

THE UNIVERSITY OF NEBRASKA
COLLEGE OF MEDICINE

FACULTY COUNCIL MEETING
MINUTES

April 12, 2024

7:30 a.m.

Members Present: Brad Britigan, Vimla Band, Surinder Batra, Sam Bierner, Shirley Delair, Matt DeVries, Chuck Enke, Howie Gendelman, Rebekah Gundry, Jeff Harrison, Dwight Jones, Joe Khoury, Dave Mercer, Matt Rizzo, Deb Romberger, Kari Simonsen, Carl Smith, Mike Wadman
Sheila Ellis, Karen Gould, Beau Konigsberg, Trek Langenhan, Kim Latacha, Lynn Mack, Travis McCumber, Olabisi Sheppard, Nidhish Tiwari

Ad Hoc: Kelly Caverzagie, Wendy Grant, Mike McGlade, Geoff Talmon

1. Welcome (Dr. Britigan)

Dr. Britigan welcomed all to the April meeting

2. Approval of March 8, 2024 Minutes and Announcements

March minutes were unanimously approved

- Dr Britigan encouraged folks to attend Dr Gold's visit to UNMC as designated candidate for president of the University next Tuesday.
- Both Anesthesiology and Radiology chair search committees have been charged and are in the process of working with the search firm, Russell Reynolds Associates. Hopefully, candidates will begin interviewing by June. If there is anybody you think would be a good candidate for those positions or would be a good name for the search firm, please let either Dr Mercer (Anesthesiology search committee chair) or Dr Garvin (Radiology search committee chair) know; or, you can pass the name to Dr Britigan.
- The search committee for OB/GYN chair should be decided by the end of next week. There has been a good response from the faculty for possible members.
- The search for the Kearney Regional Associate Dean has started and is posted on the UNMC website. Dr Talmon has agreed to chair that search committee and committee members are being finalized.
- The University wide annual faculty meeting is next Tuesday. A number of COM faculty will be recognized for anniversary dates – all the way out to Dr Zucker's 50 years. I urge you to attend if you are able.
- New Promotion & Tenure Guidelines were approved April 1st. Service is now considered part of the guidelines which will hopefully be an incentive to serve on one of the standing committees.

3. Old Business (e.g., follow-up's, updates)

4. New Business

- a. Topics brought forward by General Faculty Leadership
- b. Topics brought forward by Department Chair Leadership
- c. Topics brought forward by COM Administration

5. Informational Items and Announcements (if needed)

- Admissions and Student Affairs Wendy Grant, MD

 - Admissions is having their 2nd in-person visits today for students that have been accepted and a virtual day on Monday. Students have until the end of April to commit to one medical school.
 - M4's have two weeks left of school and then convocation and UNMC commencement.
 - The current M3's are starting to hone down in terms of what specialty they're interested in. If the students come and talk to you about their specialty, please be willing to talk to them and let them know what you do on a day-to-day basis.
 - M1's have 4 or 5 weeks left of their curriculum and then they will be off for the summer. There will be some who are interested in career exploration with you and your faculty members and are free to come and spend time with anyone to do some career exploration – not shadowing anymore because they are medical students.
 - Opening for an Academic Advisor. If you have anyone on your faculty who would like to apply, please encourage them to do so and I will be happy to talk to anyone who has questions.
- Undergraduate Curriculum Geoff Talmon, MD

 - April 1 is the transition of the phases for the clinical portions of the curriculum. Brand new students, another great group as always.
 - Two items I would like to get this groups help with:
We have had leadership changes within the curriculum governance structure. I wish to welcome Dr Justin Siebler who has taken over for Dr O'Dell as Phase 3 director and has hit the ground running. Dr O'Dell has done a wonderful job and Phase 3 is in good hands.
 - Two leadership opportunities that I'd like you folks to share with your faculty or colleagues:
 - 1) Co-director of the curriculum enhancement seminar series. This is a monthly seminar for M3 students. This is a co-director role and would be in partnership with Dr Nate Goodrich who is in the department of pediatrics. Application deadline is Monday.
 - 2) Co-director leadership in the gastro-intestinal block within Phase 1. Dr Rochling who helped design this block has stepped down due to increased clinical leadership duties. We would prefer someone from a clinical department but not necessarily. Application deadline is the end of the month. If you would like information forwarded to you, please let me know.
 - Finally, one of the elements within our strategic plan centers around increasing faculty recognition for teaching efforts. I would like to utilize this group, especially the general faculty voting membership, as a task force to review some data that we are collecting and draft some recommendations to bring forth to this body. For general faculty members of the faculty council, please consider this. I will reach out later with more information. For our chair colleagues in this group, I sent out a survey a month or so ago and only received about half of the responses back. Please encourage your team to complete the survey.
- Educational Strategy & Learning Environment Kelly Caverzagie

 1. Admissions Committee Charter
 2. Curriculum Committee Charter
 3. Promotions & Tenure Committee Charter
 4. Research & Development Committee Charter

