General Faculty Meeting
September 25, 2018

Agenda

- Welcome/Announcements - Wally Whiteheart, PhD and Kristy Deep, MD
- LCME Update - Charles “Chipper” Griffith, MD
- Regional Campus Expansion – Todd Cheever, MD and Steve Haist, MD
- Physician Compensation Update – Roxie Allison and Michael Dobbs, MD
- Gavel presentation to Dr. Whiteheart – Kristy Deep, MD
LCME Update

Dr. Griffith

LCME Accreditation Site Visit

Monday, September 24th
Bowling Green Campus

Monday, October 15th – Tuesday, October 16th
Lexington Campus

Wednesday, October 17th
Northern Kentucky Campus Visit (am)
Morehead Campus Visit (am)
Lexington Campus (pm)

Thursday, October 18th
Exit Report to the Dean
LCME Accreditation Site Visit Team

**Team Chair**
Janet C. Lindemann, MD, MBA, Family Medicine
Dean Emeritus, University of South Dakota

**Team Secretary**
Robert F. Sabalis, PhD
Clinical Psychology, University of South Carolina

**Team Members**
Martha Cole McGrew, MD, Family Medicine
Executive Vice Dean, University of New Mexico

Imran Izzat Ali, MD, Neurology
Vice Dean and Inaugural Chair of Medical Education, University of Toledo

Gene Hu
LCME Student Member, University of Texas Southwestern

**Faculty Fellow**
Christin M. Traba, MD, MPH, Pediatrics
Assistant Dean for Clerkship Education, Rutgers New Jersey Medical School

Major Areas of Focus

- Regional Campuses
- Diversity and Inclusion
- Student Debt/Scholarships
- Facilities
## UK COM-Bowling Green Teaching Faculty

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Title Series</th>
<th>Teaching Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jackie Pope-Tarrence, PhD</td>
<td>Behavioral Science</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>ICM Preceptor</td>
</tr>
<tr>
<td>Aaron Wichman, PhD</td>
<td>Behavioral Science</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>ICM Preceptor</td>
</tr>
<tr>
<td>Diana Cavanaugh Propst, MD</td>
<td>Internal Medicine</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>Case-based Learning; Admissions Committee Representative</td>
</tr>
<tr>
<td>Jennifer Shuemaker, MD</td>
<td>Internal Medicine</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>Case-based Learning</td>
</tr>
<tr>
<td>Doug Thomson, MD</td>
<td>Internal Medicine</td>
<td></td>
<td>Associate Professor, Adjunct Title Series</td>
<td>ICM Preceptor; Case-based Learning</td>
</tr>
<tr>
<td>Sonya Dick, DPT</td>
<td>Neuroscience</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>Anatomist, Curriculum Committee Representative</td>
</tr>
<tr>
<td>James Beattie, MD</td>
<td>Pathology and Laboratory Medicine</td>
<td></td>
<td>Associate Professor, Voluntary Title Series</td>
<td>Pathology Digital Labs</td>
</tr>
<tr>
<td>Marcia Fantoni Torres, MD, PhD</td>
<td>Pediatrics</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>ICM Preceptor; Faculty Point Person for Foundations, Hem/Lymph, Neurosciences, MSK</td>
</tr>
<tr>
<td>Todd Cheever, MD</td>
<td>Psychiatry</td>
<td></td>
<td>Associate Professor, Special Title Series</td>
<td>ICM Preceptor; Faculty Point Person for ICM, BBM</td>
</tr>
<tr>
<td>Scott Littleton, MD</td>
<td>Psychiatry</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>ICM Preceptor</td>
</tr>
<tr>
<td>Jack Rubin, MD</td>
<td>Radiology</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>Ultrasound and Radiology Curriculum</td>
</tr>
<tr>
<td>Don Brown, DO</td>
<td>Surgery</td>
<td></td>
<td>Assistant Professor, Adjunct Title Series</td>
<td>Physical Exam</td>
</tr>
</tbody>
</table>
Diversity and Inclusion

• A pillar of the UK COM strategic plan
• Diversity categories:
  • Students: URM; Rural Kentuckian; Women
  • Faculty and Senior Administrative Staff: URM; Women
• Strong student diversity pipeline programs
  • 50% women for the last two entering classes
  • >10% URM in the last two entering classes (vs. 5% historically)
  • Largest number of Rural Kentuckians in the last two entering classes
• Improvements in faculty diversity
  • Up to 25th percentile for Women and URMs
  • Faculty hired in 2017-18, 10.5% are URMs, versus 5.5% for UK COM historically
• Coordinated, comprehensive diversity recruitment and retention plan
  (search committee strategies, partnerships with HBCs, unconscious bias training, etc.)

