

FACULTY COUNCIL MEETING MINUTES: 6/1/09

MEMBERS ATTENDING: Jack Lazerson (Vice-Chair), Amy Ellwood, Christine Cremo, Marsha Kirgan, Peggy Dupey, David Fiore, Gerald Ackerman, Dennis Uken, Gale Craviso

MEMBERS ABSENT (#)-indicates consecutive meetings missed: Trudy Larson (Chair), Brian Perrino(18), Greg Pari(14), Kenneth McIntyre(13), Sam Parks(9), Nidhi Mehta, Dave Antonuccio, Terry Henner, Alison Netski, and Michael Nasiak

EX-OFFICIO ATTENDING: Jean Regan, Jennifer Kimmel, Feride McAlpine

The meeting was called to order at 4:05 p.m. by Vice-Chair, Jack Lazerson

UNSOM Financial Update: Jean Regan brought good news...the Practice Plan, after ten months, April 2009, is only at a \$123,716 loss. For the month of April they had a surplus of \$81,000. If we continue in this manner, we could end the year break-even or even in the black.

At the Assembly, Dean Thienhaus said we would be moving to one practice plan instead of the current three we've been using. The Dean is putting together a task force for this, however, there is no direction at this time; it will be up to the task force, as mandated by the Regents and President Glick.

Dr. Fiore asked if we stay in the black, what happens to the pay cuts that were initiated earlier in the year. Ms. Regan answered that those cuts were for the period October 1, 2008, through June 30, 2009 and will not be changed; as of July 1, 2009, it's totally up to the Chairs as to what's in the new contracts.

On the state-side of the house, Ms. Regan has given an overview at every meeting. The budget was done based on a 20% reduction; however, we ended up reducing by 17% which put us in a hole. When Legislature came back, system wide, at 12.5%, it was not an equal distribution as some schools took more while others took less. The statewide programs (which includes UNSOM) there was a 14.46% decrease from FY '09. School wide this represents a lot of money; UNR received some stimulus funds to offset reductions to the school and this brought us down to 13.85% in FY '10 and 13.75% in FY '11. This helped us dig out of the hole.

There were some departments that could not meet the 20% reduction and other areas where we thought we were getting external funding and we didn't. It was decided that with the reduction, the LV Internal Medicine Department will need a good deal of support to increase the number of faculty required for the residency program accreditation. We may be asked to take a mid-year decrease so funds are being set aside for that or essential recruitment.

We are down \$5 million from our budget permanently. Next steps will involve the Board of Regents. Ms. Regan thanks everyone who participated; it was hard and everyone really "stepped up". Dr. Lazerson thanked Ms. Regan for her diligence.

Dr. Cremo asked what categories were cut. Ms. Regan explained that the SOM gets a lump sum and we distribute on an as-needed basis; the state doesn't tell us where cuts will be made and, as such, no "category" is affected. Most Chairs have already submitted their budgets to Ms. Regan and it was up to the chairs where they would make their reductions. With Clinical departments we were very careful in distributing state dollars throughout every department, except surgery. Basic Science departments were handled a little differently since they are not the same as the clinical departments; however, it was done really evenly and every department has participated.

Dr. Lazerson noted that operational budgets for clinical departments will possibly have major cuts and professional income may have to be dipped into. Ms. Regan noted that within the clinical arena, the Dean maintains operating funds which can be used to offset some of the loss to the state dollars; however, those operating funds pay the Dean's tax to which MSAN is

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behind two years; they have started paying this month. The Las Vegas Practice Plan was behind 12 months and they are now paid through March, '09; NFPRP has been paying right along; however are still a little behind. The Dean's operating pays for full departments in some areas. MSAN is doing better than expected; bottom line is they're at 93% favorable variance as compared to the same time last year.

Each of the clinical Practice Plans contributes to that; NFPRP has struggled some, but MSAS and MSAN have done fabulous. MSAS has done a terrific job in their cash flow and the Reno Practice Plan has done well; cash flow in Las Vegas is struggling, but everyone's paying their bills.

Upcoming Contracts were addressed by Ms. McAlpine. Since we're using web-based budgets this year, each department needs to enter their budget info into the budget program. This information is then uploaded into the HRS program (database) which generates Payroll Action Forms (PAFs) and sends to departments for review; once signed off by the Chair, contracts are issued. Ms. Regan said the state portion of faculty salaries is done and clinical side is due out the week of June 8th; the system is set up to do this automatically (completion date to be latter part of this week). Ms. McAlpine reported that this year we are getting approximately 95 new residents and fellows and about 82 are departing or graduating.

Dr. Craviso asked about the Conflict of Interest policy that was sent to Ms. McAlpine and whether she has approved it yet and if it will be implemented with the new contracts. As Ms. McAlpine is on leave through Friday of this week, she said she would take it with her to review and send back to Dr. Piasecki.

Dr. Fiore raised the question concerning exit interviews. He said he spoke with someone who had left the University and they were not aware of an exit interview. Ms. McAlpine explained that when someone leaves, they complete a form in which they are asked if they're interested in a face-to-face interview. Ms. McAlpine conducts all exit interviews, Reno and LV.

LCME Update was given by Jennifer Kimmel. They are really close to having documents completed, the database is completed, and Version 5 of the Summary Report is in. Version 5 is becoming more and more refined and is now in the hands of a consultant from the University of AZ who is reviewing and giving us an 'outside' viewpoint. We will be on time in submitting documents to the review team and may even be early.