ALL 4 CHARTERS were unanimously approved by the Faculty Council

 5. Nebraska Medicine Job Shadowing
A job shadow is not a formal learner in the UNMC COM or any other college; rather, a learner who wants to come in from UNO, other college or a high school student that is interested in medicine as a career. There is a formal process that works very well that is run by the office of Health Professions Education. Just need to ensure that your faculty and your peers and colleagues utilize the process that is available to them. Some faculty have brought in relatives or children of friends and is fine. We just need to make sure the process is followed. Learners need to take part in a 10-minute training, have a name badge, appropriate attestation, etc. Just need to make sure the process is followed. You can google UNMC Job Shadow for more info. Each department should delegate a point person to work with on this.
 6. Policy for Student Travel
The COM has historically funded the activities of students to attend meetings where they are presenting. In the past, Dr Moore managed this. For a couple of years now we've had a process, or rather loose policy, on how we determined how the students were funded and able to participate in research. We need a more transparent or formal policy in regards to this. Since we've started to track this, the college has funded tens of thousand of dollars to

help students participate in travel. Since August we've spent upwards of \$25,000 for students to be able to do this. As all department chairs are aware, there is an expectation that the college funds a good portion of a student's travel; but, there is an expectation that the department also contribute. This draft policy intends to codify that. Recognizing rising costs, one new change to this policy is to increase the dollar amount from \$1,500 to \$2,000. Hoping that can start at the beginning of the next academic year. In terms of fairness and equity the goal is to make sure every student has at least one opportunity.

Students have requested reimbursement for travel months and months later. Dr Fox brought up the point that some grants have a 60-day reimbursement for travel. With that in mind, I suggest we change from 90-day to 60-day reimbursement, which I added.

Several other small changes in wording were suggested and made.

POLICY FOR STUDENT TRAVEL was unanimously approved by the Faculty Council

7. Standing Committee Election Process & Update

Kelly had sent a request to department chairs asking their faculty to apply or to nominate themselves for membership on standing committees and received only a modest response.

He is going to forward the email to department chairs again and they will forward to their faculty. Hoping to increase the number of responses he receives.

- Diversity, Equity and Inclusion Shirley Delair, MD
 - At the end of March we attended the AAMC Diversity, Equity and Inclusion meeting in Philadelphia. We had two workshops where we shared the work that we've been doing. The cloud looming over the meeting was over the national climate and a lot of places having anti DEI initiatives, including our state. A lot of concern, a lot of watch and wait but no specific strategy moving forward. I've received questions from several of the departments that have directors or vice chairs of DEI regarding what we're doing or what strategies we have moving forward. I will be reaching out to your administrators to get an idea of how many directors and DEI leaders are within your department to have a group meeting.
 - Medical Pathways has been busy. We had a UNO pre-health fair this past week. A lot of interesting and curious young minds asked a lot of questions about the programs we have. We also have a lunch and learn series with one of our major high schools (Benson) that has gone very well. Our medical students go out there and have these inter-active presentations with hands on activities that the students really like. We have been approached by Northwest High School to do these same activities. In a couple of weeks some students from the Health Professions Academy at Benson will be coming on campus and we have some activities planned. In terms of our student engagement we had the Muslim student association host Iftar on our campus, which was very nice. We are continuing to work on our curriculum. We had the opportunity to present some of the work that we've done in the pediatric department with improving how we address health equity in our lectures for our students who are in clerkships. We're hoping to use this model to help encourage and advise other departments to see how we can have more robust lectures that include all aspects of health equity to make sure our students are trained in taking care of all the populations that we see in our hospital.
- GME Chanda Are, MBBS
- Research Howard Fox, MD, PhD
- Clinical Affairs/Nebraska Medicine Steve Lisco, MD
- Pediatric Affairs/CSP/Children's Hospital Kari Simonsen, MD
 - The big news out of Children's Hospital this past month –
The designation of a pediatric level for epilepsy certification, which is the highest level of epilepsy care and requires the coordinated support of both medical and surgical management for epilepsy. This was a major accomplishment in a multi-year project. Thank you to Matt Rizzo and the department of Neurology. We are proud of this new accomplishment.
 - Children's is getting new ID badges for everyone. Anyone coming to campus is required to get a new badge. Last date for a new badge is June 1st.
- COM Business Affairs Mike McGlade
 - Continuing to work with departments to finish up the budget process. Mostly fine tuning at this point in time and waiting for final guidelines from the Board of Regents which we expect to get by the middle of May.

6. Other Business

- Dr Caverzagie announced that he is leaving UNMC and has taken a new position as Sr Assoc Dean for Education at Oregon Health and Sciences University and will begin in Mid-July. Will be transitioning out towards the end of June, exact dates to be determined.
- On behalf of the Faculty Council, Dr Britigan thanked Kelly for all he has been involved with over the last many years, particularly in his leadership roles within the college. This is an exciting opportunity and an advancement professionally and we wish you well in your new adventure.

7. Adjourn

Respectfully submitted,

A handwritten signature in cursive script that reads "Bradley Britigan".

Bradley Britigan
Dean, COM