

Uniformed Services University of the Health Sciences Board of Regents

Board Brief

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Purpose: **Information** X

Action

Subject: USUHS Faculty – 2010-2011 Academic Year Report

Significant Issues

Overview of Academic Year 2010-2011 and General Comments on Ongoing Areas of Concern:

This has been a noteworthy year of change, challenges and debate. Through it all the Faculty Senate leadership has greatly appreciated the extraordinary level of accessibility afforded to the officers by Drs. Rice, Laughlin and Hinshaw. In addition to scheduled monthly meetings, the officers have been granted easy access to the USU President and Deans, as well as other university officials. In particular, COL (retired) Robert Thompson has been an invaluable liaison between the Senate and administration officials. The open lines of communication at this institution promote critical dialogue and exchange of information, insights, ideas and concerns. We continue to value discussion on the following ongoing areas of concern:

Curriculum Reform: The Faculty Senate continues to strongly support the School of Medicine (SOM) curriculum reform process and recognizes the great progress that has been made by an extraordinarily dedicated team of faculty members including many current Senate members. Now that the decision has been made to implement the new curriculum in August 2011, the Faculty Senate is fully confident that all faculty members will do everything in their power to accomplish their assigned tasks. The Senate continues to have concerns about the infrastructure needed for the new curriculum to succeed. The challenges include funding and timeline for new hires, adequate numbers of clinical and basic science faculty for small group teaching, IT support, space issues, broad-based faculty development, and perhaps most important, adequate preparation time to develop content for the first year's integrated curriculum, as well as integration across all four years. Now that the timeline decision has been made, it is imperative that the university and SOM leadership ensure timely delivery of promised resources to make

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curriculum reform a reality and reward the extra efforts of those who take on these additional responsibilities.

Accountability: As a public institution, funded by the DoD, USUHS should be held to the highest standards of accountability. Reviews of individuals in positions of leadership at USUHS must primarily inform those up the chain of authority about the quality of their performance. Standardized reviews should occur at defined intervals and include input from above and below the one under evaluation. For these reviews to be credible, they must also assure that leaders being reviewed will be held accountable for the concerns expressed by faculty or staff under their authority. The latter implies disclosure of major findings and recommended actions.

Salaries: At the start of the academic year, the School of Medicine achieved dramatic progress in closing the salary gap between USUHS and comparable national norms. This was made possible by communication and collaboration between the Senate and Dr. Rice. Basic scientists are now at or close to the fiftieth percentile AAMC national figures. Clinical faculty achieved gains but still lag behind, so there is more work to be done. The Senate's immediate concern is that the current two year (and possibly longer) pay freeze and limits on bonuses will restrict further gains in the immediate future, and possibly impact recruitment of quality faculty.

Promotions and Tenure: The 1100 document of promotions and tenure is outdated, unclear, complicated and confusing. The need for a complete revision has long been recognized. Active revision would be timely to clearly define the criteria upon which promotion and tenure should be based at this university.

Events

Packard Lecture: On March 23 Dr. Lena Napolitano, a distinguished trauma/critical care surgeon, was this year's Packard lecturer. Dr. Napolitano is Professor of Surgery and Chief of the Division of Acute Care Surgery, which includes trauma, burns, surgical critical care and emergency surgery, at the University of Michigan. She is also Associate Chair for Critical Care within the Department of Surgery, Director of Surgical Critical Care, and Program Director of the Surgical Critical Care Fellowship. Her cutting-edge research includes special interest in translational and outcome research in trauma and critical care. She is an outstanding educator and has produced a wide range of multimedia educational materials. In addition to presenting an outstanding and timely Packard lecture on "Blood and Blood Product Transfusion: Current Evidence and Clinical Outcomes", Dr. Napolitano spent an additional day at NNMC. The NNMC visit included another important presentation: "Advanced Management of ARDS", followed by trauma/critical care rounds, visits to wounded warriors, ICU and Andrews flight line to witness patient transport innovations. This joint Packard activity was a first, and an important step in the integration of USUHS into the envisioned world class academic medical center on the Bethesda base. The Senate believes joint two-day programs should continue.

