

University of Kentucky, College of Medicine Faculty Council

June 19, 2018

Minutes**Present**

Ken Campbell
Davy Jones
Wally Whiteheart
Lee Blonder
Paul Kearney
Stefan Kiessling
Amy Meadows
Kristy Deep
Martha Peterson

Not Present

Julia Martin
Paul Sloan
Gaby Gabriel

Invited Guests: Dr. Michael Dobbs, Dr. Jim Geddes, Dr. Renay Scales, Dr. Michael Rowland, Kim Harris

The meeting was called to order at 5:00pm.

Dr. Whiteheart opened the meeting with the following announcements: The General Faculty Meeting had a much better turnout compared to the January Meeting. 59 people used the Zoom option to watch at their desk. However, some of the discussion in the room was inaudible for the Zoom viewers, next time it will be important to ask people to use the microphones when asking or responding to a question.

Chair search update- Dr. Roberto Cardarelli, DO, was offered and accepted the position of Chair of Family and Community Medicine beginning July 1. The Dean is also in final negotiations with Dr. Xiaoqi Liu, PhD, from Purdue University for the position of Chair of Toxicology and Cancer Biology with a potential fall start date. He is an accomplished and well-funded researcher whose work focuses on an enzyme known as Polo-like kinase 1 (Plk1), which plays a central role in controlling cell division and is known to exist at abnormally high levels in many types of human cancers.

Dr. David Watt has been nominated by Faculty Council and has agreed to serve on the search committee for the Senior Associate Dean for Faculty Affairs and Development.

Kim Harris, Senior Director of Philanthropy: Kim provided a discussion about current philanthropy activities within the college. She has been with COM for one year and is in the process of hiring an additional staff to work on fundraising. The current value of University Endowment is \$1.5 billion, with the goal of getting this above \$2 billion. A large area of focus is on scholarships, and on the regional campuses where there are opportunities for named spaces in Bowling Green and Northern Kentucky. There is also potential to support a new medical education facility. The goal of philanthropy is to assist people in making an investment in a quality product that supports the mission of the College. Each gift involves an individual process and partnership with each donor. The grateful patient card was initiated in the fall of 2017 with the UK COM and UK HealthCare philanthropy offices along with outside consultants. The card is intended to be a communicative tool between Kim and a patient who has indicated they would like to make a donation. The card is one way for physicians to be able to connect Kim with a patient who has indicated they would be interested in making a gift. Physicians are never instructed to give these out. Another option suggested was having a flier or brochure available for patients to pick up if they are interested in the mission of the COM. Kim believes that this will be an option in the near future.

Renay Scales, PhD, Associate Dean for Diversity and Inclusion: Dr. Scales provided an update on the Training recommendation presented at May's FC meeting. Feedback has been received since this training recommendation was presented and some changes have been made as a result. Some concerns were made that these sessions did not provide new information and that the resources training could be reduced to a handout. It is clear from meeting with members of the targeted groups that more information was needed, in particular - operationalizing unconscious bias and understanding how to identify what behaviors are

actionable. The AAMC group from the Diversity and Inclusion has agreed to come and customize a training for the COM. Participant feedback will be requested. It was suggested that AAMC be asked for previous participant feedback from other institutions, Dr. Scales said she would ask. Her slides regarding this information can be viewed on the Faculty Council Website. The Living DIREct training will be reduced from 4 hours to 1.5 hours, but this revision is not yet completed.

Dr. Whiteheart announced that newly elected Faculty Council Members have been invited to begin attending meetings in July as non-voting members. Their terms begin on September 1.

- Donna Wilcock, PhD – Physiology
- April Hatcher, PhD - Neuroscience
- Julia Stevens, MD – Ophthalmology and Visual Sciences
- Lon Hays, MD - Psychiatry

He also thanked the council members rotating off (Dr. Martha Peterson, Dr. Ken Campbell, Dr. Stefan Kiessling and Dr. Amy Meadows).

