Faculty Standing Committee Annual Reports  
Annual Faculty Retreat - August 7, 2015

Academic Committee
Respectfully submitted by Pam Shaw MD, 2014-15 Academic Committee Chair

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<tr>
<th>Admissions Subcommittee</th>
<th>Promotions and Special Programs Subcommittee</th>
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<tr>
<td>Robert Wittler, MD</td>
<td>John Wood PhD (Vice Chair, Promotions and Special Programs)</td>
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<td>James Kallail, PhD</td>
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<td>David Becker, MD (Vice-Chair, APC)</td>
<td>Promotions and Special Programs</td>
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<td>George Enders, PhD</td>
<td>Chris Crenner, MD, PhD</td>
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<td>Joseph Fontes, PhD (Chair, Admissions)</td>
<td>Belinda Vail, MD</td>
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<td>Tim Fields, MD, PhD</td>
<td>Pam Shaw, MD (Chair, APC)</td>
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<th>Executive Dean Appointees</th>
<th>Admissions Subcommittee</th>
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<td>Allan Fleming, MD</td>
<td>Jed Lampe, PhD (Chair, Promotions and Special Programs)</td>
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<td>Carrie Francis MD (Vice Chair, Admissions Subcommittee)</td>
<td>Nate Tofteland PhD</td>
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<th>Tami Gurley-Calvez PhD</th>
<th>Student Members</th>
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<td>Michael Robinson PhD</td>
<td>David de la Cruz, M1</td>
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<th>Executive Dean Appointees</th>
<th>Ex-officio (non-voting members)</th>
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<td>Carrie Francis MD (Vice Chair, Admissions Subcommittee)</td>
<td>Mark Meyer, MD</td>
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The Admissions Subcommittee conducted the Scholars in Rural Health selection process in July. Early Decision Program admission interviews are in September with regular decision process interviews held October through January. The Admissions Committee, in the fall of 2014, had the highest number of applicants, the highest number of Kansas residents applying, and the most offered and accepted interviews in recent history.

A summary of this year’s admissions follows:
- More than 3550 applications received ~ 550 from Kansans; 3000 from out-of-state
- 42 applicants of 64 interviewed were accepted for early admission
- 8 students were accepted for the Salina campus
- 28 Students were selected to complete all 4 years on the Wichita campus and 44 students were pre-selected to complete Phase II in Wichita.
- Total class size for all 3 campuses was 211.

The Student Promotions and Special Programs Subcommittee recommend students for promotion from Phase I to Phase II and for graduation. They review and make recommendations concerning matters of professionalism and oversee pipeline programs, electives, and students on individualized education plans. They make decisions regarding the ability of students to complete the required medical school curriculum.

A summary of this year’s business follows:
- Students completed the Step 2 CK and CS by the end of August in their 4th year of medical schools this year in general. Only off cycle students are still pending the completion of their exams.
- Accepted a transfer student and granted leaves of absence to medical students completing other fields of study during their medical curriculum.
- Monitored performance on Step exams which continues to slowly improve but lags slightly behind the national mean.
- Voted to dismiss 6 students. 1 of these were retained in reconsideration hearings 5 were dismissed or resigned.
- Discussed the post bac and pipeline programs and the statistics of the students who participated.
- The attendance policy for students was updated.
- Honor council actions were reviewed and upheld.
Education Council
Respectfully submitted by Isaac Opole, MD, PhD 2014-15 Education Council Chair

The 2014-2015 has been a very busy year for the academic programs. Being the first full year following the LCME site visit, the Education Council and the Phase I and II subcommittees have been hard pressed to maintain the tempo of oversight and innovation in the academic programs. In addition to carrying out its mandated oversight functions, the council considered and dealt with a variety of novel educational initiatives on the campus. These included approval of a new MD/MBA course, Spanish language track in the curriculum, and an innovative “Becoming a Resident Teacher” program initiated by faculty on the Wichita campus. However, the most significant activity of the 2014-2015 Education Council has been the oversight of the curriculum transformation process as approved by the Faculty Council, though the ACE curriculum transformation subcommittee.

