

Faculty Council
Meeting Specifics

Purpose	Cadence	Executive Sponsor
Regularly Scheduled	Third Tuesday of the Month	Acting Dean Griffith
Date	Time	Location
Tuesday, October 19, 2021	5:00-6:00 p.m.	Zoom

Committee Chair(s) and Members

Basic Science Members	Clinical Science Members
<input checked="" type="checkbox"/> Campbell, Kenneth	<input type="checkbox"/> Ballard, Hubert
<input checked="" type="checkbox"/> Clark, Claire	<input checked="" type="checkbox"/> Beck, Sandra
<input checked="" type="checkbox"/> Mellon, Isabel	<input checked="" type="checkbox"/> Bylund, Jason
<input checked="" type="checkbox"/> Nikolajczyk, Barbara	<input checked="" type="checkbox"/> Kapoor, Siddharth
<input checked="" type="checkbox"/> Spear, Brett (Chair)	<input checked="" type="checkbox"/> Meadows, Amy
	<input type="checkbox"/> Neltner, Janna
	<input type="checkbox"/> Toney, Dale

Standing Guests

<input checked="" type="checkbox"/> Allison, Roxie	<input checked="" type="checkbox"/> Rogers, Cassandra	<input type="checkbox"/> White, Stephanie
<input type="checkbox"/> Dutch, Becky	<input checked="" type="checkbox"/> Ross, Shavonna	
<input checked="" type="checkbox"/> Greathouse, Lauren	<input checked="" type="checkbox"/> Sanger, Matthew	
<input checked="" type="checkbox"/> Griffith, Chipper	<input checked="" type="checkbox"/> Tannock, Lisa	

Visitors

<input checked="" type="checkbox"/> Ragsdale, John	<input checked="" type="checkbox"/> Garvy, Beth	<input checked="" type="checkbox"/> Jones, Davy
<input checked="" type="checkbox"/> Neiport, Em	<input checked="" type="checkbox"/> Stevens, Julia	

Agenda Item	Presenter/Facilitator
Call to Order	B. Spear
Declaration of Quorum	B. Spear
Approval of Minutes – Action <ul style="list-style-type: none"> September 21, 2021 – Regularly Scheduled Faculty Council Meeting¹ 	B. Spear
Endorse Course Change Proposals – Action <ul style="list-style-type: none"> SUR 851-Elective: Orthopaedic Surgery² PGY 206: Elementary Physiology³ Endorse Program Change Proposal – Action <ul style="list-style-type: none"> Master’s Degree in Forensic Toxicology & Analytic Genetics³ 	B. Spear
Chair-Elect Results (5 minutes)	B. Spear
Upcoming At-Large Member Election (10 minutes)	B. Spear
Meeting Agenda: Upcoming General Faculty Meeting (5 minutes)	B. Spear
Student Progress and Promotion Committee Update (15 minutes)	J. Stevens
New Staff Physician Plan (25 minutes)	L. Tannock
Next Meeting – November 16, 2021	B. Spear

¹Pre-read sent September 28, 2021

²Pre-read sent October 6, 2021

³Pre-read sent October 14, 2021

Minutes	
Topic	Discussion
Opening Remarks (B. Spear)	<ul style="list-style-type: none"> Meeting called to order by B. Spear at 5:03 p.m.
Chair-Elect Results (B. Spear)	B. Spear announced D. Toney received the most votes and has agreed to serve as Chair next term. D. Toney is on vacation this week but a big thank you and congratulations to him. Also, a big thank you to J. Bylund and S. Kapoor who volunteered to serve in addition to D. Toney.
Quorum / Minutes	<ul style="list-style-type: none"> Quorum declared at 5:10 p.m. (Eight of 12 members present.) Meeting Minutes Approval <ul style="list-style-type: none"> September 21, 2021 – Regularly scheduled Faculty Council meeting Moved by K. Campbell and seconded by B. Nikolajczyk. Minutes approved. Eight approved; one abstained.
Endorse Course Change Proposals (B. Spear)	<p>B. Spear suggested to move actions on these proposals.</p> <p>Detailed reasons for the change proposals were as follows:</p> <ul style="list-style-type: none"> Course Change: <u>SUR 851 - Elective: Orthopaedic Surgery</u> This course proposal is to move the current course, SUR 851, from the Department of Surgery, to its proper departmental affiliation in the Department of Orthopaedic Surgery. Major Course Change: <u>PGY 206 - Elementary Physiology</u> This major course change is to make the summer term of PGY 206 available for distance learning. Program Changes: <u>Forensic Toxicology & Analytic Genetics</u> <u>Change 1</u>: Remove the program termination criteria of: "Students who receive a C grade or lower in more than six credits in the didactic courses in the program will be terminated from the program." The rationale is that the probation and termination rules implementation set by the Graduate School are sufficient <u>Change 2</u>: Add description of guided elective credits: Candidates will choose elective courses from the list of course options or as approved by the Director of Graduate Studies or the Program Director <p>Endorse Course Change Proposals – Action</p> <ul style="list-style-type: none"> SUR 851-Elective: Orthopaedic Surgery² PGY 206: Elementary Physiology³ <p>Endorse Program Change Proposal – Action</p> <ul style="list-style-type: none"> Master’s Degree in Forensic Toxicology & Analytic Genetics³ <p>Moved by S. Beck and seconded by K. Campbell. Proposals endorsed. Call for discussion: No discussion brought forward. Change proposals: Eight approved; one abstained.</p>
Upcoming At-Large Member Election (B. Spear)	<p>B. Spear shared that the upcoming At-Large Member Election will begin on October 22 to solicit nominations to elect two at-large members.</p> <ul style="list-style-type: none"> Discussed at regularly scheduled Faculty Council meeting on May 18, 2021. Regular members requested the at-large election process be delayed until October 2021. Proposed timeline

