College of Medicine
Faculty Meeting

June 15, 2016
Agenda:

Update from the Faculty Council subcommittee Chairs on Faculty Engagement:
- Dr. Paula Bailey - Shared Governance Subcommittee
- Dr. Deborah Erickson - Clinical Title Series Faculty Subcommittee
- Dr. Melinda Wilson - Enhanced Communication Subcommittee

Medical Education expansion: Dr. Charles Griffith

Welcome address from Dean DiPaola
Announcements:

Congratulations
Dr. Davy Jones
Toxicology and Cancer Biology
2015-2016 Faculty Senator of the Year.

Dr. Lee Blonder
Sanders-Brown Center on Ageing
And
Department of Behavior Sciences
Faulty trustee (2016-2019)

Thanks to Dr. John Wilson, Department of Behavior Sciences, who's term as Faculty Trustee expires in 2016
Agenda:

Update from the Faculty Council subcommittee Chairs on Faculty Engagement:

Dr. Michael Rowland, Associate Dean for Faculty Affairs

• Dr. Paula Bailey - Shared Governance Subcommittee
• Dr. Deborah Erickson - Clinical Title Series Faculty Subcommittee
• Dr. Melinda Wilson - Enhanced Communication Subcommittee
Clinical Title Series Subcommittee Update

Deborah Erickson, MD
Professor of Urology, UK COM
CTS Subcommittee Chair
Impetus

- Joint initiative
  - Faculty Council
  - Office of Faculty Affairs
  - Council of Faculty & Academic Societies

- CTS was identified as an important focus

- > 20 people volunteered for the subcommittee
Sources of Information

- Interviews
  - Chairs of clinical departments
  - Faculty members at all ranks

- Survey from Office of Faculty Affairs

- Historical documents and current regulations
Major Concerns Identified

- Promotion
- Financial compensation
- Recognition for clinical work
- Recognition for education and scholarship
White paper in progress:

Thanks for your patience!
Agenda:

Medical Education expansion: Dr. Charles Griffith
Regional Campus Expansion Committee Structure

Charles “Chipper” H. Griffith, III, M.D.
Vice Dean for Education
COM General Faculty Meeting
June 15, 2016
Regional Campus Expansion Executive Oversight Committee

**Charge:** In response to the increasing physician shortage in the Commonwealth, the Regional Campus Expansion Executive Oversight Committee will oversee the strategic plan and resource allocation for the University of Kentucky’s regional expansion partnership with Morehead State University, Western Kentucky University, St. Claire Regional Medical Center, The Medical Center at Bowling Green and King’s Daughters Medical Center.

The committee will accomplish its work through the Regional Campus Implementation Committee and its eight subcommittees: Information Technology, Facilities, Admissions, M1/M2 Curriculum, M3/M4 Curriculum, Faculty Affairs, Student Affairs, and Graduate Medical Education/3-Year Medical School Track.
Regional Campus Expansion Implementation Committee

- Dr. Chipper Griffith, Vice Dean for Education (Committee Chair)
- Dr. Paula Arnett, Site Director for Morehead Regional Site, UK College of Medicine
- Dr. Don Brown, Director of Medical Education & Vascular Surgeon, The Medical Center at Bowling Green
- Dr. Todd Cheever, Associate Dean for Student Affairs, UK College of Medicine
- Dr. Fred de Beer, Vice President for Clinical Academic Affairs, UKHC (Ex officio)
- Dr. Becky Dutch, Associate Dean for Biomedical Education, UK College of Medicine
- Dr. Carol Elam, Associate Dean for Admissions and Institutional Advancement, UK College of Medicine
- Dr. Deborah Erickson, Faculty Council and Curriculum Committee member, UK College of Medicine
- Dr. Chris Feddock, Associate Dean for Curriculum, UK College of Medicine
- Dr. Greg Jicha, Chair-Elect, UK College of Medicine Faculty Council
- Dr. Michael Kilgore, Chair, UK College of Medicine Faculty Council
- Dr. Tony Weaver, Assistant Dean for Morehead Regional Site, UK College of Medicine

Regional Site Liaisons TBN:
- King’s Daughters representative
- St. Claire representative
- WKU representative
- Regional Campus Project Manager
Charge: The Regional Campus Expansion Implementation Committee will support the mission of the Regional Campus Executive Oversight Committee through ongoing review and assessment of the recommendations of the subcommittees established to address the eight primary areas of focus to ensure delivery of comparable experiences at the regional sites.
Regional Campus Expansion Subcommittees

- Information Technology
- Facilities
- M1/M2 Curriculum
- M3/M4 Curriculum
- Faculty Affairs
- Admissions
- Student Affairs
- Graduate Medical Education/3-Year Medical School Track
Regional Campus Expansion Subcommittees

- **Information Technology (IT):** Focus on infrastructure compatibility and instructional technology across 3 universities and medical centers.