Student Debt/Scholarships

• Median student debt $240K vs. $195K nationally
• Strategies to limit debt
  • Guaranteed tuition
  • University-approved limited tuition increases (<3%/year)
  • Well-regarded financial aid advising system
• Scholarships
  • University capital campaign
  • Large scholarships from Med Center Health (BG) and St. Elizabeth’s (NKY)
Education Space Updates

Dean’s Office moved to Pav H 2015
  • Critical for student impression of accessibility of student affairs, deans, IT, curriculum staff, admissions, etc.

HG 611 (M1 classroom)
  • 2013 classroom renovation with tiered seating & wireless communication
  • 2017 audiovisual components updated

Library Renovation
  • 2018 new layout seating increase from 100 to 156 (renovating 7,000 gross square feet)
  • Anatomage Room - virtual anatomy table seating for 8
  • Conference space

Clinical Education Space
  • Space added at Good Sam and KCH

Medical Science
  • MS 233 Study Space Renovation 2,722 NSF, mixed seating, ~90 study spaces
  • Added four small group teaching study rooms seating 12 each
  • 2019 MN 342 and 442 renovation including upgrading the projectors

COM LC
  • 2018 new cameras and microphones to enable regional campus communication

UK Simulation Center
  • 2018 1,897 NSF dedicated to COM; 6,394 total NSF

CTW 014 (M2 classroom)
  • 2018 audiovisual upgrades - desk microphones and larger TV monitors

UK COM Student Lounge
  • Renovated student common space
  • Purchased Ping Pong Table (based on student feedback)

Helpful Reminders:

• UK COM is one medical school (including students and faculty at regional sites, not “us vs. them”).

• There are systems in place for every facet of the curriculum delivery and student services.

• The LCME is reviewing the medical school based on its current status, i.e. use terms such as “it exists” vs. “this was just created last year”.

Preliminary working document. Confidential and proprietary.
Societal Problems

The UK COM Medical Student Curriculum Committee has identified and approved the following five common societal problems that are taught and assessed in the curriculum:

- Alcohol Abuse
- Child Abuse
- Obesity
- Opiate Abuse
- Tobacco Abuse
LCME Site Visit Preparation Timeline

2017
- April 2017: Designate ISA Task Force.
- August 2017: ISA Task Force meets to begin compiling survey questions.
- June 15, 2018: Submit LCME survey package to mock site team.

2018
- September 25, 2018: General Faculty Update
- August 2017: ISA Task Force meets to begin compiling survey questions.
- September 2017: Distribute completed DCI sections to the self-study task force and appropriate subcommittees.
- February 2019: LCME issues accreditation decision.
- March 2019: LCME sends accreditation letter to school officials.

2019
- November 2017: Distribute ISA to student body.
- July 2018: Review survey team roster.
- August 2018: Submit 1st set of updates to survey team.
- September 2018: Submit 2nd set of updates to survey team.
- October 14-18, 2018: LCME site visit.
- Send all updates compiled during site visit to survey team and LCME Secretariat.

Regional Campus Expansion
General Faculty Update
September 25, 2018
The Why

• A **physician workforce shortage** currently exists throughout the Commonwealth of Kentucky

• It has been established through the training paradigms of several universities throughout the country, including in Kentucky, that **physicians are more likely to remain in, or return to, the areas in which they trained to establish their practice**

• College of Medicine has a deep applicant pool, but the **college does not have the space and programmatic resources** to significantly increase its class size on the Lexington Campus

• At a medical school with one or more regional campuses, the faculty at the departmental and medical school levels at each campus are **functionally integrated by appropriate administrative mechanisms** (e.g., regular meetings and/or communication, periodic visits, participation in shared governance, and data sharing)
The Focus

