

Time: 10:00 a.m. – 12:00 p.m.

Present (Voting): Francis Archambault, Joel Freedman, Marc Hansen, Wayne Rawlins, Tannen Schmidt, Pat Baker, Marja Hurley

Present (Non-Voting): Kiki Nissen, Bruce Liang, Christopher Steele, Henry Siccardi, Anthony Vella, Rick McCarthy, Melissa Held

1. Public Comment

2. Chair's Remarks

- a. Welcome and updates
 - i. The meeting came to order with the Chair welcoming everyone to the meeting and taking roll call of attendees.
- b. Approval of minutes from October 24, 2022 Meeting (Pg 4-9)

A motion to approve the minutes was made. Seconded. Approved 5-0-0

3. Consent Items

- a. Approval of School of Medicine Recommendations for Appointment at Senior Rank, Promotions to Senior Rank, and Emeritus Appointment (Dr. Bruce Liang) (Pg 10-16)
 - a. Dr. Ian C. Michelow at the rank of Professor, Dr. Salma Malik at the rank of Associate Professor, Dr. Isaac L. Moss promotion to Professor, and Dr. George M. Weinstock appointment as Professor Emeritus.

A motion to approve all consent items was made. Seconded. Approved 5-0-0

4. Business Items

- a. Oversight Committee Report (Dr. Marc Hansen) (Pg 17-27)
 - i. The following department reviews were completed in 2022: The Center for Cell Analysis and Modeling, Department of Pathology and Lab Medicine, and the Department of Orthopedic Surgery/UConn Musculoskeletal Institute. The Health Disparities Institute review was postponed due to several circumstances, including the departure of the Institute Director. The following department reviews are scheduled to be done in 2023: The Department of Medicine and the Department of Anesthesiology.
 1. Pat Baker asked if an update will be provided as to the status of the The Health Disparities Institute, regarding the Institute Director. Dr. Liang reported that Dr. Linda Barry has accepted the role of Interim Institute Director, as well as the role of Interim Associate Dean of Multi-Cultural Affairs. Dr. Liang also reported that an official search

- for the new Institute Director is underway and being led by the new Associate Dean for Primary Care, Dr. Anton Alerte.
2. Dr. Marja Hurley followed up with Pat Baker's question about HDI, by asking if the HDI has ever been review. Dr. Hansen reported that the department was last reviewed in 2013. Dr. Hurley then asked if the review should be delayed in order to let the new HDI Director establish themselves within the department. Dr. Hansen replied that the thought behind reviewing the department at this time, was to be able to provide the new director with a presentation of accomplishments, rather than a strict review of what the past director has done.
 3. Dr. Archambault stated that he noticed in some of the reviews were recommendations of mentorship of junior faculty. Dr. Liang reported that we do have formal mentorships in place, in which the chair and senior ranked faculty lead. Most of the departments have formal committees which manage these mentorships. When there is match of subspecialties between a junior ranked and senior ranked faculty member, a mentorship typically develops at that point. Ultimately, it is the Chair's responsibility to recognize and establish these mentorships. Dr. Liang also reported that the SAPC has a 100% success rate, in terms of promotions. On the same topic, Dr. Nissen added that years ago Dr. Liang had instructed the Chairs to put mentoring plans into place. In addition to that, Dr. Liang supports the Faculty Development Director, at the level of Faculty Affairs, who is Dr. Jennifer Cavallari. Dr. Cavallari is working with UME and all of the Chairs with regard to a mentoring program. She is starting with the Basic Science areas but will eventually grow to the Clinical areas as well. Additionally, the Faculty Affairs office hosts faculty development workshops in Promotions, to complement what the Chairs are doing. Dr. Nissen reported that they just finished the workshops (6 in total) for 2023 submissions.
 - a. Dr. Hurley also mentioned that she is the Chair of the Group of Women in Medicine & Science and this group has a mentoring program for women faculty members.
 4. Dr. Archambault also inquired with Dr. Liang about how the question of available space was noted on multiple reviews and asked if Dr. Liang could provide a status of the topic of space availability and if currently our space is adequate or inadequate for our departments. Secondly, Dr. Archambault asked Dr. Liang to touch on the space issue, specifically within the Orthopedics department. In terms of overall space, Dr. Liang reported that we are severely short on wet lab space and are also short on dry lab space such as faculty offices. Dr. Liang reported that the Board of

