

# DAC Meeting Notes



## Dean's Advisory Committee Meeting

December 7, 2021

# Welcome

Cristy Page, MD, MPH  
Executive Dean

Dr. Page welcomed the DAC committee members to the December DAC meeting.

The motion to approve the minutes from the September 28, 2021 meeting passed.

Dr. Page announced that Dr. Jennifer Wu was named Vice Dean for Academic Affairs effective January 1, 2022, after serving in the interim role since March 2021. She thanked her for her continued leadership in the role.

Dr. Page provided updates on Chair searches:

- \* The Surgery Chair search was in second round of Zoom interviews. Candidates selected for in-person interviews will visit in January/February.

- \* The Biochemistry/Biophysics Chair search finalists will visit in January/February.

Dr. Page shared the good news that the state budget provided across the board salary increases for our staff members for this year and next year. Faculty and staff will also receive a one-time bonus. We are still waiting on additional guidance on the timing of bonuses. Additionally, for our clinical research staff, we are moving forward with separate one-time bonuses. If you have any specific questions, please reach out to Karlina Matthews, Associate Dean for Administration.

This was the first year that SOM non-clinical departments participated in the WES Survey.

Reviewing the results of the SOM WES Survey, we saw that overall there were a number of bright spots highlighting meaningful work that makes a difference, bonding among our teams, and relationships between managers and teams. The survey also highlighted areas for improvement in resilience and well-being. Please make sure you are working with your teams on developing action plans. For our moderate and low-index teams, we will have more resources to help.

# Agenda

Cristy Page, MD, MPH	3:30 - 3:35
Welcome	
Wesley Burks, MD	3:35 - 3:45
UNC Health Update	
Cristy Page, MD, MPH	3:45 - 3:55
Approval of September 2021 Minutes	
Organizational Updates	
Kim Boggess, MD	3:55 - 4:05
Committee Report Outs: Promotions to Associate Professor (Tenure Track); Promotions to Professor (Tenure Track); Promotions of Fixed Term Faculty	
Mike Steiner, MD	4:05 - 4:20
Updates on Wilmington/Charlotte campuses	
Jennifer Wu, MD	4:20 - 4:45
Relational Leadership - The Power of Check-Ins	
Cristy Page, MD, MPH	4:45 - 4:50
Closing Remarks	

# UNC Health Update

A. Wesley Burks, MD

Dean and CEO of UNC Health Care

Dr. Burks shared reflections on the past two years. The work that has been done was important to our organization and, more importantly, to the people of North Carolina. The lessons we learned have shaped us. He is confident that how we collectively faced the challenges of COVID will help us face new challenges moving forward. He sincerely asked that DAC members take the time for well-deserved rest and relaxation during the holiday.

# Approval of Minutes



**Jen Wu, MD MPH**  
**Vice Dean for Academic Affairs**

# Chair Search Updates

- Surgery Chair Search
  - 2<sup>nd</sup> round Zoom interviews in progress
  - Finalist visits in January/February
- Biochemistry and Biophysics Chair Search
  - Finalist visits in January/February

# SOM Staff Raises

- State budget compensation adjustments:
  - Across the board 2.5% base salary increases for all permanent SHRA staff for 2021-22 (retroactive to July 1) and 2022-23
    - Raises may be provided to temporary SHRA staff and EHRA-NF with available unit funds, but are not required
  - Expect \$1,000 one time bonuses for all permanent staff and additional \$500 one time bonuses for staff with salaries <\$75,000
    - Subject to change pending official guidance
  - Potential for additional raises through ARP process
    - Raises do not apply to faculty governed under compensation plans
    - Subject to change pending official guidance
- Moving forward with clinical research staff bonuses



# SOM WES Survey Themes & Next Steps



**SOM Strengths:** meaningful work that makes a difference, bond among teams, relationship between managers and teams

**SOM Improvement Areas:** resilience and wellbeing, culture of QI and safety, senior management leadership engagement

## **Next Steps:**

- Share results with your team; use prompts to engage with your team
- Strategy session in coming weeks will support leaders in developing action plans

# APT Committee Updates

Kim Boggess, MD

Senior Associate Dean for Faculty Affairs

Dr. Boggess provided an update from the APT committees.

