

## Minutes of the Meeting

5:00 PM-7:00 PM, Thursday, January 7, 2016

Faculty Advisory Committee and Faculty Senators Quarterly Meeting with Dean Hamm.

Attended by Dean Dr. Lee Hamm, members of the faculty advisory committee and Faculty Senators, GMF Chair (Dr. Franklin) and GMF Secretary (Dr. Katakam).

Meeting began with opening instruction of the attendees.

- He welcomed the members and senators to prepare the agenda and identify the issues that need to be discussed.
- Dean Hamm made brief introductory remarks about the **three missions of the school of medicine**, namely, Education, Research, and Clinical activities.
- He feels that with regards to **educational achievements**, overall, we are doing very well by most standards. Although we continue to have issues related to education, they are not big and we continue to need improvements in dealing with them.
- Clinical and Research operations are not at the national standard as they need to be for the size of the school.
- As far as **clinical operations** are concerned, although quality metrics are comparable to program in our vicinity, the reputation needs improvement. As he identified in the recent town hall meetings, issues like decreasing insurance company/government payments, changing rules, increasing intensity of the competition, lack of resources and investments. Nonetheless, he feels that we are moving forward in number of areas.
- Hospital is improving steadily and by many metrics, we may be the best hospital in the city. We are gaining volume where other hospitals are losing patients.
- **Research** again needs to be bigger and higher quality. We don't have huge centers or many members in the national academy of sciences. We need more great people in research. In terms of NIH funding, we are no way near where we need to be and even if we double the NIH funding, we are still going to be small potatoes. However, we factor us in terms of the size of our faculty, we do significantly better. We need more investigators but there are two dilemmas: First, we need to invest into hiring more faculty investigators that we don't have the resources to do. Second, our return on the research investment is not at a point where we break even. However, we are making progress. First, we are having more grants submitted. Second, in the recent months, many of our new investigators who never got NIH grants, have received RO1 awards. It is encouraging progress, however, even if we recruit 20 more investigators who only do research and receive grants, we still cannot improve our return on investment.
- In response to Sarah Lindsey's question about whether resource limitations mean restrictions on faculty recruitment, Dean Hamm said that recruitment as planned will continue. He gave an example of Pharmacology Department saying based on original plans, Pharmacology will be able to recruit one more faculty member and ongoing recruitments will not be affected.
- Regarding the role of Tulane SOM in clinical service at UMC, we are trying to maintain a relative position at UMC providing about 35-40 % of services. The reason why we are not providing above 50% service is because of the hospital based departments at UMC. For example: We don't have contributions to Anesthesiology or Radiology but we do provide some services to the Pathology. The limitation is that we cannot keep a faculty member there that we are not collecting revenues for. But there are services where UMC is willing to pay for and we will be able to provide those services as they expand in the future.
- LCMC, the parent company of Children's Hospital wants to make it an all pay hospital and would love to have Tulane Hospital close down and bring all our faculty and patients over to their hospital to help their finances. We do want their hospital to be successful and we want our hospital to be successful too, this has been communicated to the LCMC leadership. It is a delicate balance to help them at the same time continue to the success of Tulane. In addition, we need to outcompete Ochsner which has been expanding all over the state.
- There was a question about dropping clinical work load for Tulane clinical faculty at UMC and if there has been discussion about this among the leadership. Dr. Hamm responded that there is certainly some discussion of these concerns among the chairs and also some of the leadership of UMC have been invited here to discuss about this. It is not serious enough to affect the training programs.
- There was question related to any efforts are being made to develop and centers or improve the existing centers or core

an animal imager in response to a request by faculty members. He wants the department chairs to tell him about certain needs for the cores/centers. He recognizes that there is a need for more cores. The discussion led to the suggestions that the faculty identify a list of the needs for improve the cores. Dr. Hamm also alluded to the current efforts to provide pilot funds, bridge funds etc. He invited the frontline investigators to think about the needs.

- There was a question by Emad Kandil about the VA research Facility and what is Tulane's role in VA research facility administration. He pointed out the difference in the VA research facility here with the models of VAs in other places.
- There was a questions about IRB related issues by Dr. Tom Landry. Dr. Hamm assured that efforts are being made improve the review process to reduce the time it takes to approve the IRBs. One of the members felt that there is lack of communication in the review process that delays the approval. Dr. Hamm invited that communication will be facilitated if the faculty come up with suggestions to improve.
- There was a question about the status 'Early Retirement Offers'. Dr. Hamm provided a rough estimate of 80 people requested and expects that half of them will be following through on their request. No information available about university wide requests for early retirement. Not all who requested may take it and also for a few of the requests approval may be delayed because of lack of experienced employees to replace them.
- There was a question about the status 'self-insurance' to save money for the University. Dr. Hamm alludes to **three elements** to save money: First, consideration of the clinics like 'walk in clinics'. Second, employee opt for self-insurance. Third, Steering which is to encourage more Tulane employees to use Tulane facilities will save money for the University.
- Updates from Senate: The package deal for early retirement has been received positively. There was some discussion about the role of Deans of the schools in having a say in senate proceedings. Increasing strengths of faculty and student representation was discussed. There was some discussion about the duties and responsibilities of senate members. Dr. Hamm share the information that there is a search in progress to recruit a 'chief operating officer' / 'chief financial officer', and also provost for the University. New chief of staff and new cabinet member are expected to visit school of medicine and address the faculty soon. Dr. Landry updated the meeting that there has no further progress about the change of promotion related policies and they are still being discussed. There was discussion about the lack of visibility of SOM. An example given by Dr. Hamm was how baseball team raised money for Ochsner pediatrics while our Pediatrics department contributes to significant research efforts of SOM.
- Dr. Hamm discussed about the transparency of cost contribution by the SOM to the University. The senators present expressed the hope that the faculty senators at SOM emulate the faculty in uptown campus. Also, there is some discussion about the similarities and differences between down town and uptown faculty's awareness of the issues and their advocating approaches. Dr. Krousel Wood highlighted the fact that the SOM is structurally and culturally distinct from uptown campus. Stating the there is a lot of strength to be a part of the university she suggested that we act as ambassadors of the SOM but not 'gladiators' and saying that we have the same policies for promotion and tenure as uptown campus is risky and unrealistic. Dr. Hamm pointed out that for us to have different system the full senate has to vote on it.
- Update on GMF by laws from Dr. Franklin: Since the last meeting there has been no progress.