• Providing comparable educational experiences, student support services, and equivalent methods of assessment to ensure all medical students achieve the same medical education program objectives

• Establishing and growing a qualified candidate pool

• Retaining students to practice in Kentucky, especially in non-urban areas and in specialties that address the Commonwealth’s health disparities and workforce needs

• Identifying clerkship rotation sites across the full complement of disciplines

• Providing clinical faculty who deliver and facilitate small-group learning experiences

• Solving the challenges in healthcare through transdisciplinary integration and inclusive excellence of high impact research, education, and expert clinical care
- 24,000 sq. ft. of **leased** space
- September 19, 2018 - full occupancy and functionality

**The Space**

**SIM Observation**

**Student Lounge**

**Administrative Lobby**

**Student Lounge Wall Art**

**Computer Classroom**
The Students

30 Students

14 Females / 16 Males

4 are first-generation college students

80% earned a degree from a Kentucky college or university

<table>
<thead>
<tr>
<th>Kentucky Institution</th>
<th>No. Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bellarmine University</td>
<td>1</td>
</tr>
<tr>
<td>Berea College</td>
<td>2</td>
</tr>
<tr>
<td>Campbellsville University</td>
<td>1</td>
</tr>
<tr>
<td>Centre College</td>
<td>1</td>
</tr>
<tr>
<td>Eastern Kentucky University</td>
<td>1</td>
</tr>
<tr>
<td>Kentucky Wesleyan College</td>
<td>7</td>
</tr>
<tr>
<td>University of Kentucky</td>
<td>3</td>
</tr>
<tr>
<td>University of the Cumberlands</td>
<td>1</td>
</tr>
</tbody>
</table>

The Faculty

Diana Cavanah-Propst, MD
Appointments: Internal Medicine

Don Brown, DO
Appointments: Surgery

Sonya Dick, DPT
Appointments: Neuroscience

J. Paul Rubin, MD
Appointments: Diagnostic Radiology

Todd Cheever, MD
Appointments: Psychiatry

Marcia Fantoni-Torres, MD
Appointments: Pediatrics

Jennifer Shuemaker, MD
Appointments: Internal Medicine

Aaron Wichman, PhD
Appointments: Behavioral Sciences

Jackie Pope-Tarrence, PhD
Appointments: Behavioral Sciences

J. Scott Littleton, MD
Appointments: Psychiatry

Douglas Thomson, MD
Appointments: Internal Medicine

J. Paul Ruben, MD
Appointments: Diagnostic Radiology

Jennifer Shuemaker, MD
Appointments: Internal Medicine

Diagis Thompson, MD
Appointments: Internal Medicine

Aaron Wichman, PhD
Appointments: Behavioral Sciences
The Staff

Steve Briggs
Standardized Patient/Simulation Coordinator

Heather Childress
Curriculum Support Coordinator

Penny Daniels
Administrative Assistant

Sarah Inman
Registrar

Kent Lewis
Student Affairs Officer

Charles McCoy
Academic Support Technologist

Dennis Maglo
Field Service Analyst

Schyler Pentecost
Admissions Coordinator

Alice Williams
Budget Officer

The Recognition

• Bowling Green Chamber of Commerce: 2017 Impact Award Winner
  – Through leadership, partnerships, and financial support, recognized for our outstanding contribution and impact on the future of health care in South Central Kentucky
The Numbers

116 Work Group Members
14 Regional Campus Advisory Committee Members
11 Local Employees UK College of Medicine
11 Adjunct Faculty
30 STUDENTS Received Acceptance Offers

Early Assurance Program Partnering Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Maximum Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campbellsville University (Campbellsville)</td>
<td>2</td>
</tr>
<tr>
<td>Kentucky Wesleyan College (Owensboro)</td>
<td>2</td>
</tr>
<tr>
<td>Lindsey Wilson College (Columbia)</td>
<td>2</td>
</tr>
<tr>
<td>Murray State University (Murray)</td>
<td>4</td>
</tr>
<tr>
<td>Western Kentucky University (Bowling Green)</td>
<td>10</td>
</tr>
</tbody>
</table>

Steve Haist, MD
Associate Dean
The Space

- The A.D. Albright Health Center
- 23,000 sq. ft. leased space
- Anticipated occupancy May 2019
## Faculty Affairs