Dr. Boggess shared the members of the 3 committees. The committees reviewed 202 dossiers in FY21, an increase from 185 the year prior. About 60% of the dossiers were from tenure track faculty and 40% were from fixed term faculty. Of the tenure track dossiers, 12% were from URM faculty and 38% were from women. Of the fixed track dossiers, 15% were from URM faculty and 43% were from women.

Thank your faculty members for their work on these critical committees.

# Committee Composition

## Appointments & Promotions to Associate Professor (Tenure Track)



### Committee Composition

Name	Rank	Department
Karen Stitzenberg, MD (Chair)*	Full	Surgery
Carlton Zdanski, MD*	Distinguished Professor	Otolaryngology; Pediatrics
Anne Lyerly, MD*	Professor	Social Medicine
Cherie Kuzmiak, DOM*	Professor	Radiology
Donita Robinson, PhD	Professor	Psychiatry
Jason Whitmire, PhD	Professor	Genetics; Microbiology and Immunology
Angie Smith, MD, MS	Associate	Urology
Louise Henderson, PhD, MSPH	Professor	Radiology
Nilu Goonetilleke, PhD	Associate	Microbiology and Immunology

\*term ends in June 2022

### Committee Composition

Name	Rank	Department
Lynn Fordham, MD (Chair)	Professor	Radiology
Aravinda DeSilva, PhD*	Professor	Microbiology and Immunology
Anthony Charles, MD	Professor	Surgery
John Ikonomidis, MD, PhD	Professor	Surgery and Cell Biology and Physiology
Mehmet Kesimer, PhD	Professor	Pathology and Laboratory Medicine
Ellen Jones, MD, PhD	Professor	Radiation Oncology
Hendree Jones, PhD, MA	Professor	Obstetrics and Gynecology
Scott Randell, PhD	Professor	Cell Biology and Physiology
Thomas Kash, PhD	Professor	Pharmacology

\*term ends in June 2022

## Appointments & Promotions of Fixed Term Faculty



### Committee Composition

Name	Rank	Track	Department
Lynn Damitz, MD (Chair)	Professor	Fixed Term	Surgery
Kim Nichols, MD*	Associate	Fixed Term	Anesthesiology
Cheryl Jackson, MD*	Professor	Fixed Term	Pediatrics
James Larson, MD*	Professor	Fixed Term	Emergency Medicine
Ben Haithcock, MD*	Professor	Fixed Term	Surgery
Sharon Williams, PhD, MS	Associate	Fixed Term	Allied Health Sciences
Becky White, MD, MPH	Associate	Fixed Term	Medicine
Kristy Borawski, MD	Associate	Fixed Term	Urology
Concetta Lupa, MD	Professor	Fixed Term	Anesthesiology; Pediatrics
William Goodnight, MD	Associate	Fixed Term	Obstetrics and Gynecology
Herbert Whinna, MD, PhD	Associate	Fixed Term	Pathology and Laboratory Medicine
Christopher Gregory, PhD	Professor	Fixed Term	Genetics

