accomplishments since implementation of the reporting system and changes since January 2010. A joint task force consisting of Faculty Senate, Curriculum Steering Committee, Faculty Affairs, Student Affairs, Student honors council and representatives from GME has been meeting since February 2009. A more comprehensive system is desirable because with current system, general offenses are reported but not details. The new more comprehensive online system allows for more detailed reporting.

iii) The task force reports that several departments have systems in place to monitor unprofessional behavior. It is a core expectation of the SOM and students are more aware of the mechanism to report lapses. The intention is for there to be a corresponding mechanism to report exemplary behavior and not just lapses and to also develop a reporting system for residents.

Action is taken by the Professionalism Committee in the event of:

- **Minor lapses:** once there are 3 reports from 3 different students.
- **Serious lapses:** single report is needed, cannot be anonymous.

A recommendation will be made for remediation and the expectation is that the faculty member will be willing to follow the remediation plan. Most interactions are expected to be between the faculty member and the Professionalism Committee. If the faculty member is not willing to cooperate, the Department Chair will be involved.

iv) Unprofessional behavior reporting is now only set up for medical students. Reporting is by online form with a component of simple check offs for basic information and narrative section for more details of the event. A third party receives the report and then passes it on to the Committee. The database home is currently in Faculty Affairs, even though there are some reservations about this being the repository. Alternate options are being explored with the goal of finding a permanent place that is trusted by all parties involved.
v) As the online form was being developed, the Committee was approached by the residents to be added as possible reporters to this system.

ACTION ITEM – vote to add residents as reporters to this system.

vi) Discussion about this action item – medical students have become familiar with expectations regarding professional behavior but residents may not be. There was also a discussion regarding investigation of accuracy of complaints.

VOTE ON ACTION ITEM: 29 for, 0 against, and 0 abstentions.

vii) Faculty Professionalism Committee is a group that will review reports from medical students and residents of exemplary and problematic episodes of professionalism by faculty. Members are needed for this committee. Members to the committee will be appointed by Dean Krugman in consultation with the Faculty Officers. Committee members will serve three-year terms and will receive training before they begin their responsibilities. Those interested in serving on this committee should send name and a short note indicating why they would like to serve to Dr. Bob Low, Past President of the Faculty Senate, who will lead the vetting process.

C) Faculty Senate Representation: Presented by President L. Chesney Thompson

Dr. Thompson made a plea to all senators to take information from these meetings back to their respective departments.

i) Faculty Assembly representation – needs additional representation from SOM. There are 5 faculty members already attending regularly and an additional 5-6 are needed since SOM has 11 seats in the assembly. The meetings are every 4th Tuesday of the month at noon. Examples of work done by this body:

** Daycare Project
** AED’s in all buildings
** Tuition reimbursements for faculty members

ii) Promotion and Tenure Criteria Task Force. List of 14-15 candidates is being developed. President requests that senators approach their department chairs to send recommendations to Dr. Steve Lowenstein or Cheryl Welch.

iii) Medical Alumni Association. Association is looking for members to promote communication between medical students and alumni and to serve and guide medical students.

Meeting adjourned at 6:00PM

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Faculty Senate Secretary