At the Executive Faculty meeting she asked the chairs to invite her to their departmental meetings where she can meet with face-to-face with faculty so they can ask more detailed questions; she hopes to meet with every department by September. In July we should receive the visit schedule so we will know who they want to meet with and we can then set up some mock interviews in September. Anything that comes in after we submit the documents in July, we will need to update, then they're here Oct 18-22 for the visit. A contingency of the group will be going to Las Vegas.

There were issues in our 2001 visit that were cited and some areas (approximately six) they felt we were not in compliance with standards and others where they considered us to be in transition (they look at it as something that is changing and they don't know whether it's good or not; they will look at these for follow-up).

Having addressed the areas of concern, and since we've been looking at budget problems so long, Dr. Kimmel wanted to highlight the strengths:

- A good institutional relationship between the medical school and the university
- There's a lot of support for the Dean from the president of UNR.
- The Center for Molecular Medicine is opening in 2010
- Educational objectives are widely distributed and courses are aligned with those

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- Medical students are successfully prepared to pursue any career they want and we do a good job in preparing compassionate, competent physicians
- There is early introduction to critical thinking and materials thinking skills are emphasized.
- The Office of Faculty Affairs & Development is one of the most exciting things to happen to the school since the last visit and that office really offers a lot. Dr. Kimmel doesn't think people are taking advantage of it as they should, but there is a lot going on there.
- The simulation center under construction in Las Vegas is the first real teaching space we've had there and is a start towards better facilities for students, residents and faculty.

Gerald Ackerman asked about any potential Issues (citations): The trajectory that Dr. McDonald set for the school in 2005 which was for a lot of growth, graduate medical programs, space, buildings, etc. This has been modified a bit because of funding; but she doesn't feel we will get cited for it, but they may mention it as a concern.

Faculty teaching time is a major concern. It is being strained with demands for clinical faculty to be producing more and not filling some positions in some departments is a concern. We are also addressing how we are trying to fix these concerns. For support in teaching time, Tom Hunt headed a task force that worked here re teaching times and made recommendations. Succession planning for Basic Science diversity is also a big issue. We do not have faculty for all student body. We're also low on Hispanic faculty and Hispanic students which has a lot to do with full-ride scholarships for underrepresented students. Also, there is a lack of dedicated space, particularly in Las Vegas and concerns about clinical training sites there. There is also a question re the Division of Health Sciences being something better for us, or just another layer. Major areas will be in the clinical arena and clinical activities being part of the evaluation process, i.e., producing income vs. teaching time. Dr. Kimmel feels everyone has been very honest and shown they really want to look at how we can improve and be better.

UNSOM By-laws: Have *finally* been approved at all levels and are posted on the Faculty Affairs & Development website, under "Resources for" – "Faculty Affairs".

Committee Elections:

University Promotion & Tenure Committee: Election ballot will be sent out to faculty on Wednesday, June 3rd with a voting deadline of June 19th.

UNSOM Promotion & Tenure Committee: We have received eligible nominations for two clinicians (one in Reno and one in Las Vegas). We still need one basic scientist and one at-large-faculty. Nominees must be at the Associate Professor level or higher, with .50 FTE for a minimum of five years. Dr. Lazerson will be sending a follow-up email to Dean Thienhaus asking for his suggestions.

Emerging Faculty Issues:

Conflict of Interest – Disclosure Statement: Dr. Craviso asked Council if they had any corrections or additions for the *Disclosure Statement* and if so to send these to Dr. Piasecki in an email. Dr. Craviso also advised that it is not yet known who will manage, monitor and/or enforce this.

Because the statement doesn't directly address the disclosure, recommendations included: Dr. Fiore's suggestion to clearly state "I will disclose all Conflicts of Interest in any educational efforts and/or educational materials I present to students and residents"; that way the burden is on the employee. Dr. Kimmel recommended that disclosure be made at the beginning of any and all presentations. Disclosure of financial interests should also help. Please send all suggestions via email to Dr. Piasecki with cc to Dr. Craviso.

Faculty Development: CV Workshop on June 12th in Reno (Amy Ellwood facilitating).

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Old Business: None

New Business: Dr. Fiore asked about the new compensation plan that was being developed earlier in the year, and wasn't there a new way faculty's salaries would be calculated. It was noted this was being designed by the amount of teaching vs. clinical, and is based on your chair's decision as to what you get from the Practice Plan, median salaries, mission-based support, etc. The major impact was on Basic Science.

Dr. Lazerson is chairing a task force with a metric for determining teaching component. Some schools have gone to another system being promoted nationally – a relative value system which came out publicly a couple years ago. UNR is looking to see if this would be appropriate for the school; this should be finalized and presented to Dean within the next three months. Dr. Tom Kozel is looking at it from a basic science point of view.

With respect to the research and clinical service component, Council would hope they will be able to look it over. A compensation plan with formulas is already involved. It was requested to add to next month's agenda for Council to ask Dean Thienhaus and Ms. Regan about the progress of this compensation plan. There has been some interaction between this committee and a working group that Dr. Buxton is involved with; Dr. Lazerson offered to call Dr. Buxton for an update.

Minutes of the May 4th meeting were unanimously approved as submitted.

The meeting was adjourned at 5:05pm

Minutes prepared and submitted by Carol Mitchell