College of Medicine – Tucson General Faculty Meeting
AUGUST 10, 2016, Kiewit Auditorium 4:30 pm

Meeting Minutes

Call to Order - Dean Cairns called the meeting to order shortly after 4:40pm.

Welcome and Announcements – Charles B. Cairns, MD, Dean, College of Medicine - Tucson
Dean Cairns began by announcing this year has been a record year. There has been a record number of applicants to the College of Medicine, a record number of accepted applicants deciding to enroll leading to a record-size class (135 students), a record number (97%) of students getting the residency of their choice, and a record number of graduates who attended GME events. We received the largest grant in Arizona Health Sciences history from NIH to study precision medicine: partners include New York Presbyterian, University of Pittsburgh, Northwestern, University of Chicago, and University of Illinois. Many other grants have been awarded in the past two months. 120 new faculty positions have been approved, and a record number of faculty were promoted. There was a record number of applicants for committees and a record capital investment in this facility. There has been a lot of new development in the student affairs department.

- New faculty – new faculty introduced themselves
- Celebration of Faculty Promotions – promoted faculty names read aloud

Banner Update – Tom Dickson, CEO Banner University Medical Center-Tucson and South Campuses
Dean Cairns introduced Tom Dickson who showed a webcam of construction progress of the campuses. He announced the forthcoming transition from Epic to Cerner health records system on June 1, 2017, with updates going out periodically. There will be training for the new system available, and for the two weeks around the transition, we will be able to utilize experts on new system. He opened up to questions: 1. Worry about losing patient history. A committee will determine how far back history will be brought from old system to new. We are not starting from scratch. 2. What is the financial commitment from Banner? To implement everything in Tucson for about $26 million with annual operation costs around $5 million. He thanked faculty and concluded.

IT Concern – Dean Cairns
The Dean invited IT to discuss recent security attacks, which seem to be increasing. IT warned about phishing scams and recommended dual-factor authentication. They provided hand-outs with this information.

Committees and Brief Reports – Dr. Cairns announced committees and leaders
- Dean’s Faculty Advisory Committee – Marlys Witte, MD
- Admissions Committee – Andrew Yeager, MD
- Appointments, Promotion and Tenure Committee – Kurt Denninghoff, MD
- Tucson Educational Policy Committee – Art Sanders, MD
Presentations/Discussion – Kevin Moynahan, MD and Bruce Coull, MD
Dr. Moynahan introduced the Professionalism Program and how to access it. He explained the history of the program, saying it began with medical students and expanded to include residents and faculty. They are now working with Banner colleagues to make this system fully integrated. The system allows people to report unprofessional and professional behavior online, but stressed it is not anonymous in case a crime is reported. It is still highly confidential, however. Dr. Moynahan explained how to use the program, which gives people the opportunity to self-correct unprofessional behavior and highlight those exhibiting professional behavior. He says they will come back to it when Dr. Coull is present.

Faculty Forward updates—Charles B Cairns, MD
Dean Cairns discussed the history of Faculty Forward. 
**Education updates** = they are addressing a need to involve undergraduate medical curriculum to focus on teaching students to evolve with the new paradigms of medicine, changes in teaching fundamental sciences, exposing students to clinical settings earlier, and better personal engagement to make students most successful for match. A task force was formed to develop these changes.

**Research updates** = There is the need for pilot project support and bridge funding support. The Dean’s Research Council reconvened to look into how to incorporate outside speakers. Dean Cairns pointed out that other deans are looking to us to provide answers about both discovery and application.

**Faculty affairs updates** = There is 87% approval of the new faculty track. There is a strong desire to engage those involved in clinical care and community providers. There is the need for faculty input in the clinical practice plan and clinical operations at Banner. Dean Cairns thanked the Committee of Ten for leadership in this effort. There will be a standing committee on clinical affairs, which will be set up similar to how Faculty Diversity Advisory Committee was developed a year ago. There will be a time to discuss rules for a standing committee and vote on committees in November and committee members will be elected in May.

Concluding announcements:
Dean Cairns will be giving the State of the College address on August 31st; New Faculty Reception on September 30th; people are really interested in enhancing communication streams so the program is developing a new system called Communifire to allow for better communication (more information at next meeting).