<p>Upcoming At-Large Member Election (cont.) (B. Spear)</p>	<table border="1"> <thead> <tr> <th>At-Large Process</th> <th>Target Date</th> </tr> </thead> <tbody> <tr> <td>Pull list of all eligible voting faculty</td> <td>October 22: Assistant Executive Director (AED) works with Faculty Coordinator and IT to pull lists</td> </tr> <tr> <td>Circulate list to all eligible voting faculty for nominee selection</td> <td>October 25: Nomination window opens October 29: Nomination window closes</td> </tr> <tr> <td>Prepare list of four most nominated faculty</td> <td>November 1: AED prepares list November 2: AED provides list to Faculty Council November 3-5: On behalf of Faculty Council, AED confirms nominees willingness to serve</td> </tr> <tr> <td>Nominees willing to serve will be placed on final ballot</td> <td>November 8: Election window opens November 15: Election window closes</td> </tr> <tr> <td>Results determined</td> <td>November 16: New members are notified and election results are presented to Faculty Council November 17: College-wide communication announcing election results</td> </tr> <tr> <td>Newly elected members assume office</td> <td>January 1</td> </tr> </tbody> </table> <ul style="list-style-type: none"> B. Spear called for discussion. At-large members serve a 12-month term. We will have two new members starting January 1, 2022. 	At-Large Process	Target Date	Pull list of all eligible voting faculty	October 22: Assistant Executive Director (AED) works with Faculty Coordinator and IT to pull lists	Circulate list to all eligible voting faculty for nominee selection	October 25: Nomination window opens October 29: Nomination window closes	Prepare list of four most nominated faculty	November 1: AED prepares list November 2: AED provides list to Faculty Council November 3-5: On behalf of Faculty Council, AED confirms nominees willingness to serve	Nominees willing to serve will be placed on final ballot	November 8: Election window opens November 15: Election window closes	Results determined	November 16: New members are notified and election results are presented to Faculty Council November 17: College-wide communication announcing election results	Newly elected members assume office	January 1
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<p>Meeting Agenda: Upcoming General Faculty Meeting (B. Spear)</p>	<p>B. Spear shared the upcoming General Faculty meeting agenda with the Faculty Council. The meeting will take place Monday, November 1, 2021, from Noon to 1 p.m. via Zoom.</p> <ul style="list-style-type: none"> General Faculty Meeting Agenda: <ul style="list-style-type: none"> State of the College (C. Griffith – 15 minutes) Diversity Updates (S. White – 10 minutes) Alliance Update (B. Dutch – 10 minutes) PE Rubric Update (L. Tannock – 10 minutes) Q&A (C. Griffith – 10 minutes) <ul style="list-style-type: none"> Questions will be previously submitted and answered during the meeting B. Spear called for discussion and no discussion brought forward. 														
<p>Student Progress and Promotion Committee Update (J. Stevens)</p>	<p>B. Spear welcomed J. Stevens to share an update on the Student Progress and Promotion Committee with the Faculty Council. J. Stevens reviewed the College of Medicine Rules of the Faculty and Administration of the College section 3.4.5.1 and the members of the committee.</p> <p>College of Medicine Rules of the Faculty and Administration of the College Section 3.4.5.1</p> <ul style="list-style-type: none"> The College of Medicine Student Progress and Promotion Committee (SPPC) regularly evaluates each student’s development to ensure that students graduating from the M.D. degree program have the necessary knowledge, skills, demeanor and ethical principles essential to professional competence. Charge: <ul style="list-style-type: none"> Periodically review the performance of each medical student to ensure satisfactory progress toward attaining the medical degree and meeting all relevant standards; Develop remediation plans in collaboration with the Office of Medical Education for any student with deficiencies in meeting academic performance, professionalism, or technical standards; Determine and report SPPC’s decision to the Dean on each student’s eligibility for promotion, graduation, remediation, dismissal from or leave of absence from the M.D. degree program; and In consultation with the Medical Student Curriculum Committee, enforce uniform standards for satisfactory academic performance of medical students for all courses (including clerkships) within the medical degree. 														