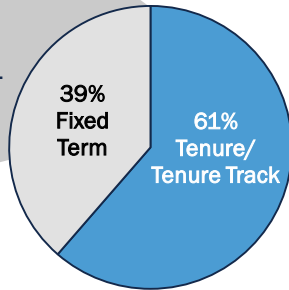
\*term ends in June 2022

# FY21 Committee Updates

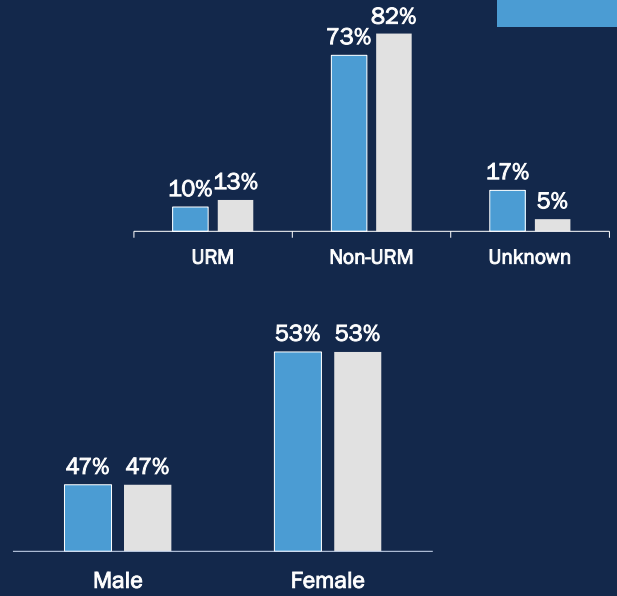
# FY20 Dossiers

202

Total Dossiers  
Reviewed in FY21



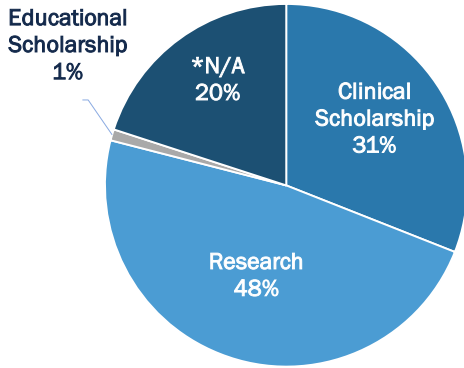
■ Tenure  
■ Fixed Term





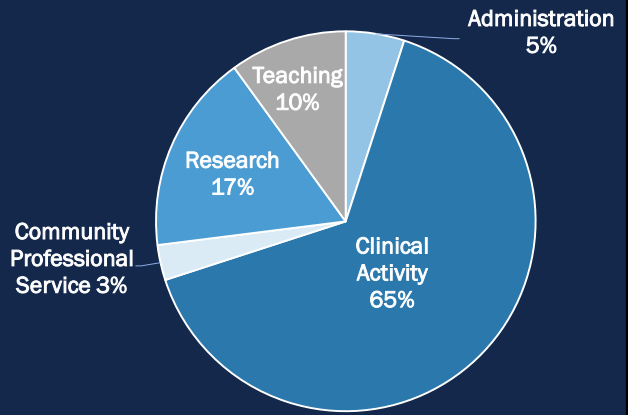


## Tenure/Tenure Track



\*N/A applied to dossiers for Distinguished Professorships or New appointments

## Fixed Term



\*N/A applied to dossiers for Chair/Interim Chair and/or Distinguished Professorships

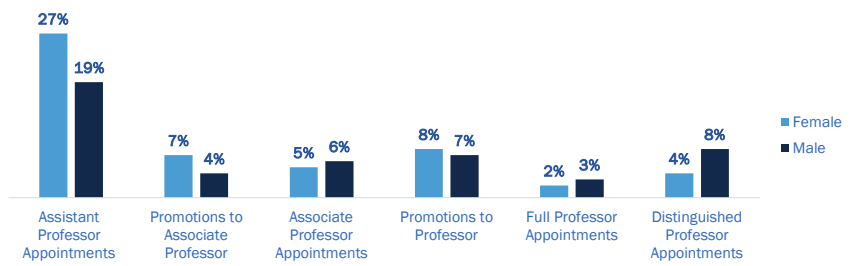


# Tenure/Tenure Track Data

**16**

Faculty Changed from Fixed Term to Tenure Track  
(**11** Assistant Professors, **5** Associate Professors)

## Tenure/Tenure Track Appointments and Promotions by Gender





## Fixed Term Track Data

- **Median Years in Rank**
  - Assistant to Associate
    - Women - 6.75
    - Men - 6.08
  - Associate to Professor
    - Women - 5.45
    - Men - 6.17
- **Denials**
  - 1 Associate Professor

## Promotion Trends in 2021

- Total number of dossiers increased from 185 to 202
  - Breakdown between tracks remained somewhat consistent
    - 61%/39% (2021) vs. 65%/35% (2020)
- Increase in promotion/appointment actions for 35-39 age group
- Small increase in percentage of promotion/appointment actions for Asian, Black or African American, and Hispanic faculty members
- Promotion /appointment actions by gender swapped for majority

## Summary and Implications

- URM faculty are being promoted in both tracks
  - Need to continue our DEI efforts
- Continue efforts to appoint and promote women on both tracks
- Clinicians more likely to seek promotion in fixed term track
  - Continue exploring efforts to improve this

## Updates As a Result of New Guidelines

- **“Meet the Mark” Implementation**
  - Still too early to see a trend
  - SOM is working with main campus to ensure implementation
  - Departments seem to be receptive to these changes
- **Variable Track**
  - Being viewed as an attractive option by departments and potential faculty
  - Need to continue ensuring it is used in appropriate situations, and does not become a "fallback"