Adjournment
Meeting adjourned just after 5:30
Wine & appetizer reception – on the lower level of the AZCC near the coffee shop
Call to Order

1. Welcome and Announcements –
   Charles B. Cairns, MD, Dean, College of Medicine
   - New faculty
   - Celebration of Faculty Promotions

2. Banner Update –
   Tom Dickson, CEO Banner University Medical Center – Tucson and South Campuses

3. Committees and Brief Reports
   Committee reports are posted on the COM website at
   http://medicine.arizona.edu/general-faculty-meeting/
   - Dean’s Faculty Advisory Committee – Marlys Witte, MD
   - Admissions Committee – Andrew Yeager, MD
   - Appointments, Promotion and Tenure Committee – Kurt Denninghoff, MD
   - Tucson Educational Policy Committee – Art Sanders, MD

4. Presentations/Discussion
   - Professionalism – Kevin Moynahan, MD and Bruce Coull, MD
   - Faculty Forward updates – Charles B. Cairns, MD

Adjournment

Wine & appetizer reception – on the lower level of the AZCC near the coffee shop

The remaining 2016 COM General Faculty Meeting will be held on November 9, 2016 in Kiewit Auditorium at 4:30 p.m.
Mayar Al Mohajer, MD  
Associate Professor  
Medicine

Richard Amini, MD  
Associate Professor  
Emergency Medicine

Bhaskar Banerjee, MD  
Professor  
Medicine  
TENURE

Leslie V. Boyer, MD  
Professor  
Pathology

Corie L. Daines, MD  
Professor  
Pediatrics

Lawrence A. DeLuca, Jr., EdD, MD  
Associate Professor  
Emergency Medicine

Erika D. Eggers, PhD  
Associate Professor  
Physiology

Emad Elquza, MD  
Associate Professor  
Medicine

Janet L. Funk, MD  
Professor  
Medicine

Katalin M. Gothard, MD, PhD  
Professor  
Physiology

Jolene C. Hardy, MD  
Associate Professor  
Orthopaedic Surgery

Katherine M. Hiller, MD  
Professor  
Emergency Medicine

Abraham Jacob, MD  
Professor  
Otolaryngology

Tun Jie, MD  
Associate Professor  
Surgery

Pradeep V. Kadambi, MD, MBA  
Professor  
Medicine

Aimee C. Kaempf, MD  
Clinical Associate Professor  
Psychiatry
Katri Typpo, MD, MPH
Associate Professor
Pediatrics

Amy L. Waer, MD
Professor
Surgery

Christopher J. Watchman, PhD
Associate Professor
Radiation Oncology

Randi B. Weinstein, PhD
Sr. Lecturer
Physiology

Mark D. Wheeler, MD
Clinical Professor
Pediatrics
COM General Faculty Meeting
Epic to Cerner

June 1, 2017
Members: Marlys Witte (chair); Ilana Addis, MD; Janis Burt, PhD; Paul Gordon, MD; Henk Granzier, PhD; and Bobby Kalb, MD

Dr. Witte was re-elected as chair of the committee at the organizational meeting held on July 24, 2016.

The Dean’s Faculty Advisory Committee met five times with Dean Cairns to discuss progress on the following issues:

- Non-tenure eligible faculty and voting privileges at the University
- College of Medicine curriculum change
- Lack of faculty representation on the BUMCT board and faculty practice plan
- Lack of support for interdisciplinary programs
- Regularly-held faculty forums (monthly?)
- Increased involvement of community clinicians in teaching and clinics – satellite clinics and other community physicians
- Lack of necessary and relatively inexpensive equipment
- Pressure for clinicians not to perform certain procedures
- Protected time for junior faculty research
- Events to encourage interaction between clinicians and basic scientists
- Support of core research services, including clinical labs
- Small seed grants
- Transparency regarding selection of faculty awarded grants – merit-based?
- Fair allocation and distribution of research space - transparency
University of Arizona College of Medicine Tucson
General Faculty Meeting
10 August 2016

Report from the Admissions Committee, 2015-2016
submitted by Andrew M. Yeager, MD, Chair

Members: Nafees Ahmad PhD (Vice-Chair), Kirsten Concha-Moore MS 2, Azriel Dror MS2, Marlon Guerrero MD, Susan Hadley MD, Natalie Jo Horwitz MS1, Carol Howe MD, Patricia Hoyer PhD, Rajesh Khanna PhD, Jeffrey Lisse MD, Indu Partha MD, William Rappaport MD, Chelsea Santino MS1, Mohammad Shahidullah PhD, Sophia Spadafore MS1, Andrew M. Yeager MD (Chair)

Charge to the Committee

By LCME Standard (MS-4) as well as by the UACOM-Tucson (UACOM-T) bylaws, the Admissions Committee is a majority faculty committee with the responsibility for choosing the members of the medical student body. The Admissions Committee works closely with the Admissions Office to achieve the best possible class that is consistent with both the AAMC ideals and the mission of the institution.