Student Progress and Promotion Committee Update (cont.)
(J. Stevens)

- Student Progress and Promotion Committee Members:

Voting Members	Ex Officio Non-voting Members*
Brian Adkins, MD	Andres Ayoob, MD
Holly Danneman, MD	Jagriti Chada, MD
Greg Davis, MD	Helen Garces, MS
Kristy Deep, MD	Alan Hall, MD
Hiro Kato, MD	Michelle Lineberry, EdD
Stefan Kiessling, MD	James Luba, PhD
Fritz Lower, MD	Emily Scanlon, MEd
Kwaku Obeng, MD	Elizabeth Seelbach, MD
Megan Schaeffner, MD	
Julia Stevens, MD	
Marcia Torres, MD, PhD	

*Various Associate and Assistant Deans of Student Affairs and Directors of Curriculum Assessment

- J. Stevens served previously on the committee and now serves as Chair. The committee is comprised of 11 voting members. As best possible, the makeup of the committee is to represent the diversity of the College of Medicine locations and faculty. The committee hopes to have a Northern Kentucky Campus representative soon. There is a large number of individuals from the Office of Medical Education. Goal of the committee is to guide a feasible pathway to the M.D. degree for our students. We try to help guide each of them by assisting them to finish the M.D. degree program.
- Some of the items the committee reviews are deficiencies in academic performance, financial, technical issues, etc. The committee also monitors students who have been approved for leave of absence and evaluates them for reintegration from the leave, e.g., MD/PhD program
- S. Beck asked if they have follow-up data on if a student matches after they may fail a program/course/internship. Are they found to have a residency placement?
- J. Stevens stated that some have clear cut answers and some do not. Not all have a match if they complete their M.D. degree.
- C. Griffith stated it is a challenge to know exactly why the students may or may not be successful after a struggle. Some medical students who have repeated years have done great. Some who have repeated years have not done well and do not match.
- K. Campbell mentioned that there are a number of students in his program that have asked for a leave of absence. Are we expecting higher numbers due to COVID-19 or do we know?
- J. Stevens stated our class sizes have grown so we may see a higher number of learners struggling in classes than in the past.
- S. Kapoor asked what lessons the committee has learned that can be shared with the Admissions Committee. He asked if there is anything at the front end that can be shared to help select candidates through the admissions process.
- J. Stevens thanked S. Kapoor for that comment. We are thankful to have the pathway/communication between the committees. There may not be a correlation that the Admissions Committee can adjust. She feels that the Admissions Committee is doing a great job.

<p>Student Progress and Promotion Committee Update (cont.) (J. Stevens)</p>	<ul style="list-style-type: none"> Any further questions can be sent via email to J. Stevens. She will look into S. Beck's question and report back.
<p>New Staff Physician Plan (L. Tannock)</p>	<p>L. Tannock was welcomed by B. Spear. About a year or so ago, L. Tannock came to the Faculty Council with options for appointing faculty and would like follow-up discussion.</p> <p>Follow-Up Discussion: Options for Appointing Faculty without Teaching/Academic Activity</p> <p>New Clinical Hire Issues:</p> <ul style="list-style-type: none"> Many of the new clinical provider positions needed by UK HealthCare will <i>not have any academic roles</i> Positions are needed to address the continued growth of the health system More faculty than learners result in minimal teaching opportunities No research needs in these new roles If these new providers are appointed in a current title series, they will not have opportunities to meet promotion criteria Potential challenges with salary equity issues if we use Assistant Professor rank <p>AR 2-6 Description of Clinical Title Series</p> <ul style="list-style-type: none"> Four areas of activity are important in the evaluation of individuals for appointment, reappointment, performance review, and promotion in the Clinical Title Series (CTS) <ul style="list-style-type: none"> Practice or practice-relevant activities <i>Effective clinical instruction</i> Professional status and activity Ability to generate practice funds <ul style="list-style-type: none"> If applicable for the position and as established in the position request <p>AR 2-6 Requirements for Promotion Clinical Title Series</p> <ul style="list-style-type: none"> Clinical Associate Professor <ul style="list-style-type: none"> Substantial commitments in <i>practice and clinical instruction</i> Creative contributions to the <i>instructional</i> and clinical service programs Earned regional recognition as a clinician Clinical Professor <ul style="list-style-type: none"> Meets requirements for Associate Professor Outstanding practitioner Regional, and perhaps national, recognition Excellence in areas of emphasis has been achieved and appropriately documented with evidences appropriate to these areas <p>New Physician Hiring Goals</p> <ul style="list-style-type: none"> Salary flexibility – market value pays and ability to adjust up and down Hiring and termination flexibility (and timeliness) Reporting structure same as current faculty – to Chief/Chair, Dean LCME accountability