# Updates As a Result of New Guidelines

- **Time in Rank**
  - Three years in rank defined as years completed at the time of APT request submitted, not date of promotion active
  - Time in rank at another institution *may* be used if stipulated in offer letter; please include in Chair's letter:  
"Your time and accomplishments at X as an Assistant Professor may count towards your future consideration of promotion to Associate Professor."
  - Working with Provost to address faculty hired prior to new guidelines

**Questions or Comments?**



# Updates on Wilmington/Charlotte campuses

Mike Steiner, MD

Associate Dean for Outreach Initiatives

Dr. Steiner provided an update on our Novant/New Hanover Regional Medical Center partnership, extending our reach across the state in Wilmington and Charlotte.

A fall retreat defined four themes for our shared work: increasing access to care, value, talent retention, and improving health equity.

In addition to the work in expanding clinical education, there will also be investments to help build research infrastructure and connect back to research in Chapel Hill.

With the LCME accreditation in place, we will launch the new campus with the application phase in Charlotte beginning March 2022.

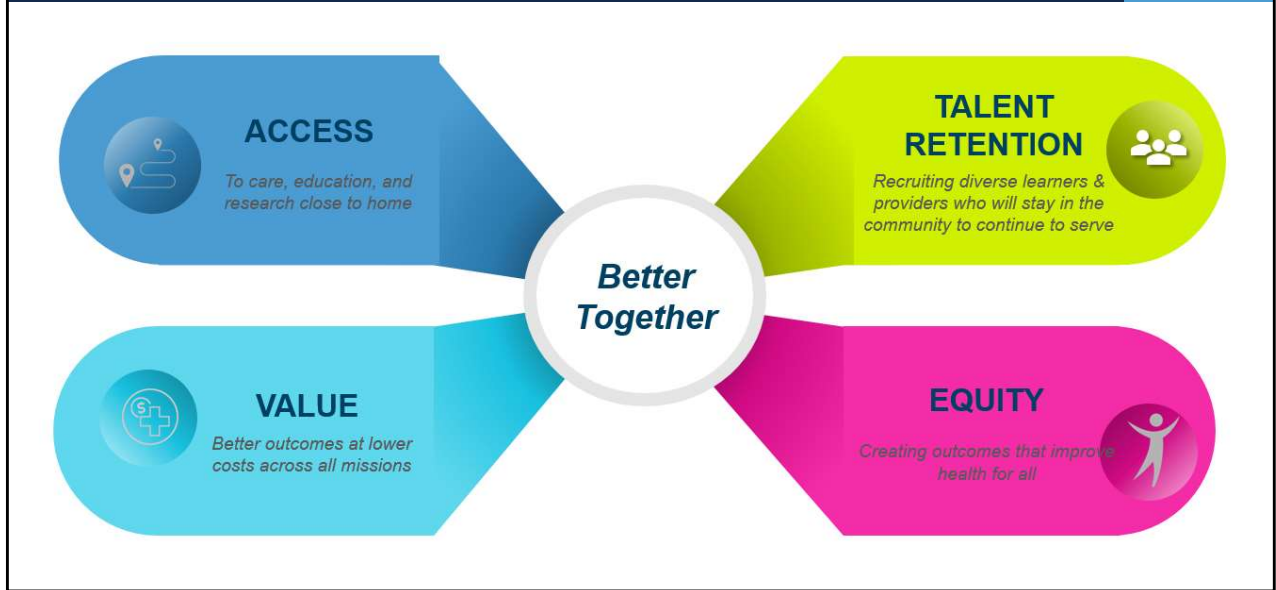
Thank you to all in the group that have been working on these initiatives.



## Agenda and Outline



- Provide updates on partnership between UNC and Novant Health in Wilmington
  - Academic Advisory Council
  - Research Advisory Council
  - Clinical Advisory Council
  - Other Wilmington Collaborations
- Charlotte Collaboration Updates
- Statewide Exploration
- Questions



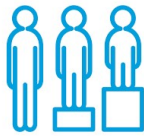
# Academic Advisory Council: Healthcare Education Coalition for Coastal & Southeastern NC