Directors, as well as this Board, the Board of Trustees, and the State, should all be thanked for the renovations that have been done to the 3rd floor of the L Building and for the 2nd Floor which is in process. However, Dr. Liang reported that even after those two projects are completed, there is still about 60,000 sq ft. of space which is not renovated. Originally, 280,000 sq ft. was going to be renovated. We are getting some help, but in order to grow we ultimately will need more space. During the last Board of Directors meeting, Dr. Vella presented that the dollar density of our research faculty ranks among the top quartile of all US medical schools, private and public. Dr. Liang reported that he believes the wet labs are efficiently used, as proved by the dollar density per sq ft. Dr. Liang expressed an interest in having a new research building, which would solve this problem. Additionally, Dr. Liang reported that he is working with the UConn Foundation to obtain more resources and they have had some recent successes. The Neag Foundation gave an \$8 million endowment two years ago, \$11 million was given by an anonymous donor, and another \$8 million was received by a School of Medicine alum. Dr. Liang mentioned that he would also like to see our current available funds being used. For example, he reported that 50-60% of our endowed chairs still have money to be spent. Circling back to the issue of space, Dr. Liang referred to page 24 of the Boardbook, which summarizes the review of the Department of Pathology. It was noted that the departmental space is considered inadequate and outdated in its current state. The HVAC system is about 50 years old which gives a reason to be concerned about ventilation. This will be an important case to keep in mind as more resources become available.

- a. Dr. Hurley asked Dr. Liang if it will be more cost effective to renovate the remaining 60,000 sq ft. of wet lab space, instead of building a new research building. Dr. Anthony Vella confirmed that it will ultimately be more cost effective to have a new building, rather take on the challenge of renovating the 50-year-old space. The HVAC alone will be expensive to replace and there is also the matter of halting current research in order to allow for the renovations.
- ii. Faculty Participation in Governance Councils and Governance Elections: Dr. Hansen reported that emails have been sent to Department Chairs and Center Directors with information to pass on to their faculty about participating in Governance Councils.
- iii. Amendment to the School of Medicine Bylaws Regarding Gendered Pronouns: At the recommendation of the Dean, the Oversight Committee

is proposing to update the references to pronouns in the SoM bylaws from “he/she” to “they”.

- iv. Dr. Archambault asked to make a comment regarding a question Pat Baker asked about the Health Disparities Institute. He stated that Pat had worked on a report with the Connecticut Health Foundation called “Health Disparities in Connecticut: Causes, Effects, and What Can We Do”. Dr. Archambault praised the report and highly recommended it to the committee. Pat Baker thanked Dr. Archambault for the recognition and said the report can be found at cthealth.org , along with all publications from the foundation.

5. Informational Items

- a. School of Medicine Junior Rank Promotions (Dr. Bruce Liang) (Pg 28-29)
 - Two Promotions: Dr. Joseph A. Castellone is promoted to Assistant Clinical Professor and Dr. Prachi N. Godiwala is promoted to Assistant Professor.
- b. Development of UConn Health Leaders (Dr. Christopher Steele and Henry Siccardi, MS4) (Pg 30-66)
 - UCHL is a program focused on Social Determinants of Health (SDH) and giving knowledge to providers to ask questions & provide care based on each individual's case. UCHL provides clinical experience, education on SDH, and mentorship.
 - i. Examples of SDH: language, employment, education, food insecurity, housing stability, transportation needs, etc
 - In the clinical setting, to train individuals to screen for SDH, there is a series of questions to be asked and in real-time, resources are identified to be given to the patients to help overcome an issue they may have.
 - Outcomes and Accomplishments of UCHL: Results from February 2020 through December 2022 – In person, 88% of patients consented to being screened for SDH and 85% of patients completed the screening. The data proves that there is enough time for patients to be screened before their appointments and the patients also want to be asked these questions in order to be provided with the best care possible. Almost 60% of the in-person patients screened positive for at least one SDH.
 - i. Demographics of Volunteers: 81 % female, 54% first-generation Americans, 30% speak English as a second language, 20% are first-generation college students, and 38% receive need-based financial aid