- **Facilities:** Focus on sufficient space and physical resources at all 3 sites to ensure comparable delivery of the educational mission of the UK COM.

- **Admissions:** Focus on recruitment to regional campuses to ensure comparability of students (site demographics, pipeline i.e. Honors College, etc.).

- **M1/M2 Curriculum:** Focus on delivery of comparable education and experiences at regional sites given the COM’s innovative medical school curriculum (ultrasound, standardized patient, flipped classroom, etc.).

- **M3/M4 Curriculum:** Focus on appointment and development of faculty at regional sites to ensure a comparable learning experience for students.

- **Faculty Affairs:** Focus on reporting structure and appointment of faculty at regional sites (benefits, payment, rank, WKU/MSU, voluntary vs. adjunct).

- **Student Affairs:** Focus on ensuring comparable student services at each site (research, events, financial aid, etc.).

- **Graduate Medical Education/3-Year Medical School Track:** Focus on availability of residency program (reserve GME positions, necessity of visiting rotations, etc.).
Information Technology (IT):
Focus on infrastructure compatibility and instructional technology across 3 universities and medical centers.

- Stephen Welch, chair; Mark Brookman (MCBG), co-chair
- Joe Clary
- Dr. Fred de Beer
- Dr. Chris Feddock
- Helen Garces
- Dr. Brian Higgins
- Dr. Andrew Hoellein
- Brandy Lawson
- Scott Pappas
- Rick Phillips
- Rex Stidham
- Dr. Tony Weaver
- Charles Woolum

To be named:
Morehead Co-chair
MSCR representative
MSU representative
WKU representative
Facilities:
Focus on sufficient space and physical resources at all 3 sites to ensure comparable delivery of the educational mission of the UK COM.

- Jean Cherry (MCBG—co-chair)
- Dr. Paula Arnett
- Dr. Neale Chumbler (WKU)
- Dr. Frederick de Beer
- Ann Emmerson
- Dr. Chris Feddock
- Brandy Lawson
- Charles Woolum

To be named:
UK Co–chair
Morehead co–chair
MSU representative
SCRMC representative
Additional nominations are needed.
Membership should be more locally driven.
Admissions:
Focus on recruitment to regional campuses to ensure comparability of students (site demographics, pipeline i.e. Honors College, etc.).

- Dr. Carol Elam, chair; Dr. Andrew Hoellein, co-chair
- Dr. Fred de Beer
- Brandy Lawson
- Dr. Rachel Saunders
- Kim Scott
- Connie Smith (MCBG)
- Dr. Dexter Speck
- Dr. Terry Stratton
- Dr. Nathan Vanderford
- Dr. Tony Weaver

Regional Site Liaisons:
- MSU representative
- SCRMC representative
- WKU representative
- Student representative(s)
- Community member from Bowling Green
- Community member from Morehead
M1/M2 Curriculum:
Focus on delivery of comparable education and experiences at regional sites given the COM’s innovative medical school curriculum (ultrasound, standardized patient, flipped classroom, etc.).

- Dr. Chris Feddock, chair, Dr. Michael Piascik, co–chair
- Dr. Paula Arnett
- Dr. Andy Ayoob
- Dr. Wayne Cass
- Dr. Ken Crawford (WKU)
- Dr. Deborah Erickson
- Dr. Michelle Lineberry
- Dr. Brian Higgins
- Brandy Lawson
- Dr. Scott Morehead
- Dr. Paul Murphy
- Dr. Shane O’Keefe (MCG)
- Dr. Raven Piercey
- Charles Woolum

To be named:
MSU representative
M3/M4 Curriculum:
Focus on appointment and development of faculty at regional sites to ensure a comparable learning experience for students.