The following is a synopsis of a subset of Education Council actions in the 2014-2015 academic year:

ACE curriculum transformation/MD program review:
The ACE committee was tasked with overseeing the transformation of MD program curriculum into an Active, Competency-based and Excellence driven curriculum of the future. The committee’s plan was to draw up a curriculum master plan by the summer of 2015, which would then be the foundation for the design of a new curriculum to begin in 2017. The initial phase of this process is complete, and a report to the Faculty Council is expected in the fall of 2015.

New programs/tracks:
The council voted to approve a new MD/MBA program and a new Spanish language track that will be available for select students who are interested in pursuing an immersion experience in clinical practice in Spanish. This was a student-driven innovation that will undoubtedly enhance our potential to train physicians equipped to cater for all sectors of our community. The “Becoming a Resident Teacher” initiative is also an innovative concept that will prepare senior medical students to take on the role of resident educators. This is an important initiative by faculty from the Wichita campus will impart lifelong skills in education and mentorship, a vital of the legacy of the medical profession.

Curriculum oversight and Systematic Course Reviews:
The Education Council and Phase I and II committees reviewed and approved systematic course reviews for the following courses:
- Foundations of Medicine
- Internal Medicine
- Brain and Behavior
- Family Medicine
- Psychiatry

The periodic process of critical peer review of our educational programs is an indispensable part of the educational oversight of academic programs by the faculty. These reviews require a significant time and effort commitment by faculty, and the council recognizes and appreciates this exceptional sacrifice. Many thanks to the faculty who have spent countless hours evaluating each of the above programs.

Learning environment
The Education council reviews periodic reports from the Office of Medical Education, including the graduation Questionnaire, quarterly reports and the newly mandated M3 reports. These reports have provided valuable insight into problems and perceptions of our learning environment. The council and the administration have taken steps to address problems identified in these reports. In particular, reports of behaviors that do not promote a safe and inclusive learning environment have been taken seriously and acted upon through the administration.

Program Changes:
The council voted to approve changes to Pathology elective and the MHSA/MD programs based on feedback and recommendations from the faculty.
Pass/Fail
A subcommittee has been tasked with reviewing our grading systems and coming up with recommendations on a proposal to move to a pass/fail/honors system, a point that has been under discussion by the Phase I and II committees for several years. A final report from this committee is anticipated this summer, and its recommendations may inform our grading and assessment paradigm going forward into the new curriculum.

Future outlook
The 2015-2016 academic year will be another challenging year for the council. The council will be involved in oversight of the specific design of the new curriculum in addition to the ongoing oversight of academic programs. In addition, the council may need to respond to LCME comments on the recently submitted interim report from the School of Medicine. The council, fortunately, has a legacy of uniquely talented and committed individuals with a vision for elevating our institution to greater heights of academic excellence. I am proud and humbled to have served on the council, and thank my peers for the pleasure and opportunity.

Elections Committee
Respectfully submitted by Jo Wick, PhD, 2014-15 Elections Committee Chair
Dr. Jo Wick served as the Elections Committee chair for the current academic year and Dr. Gerald Carlson was elected as the committee’s vice chair in the October 28, 2014 meeting. Dr. Carlson will take over chair duties in 2015-16. The committee members include Drs. Ossama Tawfik, Tracy Williams, David Becker, Jed Lampe, Melissa Gaines, Benyi Li, and Georges Elhomsy.

Each year, the first order of business for the Elections Committee is to elect a new chair and vice chair of the Faculty Council. Dr. Wick made the call for nominations in the October 9, 2014 Faculty Council meeting and again in a follow up email to the Council members. Once the nominations were verified, an electronic ballot was sent to the voting members of Faculty Council. Dr. Lee Graves, Professor in Internal Medicine, was elected as chair-elect and Dr. David Duchene, Associate Professor in Urology, as vice chair-elect.

The Elections Committee met January 20, 2015, to plan for the upcoming general election. Each of the committee members volunteered to check with a standing committee chair to solicit nominations and then agreed to verify the nominations returned from the electronic ballot. The rest of the committee work was completed by email, making another meeting of the full committee unnecessary.

After the committee determined who was rotating off the faculty standing committees, the next order of business was to send out a Call for Nominations to fill the vacancies. An electronic nomination ballot was sent to all School of Medicine voting faculty in March. The nominations were verified by the committee for eligibility and willingness to serve. The General Election ballot was then created and electronically distributed with 16 positions to be filled on the standing committees and over 100 nominations for these positions.