Admissions Process

During the 2015-2016 Admissions cycle, the Admissions Office received 6,458 applications through AMCAS (a 14% increase from the 5,667 applications received in the 2014-2015 cycle). Of these, 4,459 (69.1%) (compared with 3,761 [66.3% of total applications] in 2014-2015) met the minimum standards of MCAT 24 and GPA 3.0 and submitted their secondary applications, which addressed questions specific to the UACOM-T. Under the direction of the Admissions Office, screeners reviewed and scored the secondary applications. The Admissions Office invited 550 applicants (12.3% of those who submitted secondary applications, and 8.5% of all applicants) for on-site interviews; 520 accepted and completed interviews, and the Admissions Committee then processed and reviewed the completed applications.

Five subcommittees of the Admissions Committee, each consisting of 2 faculty members and 1 student member, evaluated the applicants who completed interviews. All 3 subcommittee members reviewed each applicant assigned to that subcommittee; each subcommittee member thus conducted a primary review of 110 applicants.

The Admissions Committee continues to use data from the Mini-Medical Interview (MMI) format to evaluate candidates. In addition, the Admissions Committee evaluates each applicant on a series of desired attributes. These specific attributes, developed and refined by the Committee over the past 4 years, are consistent with the AAMC guidelines. Assessment of these attributes makes explicit the Committee review practice and allow analysis of the selection process and longitudinal success. The desired attributes include: motivation to pursue MD education; alignment with commitment to institutional mission; ability to succeed academically; resiliency; distance traveled; service and volunteer experiences; sufficient clinical exposure to understand the profession; research experiences; language spoken in underserved communities in Arizona; humanistic orientation; cultural competency; understanding the importance of diversity; and professionalism.

After each subcommittee discussed assigned applicants, each subcommittee member scored the applicant/application using a 1-to-5 scale (1=unacceptable, 2=poor, 3=acceptable, 4=excellent, 5=outstanding, with intervals of 0.5). The applicant rank represented the average score among the subcommittee members. Applicants with top subcommittee average scores then advanced to presentation, review, and discussion at full Admissions Committee meetings, and each Committee member then ranked each applicant (again using the 1-to-5 scale).

This year, the Admissions Committee also reviewed the descriptive statistics from applicants’ MMI scores, which included Z scores for specific MMI stations/scenarios and an overall Z score.

The Admissions Committee offered acceptance to 200 applicants; 132 accepted entry into the Class of 2020. This is an increase of 13% in the number of first-year students compared with the Class of 2019, which has 117 members.
The increased number of students in the Class of 2020 reflects a national trend; several other medical schools are also experiencing increased enrollment. It also reflects the success of our recruitment strategies, including competitive scholarships and engagement of applicants as they consider which medical school to attend.

Outcomes

The class of 2020 has an average GPA of 3.58, an average science GPA of 3.48, an average “old” MCAT composite score of 28.4, and an average “new” MCAT score of 504.75 (the “new” MCAT was introduced in the spring of 2015). The average age is 22 (range, 20-39), with 44% male students and 56% female students. Arizona residents comprise 67% of students, while out-of-state residents comprise 33% of the class; for comparison, the Class of 2019 had 73.5% in-state residents. Students who are underrepresented in medicine (URiM) comprise 35% of the class: 33 Hispanic (25% of total class), 8 African American (6% of total), and 5 Native American students (4% of total). The Admissions Committee is unaware of the URiM status of the candidates during its deliberations.

Research done by the Arizona Medical Education Research Initiative (AMERI) team and the Admissions Office is instrumental in supporting the Admissions Committee throughout its processes and in recruiting applicants chosen by the Committee. Increased overall recruitment in part reflects presentations on the UACOM-T unique curriculum (Societies, Blocks, Distinction Tracks, Research and Clinical Thinking Course) during Applicant Visit Day, an earlier “Second Look” program, and, perhaps most importantly, the ability to provide scholarship assistance.

Scholarships

A substantial increase in funding for scholarships has enhanced recruitment of a talented Class of 2020. For the second year, the UACOM-T has offered both renewable and non-renewable scholarships, a financial assistance model that allows us to be much more competitive in the recruitment of in-need students who contribute to the diversity and academic excellence of the UACOM-T. Beginning in February 2016, we distributed a total of $650,000 ($40,560 from donors and $609,440 from a set-aside grant) in scholarships for the Class of 2020, with individual awards ranging from $10,000 to $30,000. We offered 25 renewable awards and 26 non-renewable awards.