• Dr. John Ragsdale, chair, Dr. Joe Iocono, co-chair
• Dr. Paula Arnett
• Dr. Don Brown (MCBG)
• Dr. Curtis Cary
• Dr. Ken Crawford (WKU)
• Dr. Chris Feddock
• Helen Garces
• Dr. Sam Hardcastle (MCBG)
• Dr. Andrew Hoellein
• Brandy Lawson
• Dr. Tom McLarney
• Carlos Marin
• Amy Murphy–Spencer
• Dr. Terry Stratton

To be named:
King’s Daughters representative
Course director from RPLP
Faculty Affairs:
Focus on reporting structure and appointment of faculty at regional sites (benefits, payment, rank, WKU/MSU, voluntary vs. adjunct).

- Dr. Michael Rowland, chair; Dr. Michael Kilgore, co-chair
- Charlotte Baker
- Dr. Ken Crawford (WKU)
- Dr. Rebecca Dutch
- Dr. Larry Goldstein
- Brandy Lawson
- Carlos Marin
- Dr. Kim Northrip
- Dr. Shane O’Keefe (MCBG)
- Dr. Kevin Pearce
- Dr. Martha Peterson
- Dr. John Ragsdale
- Dr. Anthony Weaver

To be named:
MSU representative
SCRMC representative
Student Affairs:
Focus on ensuring comparable student services at each site (research, events, financial aid, etc.).

- Dr. Todd Cheever, chair; Dr. Berry Seelbach, co-chair
- Dr. Brian Adkins
- Dr. Paula Arnett
- Jake Barrick (MCBG)
- Ashlee–Nicole Crump Hamilton
- Dr. Erika Erlandson
- Brandy Lawson
- Brendan McCarthy
- Carlos Marin
- Dr. Rachel Saunders
- Wade Stone

To be named:
MSU representative
SCRMC representative
WKU representative
Student representatives
Graduate Medical Education/3-Year Medical School Track:
Focus on availability of residency program (reserve GME positions, necessity of visiting rotations, etc.).

- Dr. Katie McKinney, chair; Dr. Kristy Deep, co-chair
- LeAnn Barber
- Dr. Sandra Beck
- Dr. Don Brown (MCBG)
- Dr. Todd Cheever
- Dr. Amy Conley-Sallaz (SCRMC)
- Dr. Fred de Beer
- Dr. Chris Doty
- Dr. Carol Hustedde
- Dr. Mohammed Kazimuddin (MCBG)
- Brandy Lawson
- Dr. Kevin Pearce
- Dr. Jamie Pittenger
- Dr. John Ragsdale
- Dr. Tony Weaver
Objectives

- Define shared governance
- Discuss current state as viewed by the faculty
- Offer suggestions for beginning change
Shared Governance

- Equity, accountability, partnership, ownership
- Empowering and enabling sustainable and accountable decision making with input from both faculty and administration

- At the UKCOM, legally the ultimate decision making responsibility lies with the Board of Trustees
Subcommittee on Shared Governance

- Paula Bailey (pdbail0@uky.edu)
- Gregory Bix (gregorybix@uky.edu)
- Leigh Ann Callahan (lacall2@email.uky.edu)
- Michael Fried (Michael.fried@uky.edu)
- Michael Harned (michaelharned@uky.edu)
- Ashley Montgomery–Yates (Ashley.Montgomery@uky.edu)
- Chris Norris (cnorr2@uky.edu)
- David Rudy (dwrudy0@uky.edu)
- William Stoops (wwstoo0@email.uky.edu)
- Thomas Wallace (thomas.wallace@uky.edu)
- Eleftherios Xenos (eleftherios.xenos@uky.edu)
Current state

- Discussion of the subcommittee
- Several issues were felt to be most troublesome to us
- Same issues were present in both clinical and basic science
- Faculty survey
Faculty Survey

- Anonymous survey via a link emailed to all faculty through Office of Faculty Affairs
- Non-identifying demographics
- Statements rated on a Likert scale of strongly agree to strongly disagree.
- Yes/no
- Free text suggestions/comments
Faculty Survey

- 196 responses after one request
- Clinical faculty – 73%
- Basic scientists – 27%
- Greater than 5 years – 75%
- Less than 5 years – 25%
Faculty Voice

- Faculty has a voice in decision making at UKCOM
  - Disagree 73%
  - Agree 16.4%
  - Neutral 10.6%
Barriers

- Administration understands the barriers you face in your work environment.

  - Disagree – 74%
  - Agree – 14.3%
  - Neutral – 11.7%
I have a reliable way to communicate problems to administration without fear of retribution.

- Disagree – 58%
- Agree – 26.6%
- Neutral – 15.4%
Administration is transparent in their decision making.