The results of the 2015 General Faculty Election are below and the new members officially join the committees on September 1.

At Large Delegate (1): Josh Mammen
Admissions (2): John Wood and Melissa Gaines
Promotions/Special Programs (4): Leslie Sullivan, Joe Fontes, Leigh Eck, Chad Slawson and Lisa Gilmer
APT-KC (2): Jeff Holzbeierlein and Ken McCarson
APT-W (1): Tracie Collins
Research (3): Dan Dixon, Atta Nawabi, and Jinx Wang
Elections (3): Partha Kasturi, Theresa King, and Melissa Gaines

In addition to the standing committee replacements, the Elections Committee is responsible for presenting the Executive Dean with a slate of names for Education Council. This year, there was a vacancy for an at-large representative. A call for nominations was made by email to Faculty Council members and the slate was presented to Dr. Simari in July. Moben Mirza was chosen to fill the vacant position.
Once the standing committee’s positions were filled, the next order of business included contacting the department chairs to determine if any Faculty Council departmental delegates had left the University or had completed their term. The names are currently being vetted and the updated list will be available on the website by September 1, with all of the new and returning members.

**Research Committee**
Respectfully submitted by Allen Greiner, MD, 2014-15 Research Committee Chair

The SOM Research Committee had a busy year and is expecting to be much busier this next year. In addition to traditional work selecting recipients of the SOM nominees for the Faculty Research Investigator Awards, we worked to clarify our roles and responsibilities within the SOM. We met multiple times with Dean Simari and even more with our new Senior Associate Dean for Research Peter Smith. This helped begin a process of transformation. We added an ad hoc "student committee" member. We discussed the impact of clinical integration on SOM research. We clarified the vision of several leaders in new roles by having them come meet with us for discussions (Sr. Associate Dean Smith, Dr. Barohn, and Jamie Caldwell). By the spring we were heavily engaged with the school and institutional leadership on reviewing and editing the KUMC Research Prioritization document that has gone to the RAC. Our newest tasks, in guidance with Sr. Associate Dean Smith, are to 1) review and provide advice on internal KUMC reviews of external proposals where only one applicant can be sent out of RI, 2) serve as sub-committee members on teams periodically reviewing institutional Institutes, Centers, and Cores, and 3) overseeing peer review of the newly created "Bridge Program Funding Awards" that will be solicited by SOM leadership on a quarterly basis going forward. Will will also assist in spring Frontiers Pilot Grant reviews.

**Appointments, Promotion and Tenure Committee - Wichita**
Respectfully submitted by Donna Sweet, MD, 2014-15 APT Committee Chair

Donna Sweet MD was elected chairman of the FY2015 Wichita Appointments, Promotion and Tenure Committee. Other members included Lyle Baade PhD, David Grainger MD, James Kallail PhD, Dennis Valenzeno PhD and Jon Schrage MD.

The Wichita and Kansas City APT Committees met in Kansas City for the second annual retreat in July 2014, with a mix of FY14 and FY15 Wichita and Kansas City committee members present. New policies and clarifications were presented by the associate deans and then members were divided into groups to review mock promotion packets. Each group then presented their findings and discussed. Dr. Simari was in attendance and participated in the review exercise.

Members were present a final summary of the Post Tenure Review (PTR) session. The PTR Committee reviewed 20 candidates, who had been tenured for at least seven years, and presented their recommendations to the APT committee. Once approved by the APT committee, the recommendations were presented to the Executive Dean for his final recommendations.

By the September deadline, 8 nomination packets from Wichita faculty had been posted on the SharePoint site for consideration for promotion to be effective July 2015. A primary and a secondary reviewer were assigned for each packet. The committee chairman reviewed all packets. The committee met several times to discuss, review and make recommendations for each of the Wichita candidates.

Each of the Kansas City candidates posted to the SharePoint webpage was assigned a primary and secondary reviewer. The chairman of the Wichita committee reviewed all of these packets. The committee met several times to discuss, review and make recommendations for each of the Kansas City candidates.