Carol Johns Award: The winner of this year's Carol Johns award is Dr. Sheila Muldoon. Dr. Muldoon arrived at USUHS in 1977 from Dublin via a post-doc at Mayo Clinic where she had completed her anesthesiology residency and served as staff anesthesiologist for a number of

years. In her long distinguished tenure at USUHS she has embodied the three criteria upon which this honor is awarded: furthering the welfare and excellence of USU faculty, promoting outstanding educational programs for students and advancing the reputation of the University locally, nationally and internationally.

Her supporting documents for this award include numerous letters from academic anesthesiologists whom she has mentored and guided to be first class researchers as well as educators. She not only recruited outstanding faculty, but helped procure logistical and financial support and promoted some of the first translational research done at USUHS. To maintain clinical credibility, she ensured that her faculty practice at the hospitals at least three days a week.

She established a stimulating and outstanding anesthesiology experience for USUHS students and was one of the first to introduce simulation methodology. She tirelessly worked to establish strong relations with the DoD and services, fostering acceptance of USU students into service wide anesthesiology programs.

Dr. Muldoon's long record of cutting edge research has established her as one of the world's leading experts on the potentially lethal anesthetic complication of malignant hyperthermia. She established her testing center at USUHS as a center of excellence recognized world-wide. From the early invasive caffeine-halogen contraction tests involving muscle biopsy, she moved to the forefront of less invasive lymphocyte testing to screen at risk individuals and most recently to the cutting edge research on the ryanodine receptor gene which has been linked with the condition.

New Faculty Orientation Day: New Faculty Orientation day on 14 October 2010 had record attendance and was again outstanding thanks to the dedicated efforts of Faculty Senate Mentoring Committee co-chairs Barbara Knollmann Ritschel and Patrick Malone.

Staff Appreciation Assembly: The second annual Staff Appreciation Assembly 10 November 2010 attracted a large enthusiastic audience who applauded and cheered their co-workers as their images appeared in a photo-montage put together through the continued outstanding efforts of Faculty Senate Communication Committee chairperson Sara Contente.

Education Day: This year's education day is scheduled for 16 June 2011 under the leadership of Dr. James Smirniotopoulos, Chair of the Faculty Senate Education Committee. This year's program is titled "Tools for Transformation: How to be a Better Educator", and focuses on curriculum reform. Keynote speaker is Dr. Stephen Ray Mitchell, Dean for Medical Education, School of Medicine, Georgetown University who will present "Pathways and Pitfalls in Curriculum Reform". The afternoon will feature workshops on small group teaching and assessment. Innovation in Teaching awards in basic science and clinical teaching will be presented along with posters of both winners' work.

Research Week: Research week celebrating excellence in research will be held 17-18 May 2011. The mission will be to promote research by faculty, staff and students at USU and its

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affiliate institutions, provide opportunities for interdisciplinary collaboration and facilitate communication among USU graduate students and faculty. The two-day event includes the Graduate School of Nursing (GSN) Research Colloquium, the Graduate Student Colloquium and the Faculty Senate Research Day. The keynote speaker will be Nobel laureate Stanley Prusiner talking about "Therapeutic Approaches to Neurodegeneration in Head Trauma." The Wu and Leonard basic and clinical research awards will be presented.

Current & Future Concerns

See Ongoing Areas of Concern above. Base ingress, parking and egress pose formidable challenges to faculty and staff, and the situation will worsen with the influx of BRAC transfers. Faculty, particularly clinicians, staff and students who need to move between the University, the hospital and the Sim Center during the day are particularly impacted. A hostile parking situation could negatively affect the curriculum reform clinician manpower needs for small group teaching.

Funding/Budget Estimate/Fiscal Impact

The Faculty Senate is grateful for the support provided by the Hewlett Packard Foundation for this year's Packard Lecture. The Senate appreciates the allocation of funds provided by USUHS Finance as needed for scheduled expenses during continuing resolutions and uncertain financial times.

Staffing Impact

See Curriculum Reform and Salary sections above.

Board Action Requested

Feedback of advice and recommendations by the Board will be appreciated by the Faculty Senate.