Faculty Council was advised that the Curriculum Committee has approved the following new course proposals-

- FM 836 Rural Community Medicine and Leadership in Morehead
- OPH 801 M1-M2 Elective in Ophthalmology
- FM 901 Family Medicine Primary Acting Internship in Morehead
- MD 844 The Narrative basis for Patient Care and Resilient Practice
- MED 902 Clinical Elective in Gastroenterology in Morehead
- NEU 851 In Depth Exposure in Child Neurology

The Curriculum Committee has proposed changes to the following courses:

- IBS 609 Research in Integrated Biomedical Sciences submitted by Dr. Brett Spear to change IBS 609 from a (1) credit hour course to a (3) credit hour course. This change in credit hours will mean students are enrolled in 12 hours each semester. The time spent in the lab will not increase. Increasing the credits more accurately reflects the time and work that students already complete in lab.
- MI 616 Biology and Therapy of Cancer, submitted by Dr. David Orren, to transfer ownership of MI 616 currently in the department of Microbiology, Immunology and Molecular Genetics to the department of Toxicology and Cancer Biology.

FC voted unanimously to endorse these changes.

Discussion was held regarding Faculty Council input on the composition of leadership committees – It is at the Dean’s discretion to request input from FC, but FC is willing to serve in this advisory capacity at any time.

Discussion was held regarding regional campuses and representation on Faculty Council. Only full time faculty are eligible to serve at this time and these campuses have a very low number of full time faculty. It was determined that time will be needed to allow these campuses to grow and develop before making this determination.

Dr. Jim Geddes presented on the FY 2019 (academic year 2018-2019) DOE Guidelines – These guidelines were developed by a committee consisting of both clinical and basic science faculty. Following presentation at the General Faculty Meeting and to Department Chairs and Center Directors, feedback was solicited by Faculty Council and received from 38 total individual faculty members (24 basic science and 14 clinical faculty as well as 1 document received as a summary from a clinical department). These comments have informed changes made to the FY19 Guidelines (posted on the Faculty Council website). The FY 2019 (academic year 2018-2018) DOE Guidelines supersede the 2013 Basic Science Departments / 2015 Clinical Departments DOE guidelines. The FY 2019 DOE guidelines are not intended to be a static document, and

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will undergo further revision in the coming year(s), again with the impact of advice from the college faculty and the Faculty Council.

Summary of concerns-

- Lack of recognition for teaching effort of medical students in clinical setting – This issue was discussed at length and is identified as a critical area in need of specific attention. While instruction effort in the clinical setting is reflected in the DOE, this does not change ePAT expectations. The Productivity Advisory Group and Practice Plan Committee are currently working on draft FY20 guidelines and this issue is a main focus.
- 2500 hour denominator - 52 hours per week is used as an estimate (based on data in the slides that can be viewed on the FC website) that can be adjusted. Guidelines allow flexibility. Clinical faculty generally expect a 60 hour work week. Concerns were voiced regarding the need to consider self-care and wellness as well as preventing physician burnout.
- Effort for instruction - 15% effort for a 3 credit course is a minimum and can scale up from there, when needed. As an example, additional effort could be required for the development of lectures for a new course.
- Assumes minimal preparation for seminar discussions – These guidelines have been revised to indicate that this example was for circumstances where minimal preparation is required, for seminars/small group discussions, or other activities which require pre-event preparation or post-event effort, such effort should be reflected in the DOE.
- Not enough time allotted for clinical notes - Notes are done between patients or as time allows during no-shows or cancellations. Admittedly, these are done at times on weekends or evenings and this is an area that needs further work.
- Effort for Master's Thesis Committee – Now included.

Faculty Council recognizes that there are valid concerns regarding these guidelines and their implementation for FY19. However, Faculty Council also realizes that these guidelines are an evolving document that will require ongoing revision and feedback from faculty. Faculty Council recommended continued discussion regarding the DOE Evaluation process going into FY20 and requested that the Dean's office work diligently to ensure that department chairs are held accountable regarding the use of these guidelines to ensure consistency across departments.

Meeting was adjourned at 6:54pm.

Presentation materials referenced above can be found at the Faculty Council Website:

<http://med.uky.edu/faculty-council>

see blue.