- Goals and Vision: Expand SDH Interventions and develop community relationships, create “second-level” projects to address SDH across fields, “recruit, develop, & retain talent”, and promote UConn Health & the School of Medicine
- Pat Baker asked if we gather the racial and ethnic makeup of the patients we are screening and Dr. Steele mentioned that the information could be provided to the committee at a later date. Ms. Baker also asked about the success rate for connecting the solution to the identified Social Determinant and where does the process end in terms of helping the patient. Mr. Siccardi replied that there is a follow-up protocol in place. Firstly, they only screen for SD’s for which UCHL has an intervention opportunity present, as they only want to screen for issues that can be addressed by the program. Next, the patient can either be given information to address the SD on the spot or they can meet with the same screener/volunteer at a later time. Ms. Baker followed up by asking how success is measured. Mr. Siccardi replied that success would be measured by turning an insecurity into security. Finally, Ms. Baker asked what are seen as the final implications of this program. Mr. Siccardi reported that UConn Health’s reputation and patients’ satisfaction are the top priorities. Secondly, the practical issue of reducing health disparities is a main concern; ultimately being able to do so by adding to the current workflow of how inpatient and out-patient settings are managed. The goal will be to address the issues, meet our accreditation requirements, provide better care to our patients, and improve their health outcomes, all without having to completely re-vamp the system.
- Dr. Wayne Rawlins thanked Henry for the presentation and recognized the need for this program & topic of health disparities.
- Joel Freedman asked 1) if every patient in a clinical setting is approached for these screenings and 2) is any other place in the country also offering this screening process. Mr. Siccardi replied that the goal is for each and every patient to be screened if possible. To answer Mr. Freedman’s second question, Mr. Siccardi replied that some organizations are doing fractions of what the UCHL program is doing, but none have the same idea in place. Dr. Steele also reported that he does believe this is a program unique to UConn Health.

- Dr. Liang commended Mr. Siccardi and Dr. Steele for their work and also agreed that UConn Health is very likely the first to embark on this important task. Dr. Liang reported that he would like to continue to support this effort. Additionally, Dr. Liang would like Dr. Melissa Held to present this program to our medical students as they are required to complete volunteer work and this would be a very worthwhile experience.
- Dr. Archambault commented that it would be great to obtain more funding for this work, perhaps through the UConn Foundation. He also asked about Mr. Siccardi's intention to stay at UConn Health after graduating to continue to lead the program. Mr. Siccardi reported that he will be working an internship at UConn Health next year and he plans to continue at UConn Health to foster this program. However, he also reported that this program has an excellent coordination team who could seamlessly run the program if he ever did leave the institution.
- Joel Freedman asked what the current needs of the program are. Mr. Siccardi reported that one of the bigger issues is the paperwork involved to bring on new volunteers, as it is extremely time consuming. Clinically, he would like to streamline how their data is shared and also to have dedicated spaces for the volunteers to store belongings/equipment, and to also have private space to discuss issues with the patients. Educationally, the volunteers would like to have more access to Dr. Steele. He would also like the opportunity to bring guests from outside UConn in to speak with the volunteers. Mr. Siccardi also mentioned that the availability of funds to bring these students to conferences would be invaluable. Lastly, he would love to expand the services to areas such as Hartford, New Britain, Meriden, etc. The current budget used by UCHL is about \$4,000 per year, which is generated by an in-house program.
- Dr. Steele relayed that the partnership with Mr. Siccardi has been hugely successful, and he praised him for aiding to create such a unique model which is not being done elsewhere.
- Rick McCarthy, CIO, mentioned that he would like to connect with Dr. Steele and Mr. Siccardi regarding connecting their data to the Epic System

Next Regularly Scheduled Meeting

Monday, April 17, 2023

10 a.m. – 12 pm via WebEx