MD/PhD Admissions

The MD/PhD program is designed to train students planning careers in academic medicine or biomedical research. Through the collaborative efforts of the College of Medicine and the Graduate College, research intensive training is pursued through one of a number of biomedical science departments and interdisciplinary programs. This year the Admissions Committee selected 5 applicants (1 male, 4 female) for the MD/PhD program. Their average GPA is 3.61, average science GPA is 3.58, and combined MCAT score average is 29.5 (old) or 509 (new). These 5 students are included in the total of 132 members of the class of 2020.

Pre-Medical Admissions Pathway (P-MAP)

Currently in its third year, the P-MAP program was developed by the Admissions Office and the Office of Diversity and Inclusion to help students who have experienced unique or greater than average challenges in preparing to become competitive medical school applicants and succeed in medical school. The program is targeted to students who are Arizona residents and who have faced socioeconomic disadvantages, are first-generation college attendees, grew up in either a rural or US/Mexico border region, and/or are enrolled members in Federally-recognized American Indian tribes. Students should demonstrate principles of cultural competence in healthcare, demonstrate attributes such as altruism and social accountability, and are fluent in English and conversant in languages commonly spoken in Arizona (i.e., Spanish and Navajo). Upon successful completion of the P-MAP program with an MCAT score of 22 or higher and a GPA of at least 3.0 in P-MAP coursework, students will be offered admission to the UACOM-T.

Eleven of the 12 members of the second P-MAP cohort successfully completed the program and matriculated into the class of 2020. These students are included in the total of 132 members of that class. These matriculating P-MAP students (6 male, 5 female) include 7 Hispanic students, 2 Native American students, 1 White student, and 1 student who chose not to report race.

This year the Admissions Committee selected the third cohort of 12 students for the PMAP program. These students (3
male, 9 female) include 5 Native American students, 3 African-American students, 2 Hispanic students, 1 Filipino student, and 1 White student. After starting the P-MAP program in May 2016, all students have completed the required Histology course with a grade of “B” or higher. They are also enrolled in the MCAT “boot camp.” Students have weekly meetings with Carlos Gonzales, MD, and will be matched with mentors this fall.
APPOINTMENTS, PROMOTION AND TENURE CASES – ANNUAL STATISTICS
FOR FY 2015-2016
[Activities of the COM AP&T Committee and the Office of Faculty Affairs]

COM P&T COMMITTEE MEMBERS

- Margaret Briehl, PhD
- Kurt Denninghoff, MD*
- Sean P. Elliott, MD
- Paul Gordon, MD*
- Mark Haussler, PhD, Phoenix representative
- Paul A. Krieg, PhD
- Raymond B. Runyan, PhD
- Linda S. Snyder, MD

*chair

APPOINTMENTS

- Total: 167
- Traditional Tracks:
  - Tenure Track: 23
  - Non-Tenure Track: 140*
    - Clinical Scholar Track: 39
    - Research Scholar Track: 1
    - Educator Scholar Track: 3
    - Clinical Series: 70
    - Research Series: 27
    - Educator Series: 0

*In addition, 3 adjunct instructors (short-term positions) and 1 non-tenured unmodified Assistant Professor were hired. The Assistant Professor is a shared appointment where tenure eligibility is held in the Department of Psychology. The Office of Faculty Affairs also processed 31 Faculty Physician appointments, which are not included in the non-tenure count.

PROMOTION & TENURE CASES

- Total: 39
- Tenure Track: 13
- Non-Tenure Track: 26

REAPPOINTMENTS: 2
SABBATICAL LEAVE REQUESTS: 1
CLOCK STOP REQUESTS: 3
JOINT APPOINTMENTS: 33
EMERITUS STATUS REQUESTS: 3
MID-CYCLE REVIEWS: 7 (1 COM-Phoenix case)

TRACK CHANGE REQUESTS: 3 requests to transfer to the tenure track, 2 requests to transfer off of the tenure track, and 8 requests to transfer to a more appropriate track (6 transfers from the clinical scholar track to the clinical series; 2 transfers from the clinical scholar track to the educator scholar track)

POST-TENURE REVIEW:

One hundred twenty-five tenured faculty were reviewed; the COM AP&T Committee reviewed 23 post-tenure review packets.
### PROMOTION CASES, FY 2015-2016

<table>
<thead>
<tr>
<th></th>
<th>Tenure Track</th>
<th>Non-Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied for Promotion and/or Tenure</td>
<td>13*</td>
<td>26</td>
</tr>
<tr>
<td>Department Approval</td>
<td>13</td>
<td>26</td>
</tr>
<tr>
<td>COM P&amp;T Committee Approval</td>
<td>13</td>
<td>26</td>
</tr>
<tr>
<td>Dean's Approval</td>
<td>13</td>
<td>26</td>
</tr>
<tr>
<td>UA P&amp;T Committee Approval</td>
<td>12 (1 case was reviewed off-cycle)</td>
<td>N/A</td>
</tr>
<tr>
<td>Provost's Approval</td>
<td>13</td>
<td>26</td>
</tr>
</tbody>
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*2 tenure track cases were COM-Phoenix faculty