- Disagree – 71.4%
  - Agree – 17.4%
  - Neutral – 11.2%
The perception of the faculty is that there are opportunities to improve communication with administration in both directions.
Suggestions

- Several options to start improving communication were presented in the survey.
- Faculty were also asked to provide suggestions in free text form.
Robust faculty meetings in which administration engaged in real conversation regarding the challenges faced by our enterprise, allowing for faculty input.

- 54.2% of respondents preferred this option
Communication through the faculty council in which you as a faculty member could bring issues to the council and be assured of a response.

- 36.5% of respondents preferred this option
Suggestions

- Communication through department and/or division in which your chair and/or chief facilitates discussion with administration
  - 35.9% of respondents preferred this option
Suggestions

- Town hall meetings in which administration explains decisions to be made and has mechanisms for faculty input after the meeting (possibly via email).
  - 29.7% of respondents preferred this option
Suggestions

- Notification of issues to be discussed at committee meetings in which decisions are to be made with abbreviated minutes made available after the meeting.
  - 26% of respondents preferred this option
Faculty comments

- Two suggestions to create an online option, either for web based meetings or teleconferencing live meetings so faculty can participate from their work environment.
- Multiple comments regarding need for administration to be willing to engage in conversation for any of these options to work.
Shared Governance

- Partnership between administration and faculty
- Inclusion of input from all impacted stakeholders
- Aiming for consensus but understanding this is not always possible nor always the best way
- Having shared accountability
- Being flexible within boundaries
Welcome:

Dean DiPaola
MVP Update

- Thirty-one (31) total Letters of Intent submitted
  - Submissions from PIs from 5 colleges and Norton Healthcare
    - College of Medicine
    - College of Health Sciences
    - College of Nursing
    - College of Pharmacy
    - College of Engineering
# MVP Update

## LOI Submission Summary by College

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<thead>
<tr>
<th>College</th>
<th># of Submissions</th>
<th># of PIs</th>
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<tr>
<td>College of Medicine</td>
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<td>College of Health Sciences</td>
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<td>College of Nursing</td>
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<td>College of Pharmacy</td>
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<tr>
<td>College of Engineering</td>
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<td>Norton Healthcare</td>
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<td><strong>TOTAL</strong></td>
<td><strong>63</strong></td>
<td><strong>61</strong></td>
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# MVP Update

## LOI Submission Summary by CoM Department

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<th>Department</th>
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<td>Physiology</td>
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<td>Neurosurgery</td>
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<td>Molecular and Cellular Biochemistry</td>
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<tr>
<td>Pharmacology and Nutritional Sciences</td>
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<td>Physical Medicine &amp; Rehabilitation</td>
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<td>Toxicology and Cancer Biology</td>
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<td>Radiation Medicine</td>
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<td>Family &amp; Community Medicine</td>
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<td>Microbiology, Immunology, &amp; Molecular Genetics</td>
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<tr>
<td>Behavioral Science</td>
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<tr>
<td>Anatomy &amp; Neurobiology</td>
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<tr>
<td>Orthopaedic Surgery &amp; Sports Medicine</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>48</strong></td>
<td><strong>47</strong></td>
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</table>
Number of Primary Investigators by Department (N=31 MVP team applications)
Department/Center Value and Synergy: A Niche?
Department/Center Value and Synergy

Programmatic Initiatives
(Centers/Service Lines)

Departments

Translational IMPACT
Department/Center Value and Synergy

Metrics of Departmental Value to Programmatic Initiatives

- Faculty Recruit/Appoint
- Grant Funding
- Publications/Scholarship
- Education
- Support (cores/salary)
- Mentorship
- Clinical Research at Point of Care

Translational IMPACT
Discussion/Brainstorming: Future Strategy

- Enhance Overall Basic, Population Science and Clinical Research
- MVP to fuel Transdisciplinary Value, Department/Program Synergy, and Multi-Investigator grants
- COC meetings
- Basic Science Chair Meetings
- Clinical Chair Meetings
- Individual Chair and Director meetings
- Department Faculty Meetings
- College Expansion

- Value Metrics for ASLs/Centers
- Value Metrics for Departments
  - Grant submissions/funding
  - Publications
  - Education
  - Clinical Research
- Strategic Input and Planning
  - Survey
  - Dept/Ctr
- Increased Philanthropy/Communications
- Inclusivity and Diversity
- Chair/Chief/Faculty Recruitment
- Other?