*“Advancing Science, Health and Hope for Southeastern NC and Beyond”*

# Research Advisory Council

- Led by Mark King, Novant Health
  - UNC Members Include: Blossom Damania, Andy Johns, Shakira Henderson, and John Buse
- Annual investment by Novant Health to:
  - Build research infrastructure at NH-NHRMC
  - Leverage and integrate into UNC SOM and UNC research structure
- Focus areas for research include:



Health Equity



Substance Use Disorder



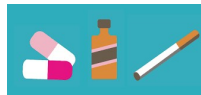
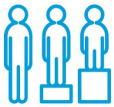
Social Determinants of Health



Clinical Trials

# Research Advisory Council Activity

- Have created sub-teams with specific focus on
  - Cancer research
  - Health equity research
- Hiring positions for infrastructure at NHRMC and UNC
- Recruiting local practices for participation in a national randomized trial by practice of approaches to treating SUDs



## Research Advisory Council Activity



- Two pilot Requests for Applications processes coming soon
  - Promoting Clinical Research in Southeastern NC
  - Promoting Health Equity through Research
- Each RFA has 4 awards of up to \$50k
- Requirements include
  - Research teams must be from both organizations with PIs at Novant Health/NHRMC and UNC SOM
  - Focused on key questions for SE/Coastal NC

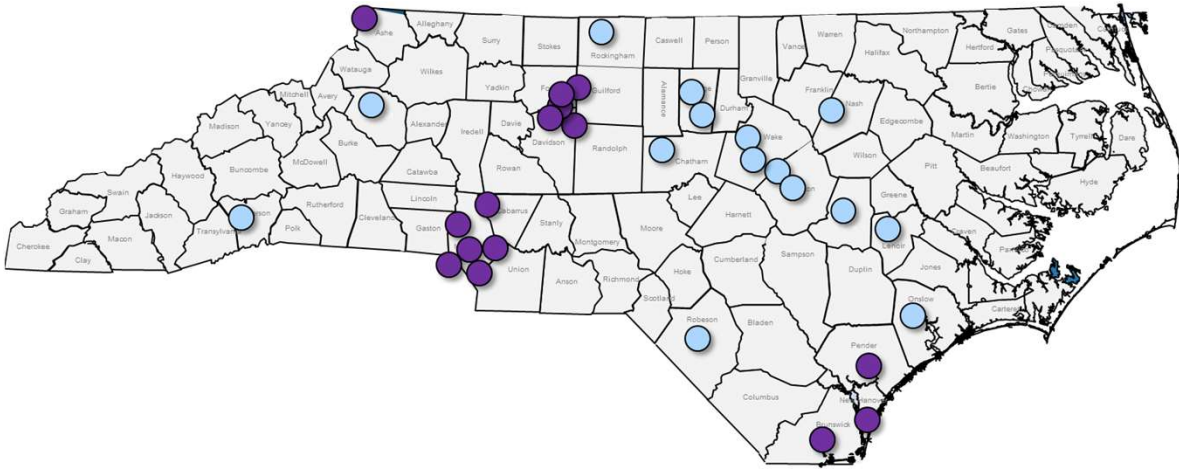
# Charlotte Partnership



- Nine Application Phase (3<sup>rd</sup> Year) students will start in Charlotte in March 2022
- Investment in faculty development, appointments, and creation of 'pipeline' programs
- Exploration of residency and fellowship expansion and partnership
- Exploration of clinical and research partnerships
- Opportunities for other UNC Schools as this moves forward



# Future Collaborations and Exploration



# Summary

- Negotiations have been very collaborative and positive
  - “Fit” between institutions continues to feel positive
- NH-NHRMC/Coastal work has completed first budget cycle of planning and implementation has begun
  - Strong engagement from partners in the region
- Charlotte medical school expansion underway for start this winter
- Opportunities for statewide clinical collaborations

# Relational Leadership: The Power of Check-Ins

Jennifer Wu, MD, MPH  
Vice Dean for Academic Affairs

Dr. Jennifer Wu provided information about the power of check-ins during meetings to increase rapport and enhance team building. Committee members were split into break-out rooms, facilitated by alums of the Relational Leadership program, where participants shared tools they are using to engage their teams. Additional information and training is available through the Relational Leadership @ Carolina program.

# Closing Remarks

Cristy Page, MD, MPH

Dr. Page took a moment to reflect on the achievements and challenges of 2021, including the achievements of our researchers and educators. She shared her pride about all we have achieved and all of the exciting new projects on the horizon for 2022.