<table>
<thead>
<tr>
<th>Category</th>
<th>No. of Faculty Needed</th>
<th>Time Commitment (in hours)</th>
<th>Status</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anatomist (MD 814)</td>
<td>1-2</td>
<td>140/Sufficient for Prosection</td>
<td>Appointment Progressing</td>
<td>Candidate identified</td>
</tr>
<tr>
<td>Radiologists (MD 814 &amp; 818)</td>
<td>2</td>
<td>60/4*</td>
<td>Appointment Process Initiated</td>
<td>3 Candidates identified</td>
</tr>
<tr>
<td>Physical Exam Physicians (MD 814, 817 &amp; 818)</td>
<td>3</td>
<td>60/4*/8*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Behavioral Scientists (MD 811) (1 Behavioral Scientist per small group; co-taught with Physician)</td>
<td>3-4</td>
<td>200</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Physicians (MD 811) (1 Physician per small group; co-taught with Behavioral Scientist)</td>
<td>4</td>
<td>110</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Physicians for Case-based Discussion</td>
<td>4</td>
<td>35*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Physician for Digital Labs</td>
<td>1</td>
<td>2.8*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>* Additional expectation of prep time and availability for student questions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Category</th>
<th>No. of Faculty Needed</th>
<th>Time Commitment (in hours)</th>
<th>Status</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geneticist (MD 810)</td>
<td>1</td>
<td>6*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Psychiatrist/Psychologist (MD 813)</td>
<td>1</td>
<td>25*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Neurologist (MD 817)</td>
<td>1</td>
<td>20*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>Physician for Team-based Learning</td>
<td>1</td>
<td>6*</td>
<td>Not Initiated</td>
<td>TBD</td>
</tr>
<tr>
<td>* Additional expectation of prep time and availability for student questions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
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Early Assurance Program

<table>
<thead>
<tr>
<th>Partnering Institution</th>
<th>Maximum Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asbury College (Wilmore)</td>
<td>2</td>
</tr>
<tr>
<td>Bellarmine University (Louisville)</td>
<td>2</td>
</tr>
<tr>
<td>Berea College (Berea)</td>
<td>2</td>
</tr>
<tr>
<td>Centre College (Danville)</td>
<td>3</td>
</tr>
<tr>
<td>Eastern Kentucky University (Richmond)</td>
<td>2</td>
</tr>
<tr>
<td>Georgetown College (Georgetown)</td>
<td>2</td>
</tr>
<tr>
<td>Northern Kentucky University (Highland Heights)</td>
<td>5</td>
</tr>
<tr>
<td>Thomas More College (Crestview Hills)</td>
<td>2</td>
</tr>
<tr>
<td>Transylvania University (Lexington)</td>
<td>3</td>
</tr>
<tr>
<td>University of the Cumberlands (Williamsburg)</td>
<td>2</td>
</tr>
</tbody>
</table>

The Scorecard

Overview of Key Milestones as of August 31, 2018

<table>
<thead>
<tr>
<th>Work Group</th>
<th>Number of Key Milestones</th>
<th>Percent Complete</th>
<th>Status Indicator</th>
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<tbody>
<tr>
<td>Facilities</td>
<td>21</td>
<td>61%</td>
<td>●</td>
</tr>
<tr>
<td>Faculty Affairs</td>
<td>11</td>
<td>22%</td>
<td>●</td>
</tr>
<tr>
<td>Curriculum</td>
<td>10</td>
<td>39%</td>
<td>●</td>
</tr>
<tr>
<td>Admissions</td>
<td>12</td>
<td>84%</td>
<td>●</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>13</td>
<td>19%</td>
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<tr>
<td>Compliance</td>
<td>6</td>
<td>47%</td>
<td>●</td>
</tr>
<tr>
<td>External Relations</td>
<td>9</td>
<td>44%</td>
<td>●</td>
</tr>
<tr>
<td>Finance</td>
<td>9</td>
<td>84%</td>
<td>●</td>
</tr>
<tr>
<td>Human Resources</td>
<td>10</td>
<td>89%</td>
<td>●</td>
</tr>
<tr>
<td>Information Technology</td>
<td>18</td>
<td>35%</td>
<td>●</td>
</tr>
<tr>
<td>Internal Audit</td>
<td>4</td>
<td>8%</td>
<td>●</td>
</tr>
<tr>
<td>Legal</td>
<td>14</td>
<td>57%</td>
<td>●</td>
</tr>
<tr>
<td>Philanthropy</td>
<td>6</td>
<td>29%</td>
<td>●</td>
</tr>
<tr>
<td>Risk Management</td>
<td>9</td>
<td>8%</td>
<td>●</td>
</tr>
</tbody>
</table>