Minutes were taken at all meetings and are on file. The recommendations of the Wichita committee were shared with the Kansas City committee at the Joint Meeting in Kansas City on January 6, 2015. Committee members agreed to discuss in detail the candidates with split or different decisions by the Wichita and Kansas City committees. Candidates that both campus committees found to meet the criteria for promotion were approved for recommendation for promotion and/or tenure by acclamation. Final recommendations were submitted to the Executive Vice Chancellor for review and final decisions on promotion and tenure for each candidate.
All Wichita candidates were promoted. Names, tracks and titles awarded are as follows:

**CLINICAL SCHOLAR TRACK to Associate Professor (Clinician Educator Path)**
Kerri Weeks MD – Pediatrics

**CLINICAL TRACK – Part-time to Professor**
Jacqueline Osland MD - Surgery

**CLINICAL TRACK – Part-time to Clinical Associate Professor**
Kent Bradley MD – Obstetrics and Gynecology
Robert Kraft MD – Family and Community Medicine
Zachary Kuhlmann DO – Obstetrics and Gynecology

**CLINICAL TRACK to Clinical Associate Professor (Volunteer)**
Debra Desilet-Dobbs MD – Radiology
Steve Hwang MD - Pathology
Pavan Reddy MD - Internal Medicine

In September 2014, the Wichita committee was asked to review a CV for appointment as Adjunct Professor (Volunteer) for the Department of Psychiatry and Behavioral Sciences. In October the committee reviewed a candidate as requested by the Department of Internal Medicine for appointment at the rank of Associate Professor (Volunteer). Committee members reviewed the candidates’ credentials and recommended the appointments to the Wichita Dean.

**Appointments, Promotion and Tenure Committee – Kansas City**
Respectfully submitted by Tomas Griebling, MD, 2014-15 APT Committee Chair

The members of the Kansas City Appointments, Promotion and Tenure Committee for the 2014-15 academic year included: Tomas Griebling, MD, Stephen Williamson, MD, Beth Levant, PhD, Byron Gajewski, PhD, Marty DeRuyter, MD, Ann Davis, PhD, Kim Richter, PhD, Indranil Biswas, PhD, Doug Wright, PhD, and Cary Savage, MD. Dr. Griebling was elected as chair and Dr. Wright was elected vice-chair.

For the 2014-15 APT session, the Kansas City APT Committee reviewed 45 application packets from both the Wichita and Kansas City campuses. The applicants included 17-Tenure Track, 14-Clinical Scholar Track, 9-Clinical Track, 3-Research Track and 2-Affiliate Track faculty members. There were eight applications for promotion to Professor, 30 for Associate Professor and seven for the award of tenure at their current rank.

Each application was assigned two reviewers, presented at weekly committee meetings, discussed in detail, and then voted on anonymously. The minutes and votes are recorded and confidential.

After the campus committees complete their reviews, a Joint APT Committee meeting was held. The Joint Committee met on January 6, 2015 in Kansas City, to discuss all applications. For all applicants recommended for promotion by both campus committee, a consensus vote was held to approve the previously determined recommendations. For applicants that were not recommended overall and for the applicants in which the recommendations from each campus differed, were again presented for the combined committee and opened for discussion. Another vote was held and was recorded as the final recommendation for the Executive Dean. The recommendations were presented on January 12, 2015 and were all upheld by the Executive Dean, after careful deliberation.

A retreat, comprised of new and current members of both the Kansas City and Wichita committees, was held July 14, 2015, in Kansas City to introduce new members and discuss new or revised policies. In addition, mock reviews were completed to familiarize new committee members with the review process. A mock review of the new educator track was included.
The KC APT Committee reviewed an additional ten new faculty hires requesting appointments as Associate or full Professor. These are completed throughout the year on an as needed basis.

The first round of Post Tenure Reviews (PTR) were conducted during the 2014-2015 academic year. Twenty tenured faculty members were reviewed and recommendations were determined by the PTR Committee comprised of Kim Templeton, Rick Kellerman, Dan Swagerty, Mark Fisher and Mary Zimmerman. The review process was similar to the APT session, with the recommendations first presented to the APT committee and then to the Executive Dean. Suggestions for modifications to the process have been discussed with the APT Committee and will be incorporated into the next review session.

*Please send your questions to FacultyCouncil@kumc.edu to be answered at the meeting.*