### New Appointment Statistics by Department

<table>
<thead>
<tr>
<th>Department</th>
<th>Appointments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anesthesiology</td>
<td>10</td>
</tr>
<tr>
<td><strong>Basic Medical Sciences (PHX)</strong></td>
<td>0</td>
</tr>
<tr>
<td>Biochemistry &amp; Molecular Biophysics</td>
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</tr>
<tr>
<td>Cellular &amp; Molecular Medicine</td>
<td>5</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>16</td>
</tr>
<tr>
<td>Family &amp; Community Medicine</td>
<td>9</td>
</tr>
<tr>
<td>Immunobiology</td>
<td>2</td>
</tr>
<tr>
<td>Medical Imaging</td>
<td>10</td>
</tr>
<tr>
<td>Medicine</td>
<td>43</td>
</tr>
<tr>
<td>Neurology</td>
<td>1</td>
</tr>
<tr>
<td>Obstetrics &amp; Gynecology</td>
<td>8</td>
</tr>
<tr>
<td>Ophthalmology &amp; Vision Science</td>
<td>1</td>
</tr>
<tr>
<td>Orthopaedic Surgery</td>
<td>2</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>3</td>
</tr>
<tr>
<td>Pathology</td>
<td>4</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>21</td>
</tr>
<tr>
<td>Pharmacology</td>
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<tr>
<td>Physiology</td>
<td>5</td>
</tr>
<tr>
<td>Psychiatry</td>
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</tr>
<tr>
<td>Radiation Oncology</td>
<td>1</td>
</tr>
<tr>
<td>Surgery</td>
<td>15</td>
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</tbody>
</table>

**Total**                                           | **167**      |
### New Appointment Statistics By Title & Track

#### Tenure Track:

<table>
<thead>
<tr>
<th>Title</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>12</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>2</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>9</td>
</tr>
<tr>
<td>Instructor</td>
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</table>

Tenure Track = 14% of new appointments

#### Clinical Scholar Track:

<table>
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<tr>
<th>Title</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Professor</td>
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</tr>
<tr>
<td>Associate Professor</td>
<td>3</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>35</td>
</tr>
<tr>
<td>Instructor</td>
<td>1</td>
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</tbody>
</table>

Clinical Scholar Track = 23% of new appointments

#### Research Scholar Track:

<table>
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<tr>
<th>Title</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>0</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>1</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>0</td>
</tr>
<tr>
<td>Instructor</td>
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</table>

Research Scholar Track = .1% of new appointments

#### Educator Scholar Track:

<table>
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<th>Title</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>0</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>1</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>1</td>
</tr>
<tr>
<td>Instructor</td>
<td>1</td>
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</table>

Educator Scholar Track = 2% of new appointments

#### Clinical Series:

<table>
<thead>
<tr>
<th>Title</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Professor</td>
<td>3</td>
</tr>
<tr>
<td>Clinical Associate Professor</td>
<td>4</td>
</tr>
<tr>
<td>Clinical Assistant Professor</td>
<td>41</td>
</tr>
<tr>
<td>Clinical Instructor</td>
<td>22</td>
</tr>
</tbody>
</table>

Clinical Prefix Track = 42% of new appointments

#### Research Series:

<table>
<thead>
<tr>
<th>Title</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Professor</td>
<td>5</td>
</tr>
<tr>
<td>Research Associate Professor</td>
<td>8</td>
</tr>
<tr>
<td>Research Assistant Professor</td>
<td>13</td>
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<tr>
<td>Research Instructor</td>
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</table>

Research Track = 16% of new appointments

#### Educator Series

<table>
<thead>
<tr>
<th>Title</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Lecturer</td>
<td>0</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>0</td>
</tr>
</tbody>
</table>

Lecturers =0% of new appointments

Other: 1 shared appointment & 3 adjunct instructors

### Total

167
The COM-Tucson AP&T Committee continues to review all promotions, tenure track appointments and mid-cycle reviews and non-tenure track appointments (associate & full professor only) of Tucson faculty. The committee also reviewed appointments, mid-cycle reviews and promotions on the tenure track for Phoenix campus faculty. Non-tenure track appointments and promotions in Phoenix are now reviewed solely by the Phoenix P&T Committee.