Total Campus Expansion Initiative Progress to Date:
(On Target)
The Numbers

- 35 Applicants chose Northern Kentucky Campus
- 25 Interviewed or are scheduled for interviews
- 156 Chose as 2nd Choice Northern Kentucky Campus
- 35 Class Size
- 196 Work Group Members
- 14 Regional Campus Advisory Committee Members
- 4 Local UK College of Medicine Employees, growing to 16

Renovation Begins
September 2018

Tentative Occupancy
Late Spring 2019

White Coat Ceremony
August 2, 2019

Classes Begin
August 5, 2019

Kentucky is my land.

It is a place beneath the wind and sun.
In the very heart of America.
If these United States can be said to have Kentucky can be said to have
Physician Compensation Update
Roxie Allison
Dr. Dobbs

College of Medicine Compensation Committee

Executive Sponsorship
Role: provide oversight and approval authority for all matters related to faculty/provider compensation and productivity.
Members: Dean, EVP HA, Provost, and VP-Chief Human Resources Officer
Frequency: Bi-annually (quarterly year 1)

College of Medicine Compensation Planning Committee
Role: set overall direction for compensation programs. Review and recommend for approval plans. Develop chair/director stipends and incentives.
Members: Dean, Vice Dean for Research, Vice Dean for Education, Senior Associate Dean for Faculty Affairs, Associate Dean for Clinical Initiatives, Associate Dean for Medical Affairs, Associate Dean for Diversity and Inclusion, Associate CFO
Frequency: Monthly

Practice Plan Committee
Role: to establish compensation and productivity expectations for physician faculty members and other faculty clinical providers
Members: The college opts to utilize the elected members of the KMSF Board as the PPC, Associate Dean for Clinical Initiatives and Associate CFO
Frequency: Weekly, Tuesdays at 7:00 a.m.
Finance: Brad Kidd
Project Support: Shannon Grimsley

Academic Compensation Committee
Role: to establish compensation and productivity expectations for faculty members
Members: Vice Dean for Research, Associate CFO, Doug Andrews, Qing Xu, Michael Kilgore, Barbara Nikolajczyk, Xianglin Shi, and Donna Wilczek
Frequency: Meets bi-weekly
Finance: Jessica Slone
Project Support: Jennifer Steinman

Advanced Practice Provider Committee
Role: to establish compensation and productivity expectations for advanced practice providers
Members: Director of Advanced Practice, Associate Dean of Medical Affairs, Associate CFO, HR Business Partner
Frequency: Weekly, Tuesdays at 3:00 p.m.
Finance: Mark Natarus
Project Support: Julie Swafford

Productivity Advisory Group
Role: Broad representation to give input and provide feedback.
Members: Practice Plan committee plus additional department and faculty council representatives
Frequency: Meets the 4th Tuesday of each month at 7:00 a.m.

Academic Advisory Group
Role: advisory group for the academic compensation committee and other topics
Members: TBN (faculty, not chairs)
Frequency: Every other month

APP Advisory Group
Role: advisory group with broad representation to give input and provide feedback
Members: TBN
Frequency: Quarterly
**WHY do we need a new physician/provider compensation model?**

- **Fair & Transparent**
  - Clear and easily explained
  - Clearly defined expectations for production, quality, etc.
  - Defining metrics in advance and timely reporting, metrics should be meaningful, measurable, and manageable

- **Alignment with Organizational Strategy**
  - Creation of plans to support transition towards value-based care
  - Valuing factors in addition to clinical productivity (e.g., teaching, research, and administrative duties)

- **Financial Sustainability**
  - Financially affordable viable for the organization
  - Adaptable to market changes (e.g., weighting of productivity vs. non-productivity metrics)