New Staff Physician
Plan (cont.)
(L. Tannock)

Current Options:

- Staff physicians (University Health Services model)
 - Employed by UK HealthCare
- Staff physicians (contract model)
 - This is one way to expand but does not address current faculty who are struggling to get promoted.
- New service/quality track within CTS
 - Needs AR change, feasible, but lengthy process, and raises some concerns
- New title series not feasible
 - This is an update and just not possible at this time.

Discussion Points for Alternate Track Clinical Title Series

- Pros: Provides a path to promotion for 95/5 CTS faculty (e.g., hospitalists)
- Cons: Could undermine the value of faculty academic accomplishments if promotion can be achieved by time served

Discussion Points for Staff Physicians

- Does geographic location compete with current faculty?
 - Mother-ship vs. off-site restrictions?
- KMSF benefits if a current faculty applies?
 - Grandfather in or distinct benefits for distinct positions?
- How to retain and engage?
- Productivity expectations?
- Do we want departments to hire staff physicians?
 - Or restrict to community practice only?
- Process for creating positions and filling – use current RTR structure?
- Roll out in phases? Restrict department/geography involvement to start
 - Departments can only hire staff physicians OFF campus?
 - Delay VF appointments to later phase

Current State

- Piloting staff physician (contract model) in new discharge clinic
 - Located at Turfland
 - No learners at all
 - At an ambulatory level and not through an academic department level
- Consider expanded staff physician pilot with guardrails
 - Can limit to certain practice types or locations
 - Can limit in total number
- Gathering further input into new CTS track idea

L. Tannock welcomed questions and discussion. She is meeting with Faculty Senators to talk about this topic October 29.

J. Bylund asked if we have an idea of how to attract Staff Physicians to an Academic Institution.

L. Tannock stated that paying them similarly to the private practice model is going to be key.

<p>New Staff Physician Plan (cont.) (L. Tannock)</p>	<p>J. Bylund asked if there was a clear-cut expectation for staff physicians vs. academic physicians.</p> <p>S. Beck shared there is a lot of OR space at a premium and this may become a big issue.</p> <p>B. Spear asked if there are other academic medical centers with best practices that we can model.</p> <p>L. Tannock found a Group on Faculty Affairs at other institutions through the AAMC and there was a survey that helped gather information in regards to the Staff Physicians. Duke and John Hopkins have both Academic and Staff Physicians. Vanderbilt has service and quality. Most have experiential learning incorporated.</p> <p>J. Bylund stated having a clear distinction between Staff/Academic Physicians will be helpful.</p> <p>L. Tannock stated that UK HealthCare is currently working on this off site. It may be possible to give them a Voluntary Faculty (VF) appointment if they need to meet with learners on occasion.</p> <p>S. Kapoor feels it is important that using the VF could help, too. We need people at regional campuses.</p> <p>L. Tannock stated that we need faculty more at regional campuses. We are relying more on regional campus faculty and VF than we are acting private practice.</p> <p>C. Griffith feels the supervision of these faculty should be under the Chairs/Chiefs and ultimately the Dean.</p> <p>K. Campbell asked what will happen to the CTS faculty who aren't teaching. He asked if they will be able to transfer to the staff physician positions.</p> <p>L. Tannock stated that yes, we could be competing against ourselves. There will need to be clear definitions and expectations.</p>
<p>Other Business</p>	<ul style="list-style-type: none"> • Next meeting is scheduled for November 16, 2021.
<p>Adjourn</p>	<ul style="list-style-type: none"> • Meeting adjourned at 5:56 p.m.