

LCOM faculty notes 5/22/20

1. Dean Page

- a. Welcome (184 participants)
- b. Times with vary for this meeting to accommodate faculty members with differing schedules.
- c. Laminated card will be available to carry in one's white coat to remind us of our core values and strategic management commitment
- d. President Garimella, all Deans, associated Deans, clinical & basic science chairs have voluntarily taken reductions in salary
- e. Expected to have a full incoming class for LCOM
- f. More participation with zoom rather than "in person" meetings
- g. LCOM commencement was virtual and had impressive participation
 - i. Great site to see graduates hooded at home by their family

2. LCOM bylaws, Dr. Irvin

- a. Faculty committee appointed

- i. Final draft of approved by COMAC
- ii. Faculty vote
- iii. Final submission to Provost and Board of Trustees

b. Highlights of changes

- i. Used links to keep the document current
- ii. Shortened from 23 to 8 pages
- iii. Added CQI committee
- iv. LCME table added
- v. Tuesday 5/26/20 faculty members will receive the document and link to submit their vote.

c. Dean Page's highlights

- i. The use of links greatly improve communication and ease of obtaining and sharing information.
- ii. CQI committee now a standing committee
 - 1. Part of LCME process

3. Dean Carney

- a. Strategic Management
- b. Multiple events with different stakeholders over the past year
- c. Vision 2025
 - i. 8 open forums, 4 student forums

- ii. 73 faculty, 55, staff, 12 medical students and 4 postdocs participated
- iii. Card sent to faculty and students
 - 1. Vision
 - 2. values
 - a. Professionalism
 - b. Diversity, inclusion and equity
 - c. Commitment to wellness
 - d. Innovation
 - e. Advocacy
 - f. Building on our land-grant heritage
 - g. Excellence
 - h. Stewardship
 - i. service
 - 3. Mission
 - 4. Professionalism
- iv. Back of card with strategic priorities and Objectives
 - 1. Clinical
 - 2. Education
 - 3. Research
 - 4. Community
 - 5. Strategic foundation
 - a. Caring for our people

- b. Commitment to QIP
- c. Get the word out to LCOM

4. Dean Cote

a. National Surveys

- i. Expect a potential 20% drop in enrollment
- ii. Don't depend on deposits or class enrollments

b. 73% of UVM enrollment is out of state

- i. May affect enrollment because of travel issues
- ii. Vermont has an ageing population and less younger people
- iii. President Garimella imposed no tuition increase for the upcoming year
- iv. General fund hiring freeze
 - 1. Not for endowed positions or positions with extramural funding
 - 2. Business travel restrictions continue, probably for at least another year
- v. Administrative faculty salary reductions
 - 1. Saved \$500,000 in general funds already, target \$1.25 million savings
 - 2. Planning 10% student tuition reduction, but not for medical students

- vi. Health Network projected deficit \$150 million at 9/30/20
 - 1. Net patient revenue off 60%
 - 2. 2% goes to LCOM
 - a. Projected \$2.0 million loss to LCOM
- vii. Asked Departments to take 5% general fund reduction
 - 1. UVM asking for voluntary furloughs for staff
- viii. LCOM over 200 years old, faced many challenges in the past and we will get through this

5. Dean Jensen

- a. Thank everyone in regards to the LCOM lab closing and re-opening plan due to the Covid-19
- b. Custodial and supply chain will start up again soon.
- c. Phase 2 starts June 1st.
- d. Research incentive closed the rest of the year
 - i. Temporarily shut down
 - ii. Financial impact \$1 million/year
- e. Graduate program and covid issues

- i. No answers currently
- f. Non research staff returning to campus
 - i. Detailed instructions sent to staff
 - ii. Phase 3, June 15, 2020
- g. Encourage staff to work at home for a longer period of time if their work permits
- h. Await guidance from human resources for return to campus for staff
- i. Clinical research
 - i. Working group has started and is work in progress

6. Dean Zehle

- a. Incoming class
 - i. We are where we are at for a typical year
 - ii. Incoming students have to commit by 7/15/20
 - iii. In person look day converted to a virtual opportunity for accepted students
 - 1. More students participated virtually than have ever done in person
- b. Visiting medical students
 - i. Quarantine and testing
 - ii. Working with VT DOH

iii. VT DOH is sticking with the 14 day quarantine.

7. Dean Carney

a. Local covid practices and research are current

b. Issues on masking

i. Persons who choose not to mask

1. Medical personnel

2. Non-medical

3. Reinforce to those who choose not to wear a mask of the reasons to wear one, but not to be confrontational

4. Treatment algorithms

a. NEJM up to date

b. Consult your personal physician for medical advice

8. Dean Irvin

a. Will faculty promotion be on schedule

i. Faculty on tenure tract may be able to extend their time due to the current pandemic

ii. All promotion plans are on tract.

iii. Delivery to the Dean's office for completed files are on time for 11/1/2020.

iv. Assume the University's review of our dossiers are on time.