- **Recruit and Retain Physicians**
  - Alignment with specialty-specific market compensation data
  - Provides competitive compensation to faculty

- **Citizenship**
  - Promotes teamwork and collaboration while also valuing individually unique contributions to the organization

**Overall plan framework**

Build-up model consisting of relevant components to determine annual base compensation

- Academic base
- Roles (Administrative, Medical Director, Education)
- Research
- Patient care based on prior/predicted productivity
  - VA
  - Other

- Indicates incentive opportunity for this component
### Current Roster - Productivity Advisory Group

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty council to nominate 2 individuals</td>
<td>Zaki Hassan, Miriam Wehr</td>
<td>AnesthesiologyPediatrics</td>
</tr>
<tr>
<td>Practice Plan Committee Members</td>
<td>Pat McLaughlin (J 7/18)</td>
<td>Surgery-General</td>
</tr>
<tr>
<td></td>
<td>Joshua Roth (R 7/16)</td>
<td>AnesthesiologyPediatrics</td>
</tr>
<tr>
<td></td>
<td>Jay Grider (MK 7/16)</td>
<td>PediatricsInternal Medicine-GeneralPediatrics</td>
</tr>
<tr>
<td></td>
<td>Mark Curleys (M 7/10)</td>
<td>AnesthesiologyPediatrics</td>
</tr>
<tr>
<td></td>
<td>Steven Caudill (J 7/16)</td>
<td>AnesthesiologyPediatrics</td>
</tr>
<tr>
<td></td>
<td>Donna Grigsby (PC 7/20)</td>
<td>AnesthesiologyPediatrics</td>
</tr>
</tbody>
</table>

### Department representation

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Practice Plan Committee Members</td>
<td>Paul Sloan</td>
<td>AnesthesiologyEmergency MedicineFamily Medicine</td>
</tr>
<tr>
<td></td>
<td>Charles Gertler</td>
<td>Family Medicine</td>
</tr>
<tr>
<td></td>
<td>Wanda Gershon</td>
<td>Internal MedicinePrimary CareInternal Medicine-Specialty Care</td>
</tr>
<tr>
<td></td>
<td>Alexa Turner</td>
<td>Internal MedicineHospitalist Medicine</td>
</tr>
<tr>
<td></td>
<td>Peter Sawaya</td>
<td>Neurology</td>
</tr>
<tr>
<td></td>
<td>Rand Charles/ Rand Ives</td>
<td>Orthopaedic Surgery Orthopedics</td>
</tr>
<tr>
<td></td>
<td>Greg Ashin</td>
<td>OtolaryngologyPathologyPediatrics</td>
</tr>
<tr>
<td></td>
<td>Greg Wilhite</td>
<td>PediatricsPMR</td>
</tr>
<tr>
<td></td>
<td>Mark Hoffman</td>
<td>PsychiatryRadiation Medicine</td>
</tr>
<tr>
<td></td>
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<tr>
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<td>Teresa Gradowton</td>
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<td>Scott Stevens</td>
<td>Internal MedicinePrimary CareInternal Medicine-Specialty Care</td>
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<td>Tom</td>
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<td>Steven Caudill/ Deb Erikson</td>
<td>AnesthesiologyEmergency MedicineFamily Medicine</td>
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### Legal

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<tr>
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### Administrator representation

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<tr>
<td>Administrator representation</td>
<td>Kevin Casselli</td>
<td>Orthopaedic Surgery</td>
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<td>Shawn Coffey</td>
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### Co-chairs

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<tr>
<td>Co-chairs</td>
<td>Mike Dobbs</td>
<td>Assc Dean for Clinical InitiativesFinance</td>
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<td>Kevin Allison</td>
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### Additional members

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<td>Additional members</td>
<td>Rick McClure</td>
<td>Assc Dean for Medical AffairsFinance</td>
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<td>Brad Kidd</td>
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### Opportunities for feedback

- Contact Practice Plan Committee or Productivity Advisory Group members
- Attend updates at department faculty meetings
- Email to [COM-PAG@uky.edu](mailto:COM-PAG@uky.edu)
Gavel Presentation
Kristy Deep, MD

Thank you for your service, Dr. Whiteheart!