

Dean's Council (DC)

December 21, 2009

**Minutes**

Present: Dr. Albertsen, Dr. Gould, Dr. Koeppen, Dr. Kuchel, Dr. Lalande, Dr. Nissen, Dr. Puddington, Dr. Sanders, Dr. Simon, Dr. Wolfson

Excused: Mr. Gillon, Dr. Henderson, Dr. Laurencin

Guests: Dr. Britner, Dr. Hepworth, Ms. Lazzarini, Dr. McGovern (by phone), Dr. Thrall

The meeting was called to order at 3:35 p.m.

1. The minutes of the November 16, 2009 and December 7, 2009 meetings were unanimously approved.
2. Dr. Koeppen provided the following updates. He met with the Oversight Committee (OC) to express Dean's Council's frustration over the department and center review process and lack of follow up by Dr. Laurencin. He met with Dr. Laurencin as well. A joint meeting with OC will be scheduled to discuss this further. He also sent to Dr. Laurencin Dean's Council's decision on the proposed policy on salary guarantee for tenured faculty.
3. Department of Pediatrics Review

Drs. Sanders and Gould, who served as the DC reviewers for the Department of Pediatrics review, summarized the review team's findings and the department's response. Overall, the review was very positive. The research program was felt to be in the early stages of development, which might be due to the department's move to CONNECTICUT CHILDREN'S and the effort to bring the clinical group together to achieve financial stability. Faculty had insufficient protected time and difficulty in coordinating their clinical practice and laboratory-based research. The department has created a Division of Research, but many faculty felt this was not as helpful as they would like. However, the department has been very successful in supporting research among medical students and fellows. The educational program was admirable and impressed the review team. The residency is filled annually, and undergraduate medical education (UME) is well done. However, the review team felt the program was underfunded and that additional resources are needed to support curriculum preparation and development, IT needs, and development programs for community faculty. Relative to graduate medical education, the issues of administrative burden on residents, lack of teaching space within CONNECTICUT

CHILDREN'S, and the need to increase the number of fellowship positions was raised. In UME, some concern was raised by the review team about the separation of the inpatient and outpatient blocks of pediatrics and the balance between the two areas. The great strength of the department is the clinical service, but the clinical demands make other areas of the department's mission challenging. Mentoring was noted as an issue both the School and the Chair were trying to improve. Dr. Dworkin is recognized for his substantial publication record, teaching awards, and national reputation and was rated highly by the faculty. Finally, it was noted that pediatrics faculty feel disconnected from the Health Center, and the review team recommended that the bond between the department and the rest of the University be strengthened through engagement with School of Medicine committees, additional resources from the School of Medicine, and for the leadership of the School to make their presence known at CONNECTICUT CHILDREN'S. During discussion, Dr. Lalande noted that a research agreement is being developed between the School of Medicine and the department with a goal of augmenting pediatric research. A Pediatric Research Day will also be held at CONNECTICUT CHILDREN'S. Since CONNECTICUT CHILDREN'S has decided to not build research facilities on their campus, the goal is to have a Pediatric Research Institute here that would support the department's investigators.

Dr. Dworkin then joined the meeting. After Dr. Koeppen explained the process, Dr. Dworkin was asked whether he had any comments relative to the review process and report. He believed the department benefited from the process, particularly the extent to which faculty were engaged in the self-study and the post-review. He felt the work by the review team was very credible and the findings and recommendations consistent with what the department had identified during the self-study. He noted that the department has escalated its efforts on faculty mentoring and is about to unveil a plan for professional development. When asked what the School of Medicine could do to help move the department forward, he responded that the greatest opportunity is in research. The review team identified that with the consolidation of faculty downtown, the research agenda took a step backwards, and the separation from the Health Center physically created a number of obstacles and challenges to overcome. The department's research growth is predicated on interaction with UConn as their partner, and he too noted the research agreement and plans for a collaborative Pediatrics Research Day at CONNECTICUT CHILDREN'S in March. He also noted the extraordinary support from basic scientists who serve as mentors and who serve on an oversight committee for the entire research plan. On the clinical side, he noted the need for clarification around Maternal-Fetal Medicine in Farmington and at Hartford Hospital in order to begin working collaboratively. He also noted the need to ensure that the pediatric surgery faculty feel they have a secure

home in their respective academic department at UConn, and he believes things are working reasonably well, particularly with the appointment of Dr. Ferrer, Surgeon-in-Chief at CONNECTICUT CHILDREN'S, as Vice Chair of the Department of Surgery at UCHC. The transitioning of patients from pediatrics to adult care has been very successful in some programs and variable in others, and he thought UConn could play a role in that area. A suggestion was made to consider developing a clinical agreement similar to the one being developed on the research side. He was asked whether there were plans to develop other subspecialty fellowship programs. He indicated that he was somewhat reluctant to do so because he was not confident in the depth of research opportunities that could be offered to fellows, but he does plan to develop fellowships in critical care (GI and Surgical) and hematology/oncology.

After Dr. Dworkin departed, Drs. Britner, McGovern, Thrall, and Ms. Lazzarini, review team members, joined the meeting. Dr. Wolfson, a DC member, also served on the review team. They reiterated that Dr. Dworkin is respected by faculty and viewed as a good mentor. They, too, noted the issues summarized in Drs. Sanders' and Gould's report, namely that some faculty feel very disconnected from the School of Medicine and view CONNECTICUT CHILDREN'S as their primary allegiance; the overwhelming clinical responsibilities the faculty have and the lack of protected time to conduct educational and scholarly activity; a lack of understanding of the Division of Research's mission; how the clerkship is structured. They also noted that the educational initiative is underfunded by both the School and the hospital. Dr. McGovern indicated that typically departments of pediatrics get one full-time faculty line for every six residents, as well as support for the residency director.

Dr. Koeppen thanked the review team members, and DC began drafting their recommendations. Dr. Koeppen will circulate the recommendations to DC for review before sending them to Dr. Laurencin.

The meeting was adjourned at 5:08 p.m. The next meeting will be held on Monday, January 18, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli