

AGENDA
Health Sciences Committee
November 21, 2019

- I. Approval of Minutes – September 12, 2019
- II. Review of Operational Metrics
- III. Informational Items
 - A. Health Sciences Division Update – Dr. Mark Stacy
 - B. Health Sciences Division Student Story – Ms. Caitlin Bradley
- IV. Closed Session



Health Sciences

November 21, 2019

Agenda Item: I. Approval of September 12, 2019 Minutes

Responsible Person: Tom Furr
Committee Chair

Action Requested: Approval

Notes: N/A

Health Sciences Committee – Open Session
ECU Board of Trustees
September 12, 2019
Main Campus Student Center

Board Members Present:

Tom Furr (Committee Chair)
Fielding Miller (Committee Vice Chair)
Colin Johnson (Committee Member)
Angela Moss (Committee Member)
Jim Segrave (Committee Member)
Jason Poole
Leigh Fanning
Max Joyner
Vern Davenport
Bob Plybon
Vince Smith
Robert Moore
Phil Lewis

Others Present:

Interim Chancellor Gerlach
Bill Bagnell
Michelle Brooks
Amy Ellis
Jay Golden
Virginia Hardy
Lisa Hudson
Jeannine Hutson
Brian Jowers
Beth Ketterman

Cheryl Marsh
Donna Payne
Peter Schmidt
Mark Stacy
Sara Thorndike
Gary Vanderpool
Kathryn Verbanac
Amanda Williams
Paul Zigas

Recorder: Cindy Reaves

Call to Order and Approval of Minutes:

Mr. Furr called the meeting to order at approximately 11:00 am and read the conflict of interest statement required by the State Government Ethics Act. No conflicts were identified. The minutes of April 11, 2019 were approved.

Health Sciences Division Update:

Dr. Mark Stacy provided a Health Sciences Division update in which he reviewed details involving the upcoming LCME Accreditation, enrollment data based on the census day count for Fall 2019, metric plans for 2020-2022, and mission-based projects.

ECU Physicians Financial Performance Update:

Mr. Brian Jowers reviewed the financial year-to-date information through June 2019. Over a 12-month period, the ECU Physicians Practice Management Indicators reflected an improvement of 3.3% in contract revenue. The ECU Physicians budget shows to have broken even for FYTD 2019. The days of cash on hand is 130.9 days and reserves sit at \$57.6M.

ECU Physicians Compensation Model Discussion:

Dr. Mark Stacy reviewed the current and proposed faculty compensation model. In the current comp plan salaries are not keeping up with the market and faculty turnover is problematic. The proposed comp model appropriately aligns clinical compensation to productivity and does not differentiate clinical compensation from total compensation. The plan is to shadow the new compensation methodology with the current one prior to implementation.

Closed Session:

Action: A motion was made by Chairman Furr that the Health Sciences Committee go into closed session. Mr. Poole read the motion to go into closed session:

1. to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and
2. to consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees.
3. to prevent the disclosure of competitive healthcare information under N.C. General Statute 130A-45.11; G.S. 131E-97.3.
4. to consult with an attorney to preserve the attorney-client privilege between the attorney and the Committee.
5. To discuss pending and threatened litigation as identified in exhibit A.

Action: Motion passed.

Action Items from closed session to be announced in full BOT open session:

Closed Session Minutes from the April 11, 2019 meeting were approved.

Request - The Board approve the following motion:

I move that:

- The Board approve the incentive payments for non-clinical faculty in the Brody School of Medicine as presented in board materials and recommend this item to the full board.

Request - The Board approve the following motion:

I move that:

- The Board approve the incentive payments from the School of Dental Medicine as presented in board materials and recommend this item to the full board.

Request - The Board approve the following motion:

I move that:

- The Board approve the appointment with tenure for Dr. John Fallon in the Brody School of Medicine as presented in board materials and recommend this item to the full board.

Request - The Board approve the following motion:

I move that:

- The Board approve the appointment with tenure for Dr. Azeez Aileru in the School of Dental Medicine as presented in board materials and recommend this item to the full board.

A motion was made to return to Open Session. Motion Approved.

Meeting adjourned at 12:10 p.m.



Health Sciences

November 21, 2019

Agenda Item: II. Review of Operational Metrics

Responsible Person: Mark Stacy
Vice Chancellor for Health Sciences

Action Requested: Information

Notes: N/A



Health Sciences

November 21, 2019

Agenda Item: III. A. Health Sciences Division Update

Responsible Person: Mark Stacy
Vice Chancellor for Health Sciences

Action Requested: Information

Notes: N/A

EAST CAROLINA UNIVERSITY

DIVISION OF HEALTH SCIENCES

Mark Stacy, MD

Vice Chancellor, Division of Health Sciences

ECU Board of Trustees Health Sciences Committee

November 21, 2019

Our mission is to increase the supply of health care professionals to serve the state.



NC's Top Producer of
Health Care Professionals

ecu4nchealth.ecu.edu

Degrees Awarded

Sum of Critical Workforce Degrees - Health

	Academic Year						
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
ASU	231	277	308	375	427	501	546
ECSU	0	0	0	0	0	8	0
ECU	1,116	1,163	1,196	1,201	1,375	1,370	1,402
FSU	9	43	75	83	137	157	217
NCA&T	52	44	67	52	30	40	34
NCCU	145	116	173	166	179	167	201
NCSU	87	89	85	90	93	110	106
UNC-CH	1,315	1,380	1,417	1,348	1,396	1,362	1,364
UNCA	35	52	39	45	46	46	53
UNCC	371	438	385	467	533	540	601
UNCG	452	469	578	502	345	449	458
UNCP	48	47	51	66	58	63	54
UNCSA	0	0	0	0	0	0	0
UNCW	213	241	258	304	338	476	655
WCU	376	354	395	473	513	510	528
WSSU	716	723	778	886	880	726	721
Total	5,166	5,436	5,805	6,058	6,350	6,525	6,940

Workforce needs

- Of North Carolina's **100 counties**, **91** have a physician-per-population ratio that is lower than the U.S. ratio of **30 per 10,000**.
- The 2016-2026 expected job growth rate for allied health professionals nationally ranges from **13-37%**, compared to a **7%** average growth rate for all occupations.
- North Carolina falls in the lowest **one-third** in the United States for dentists per **100,000 residents**.
- The national demand for advanced practice nurses is expected to grow by **31%** through 2022 – much faster than the **11%** average for other professions.

Pipeline, Outreach and Partnership Programs

Brody School of Medicine

- Brody RISE
- Summer Program for Future Doctors (SPFD)
- Summer Biomedical Research Program (SBRP)
- Community Preceptor Support

College of Nursing – RN to BSN option

- Eastern NC Regionally Increasing Baccalaureate Nurses (ENC RIBN)
- Alternate RIBN (aRIBN)
- RN/BSN Early Assurance

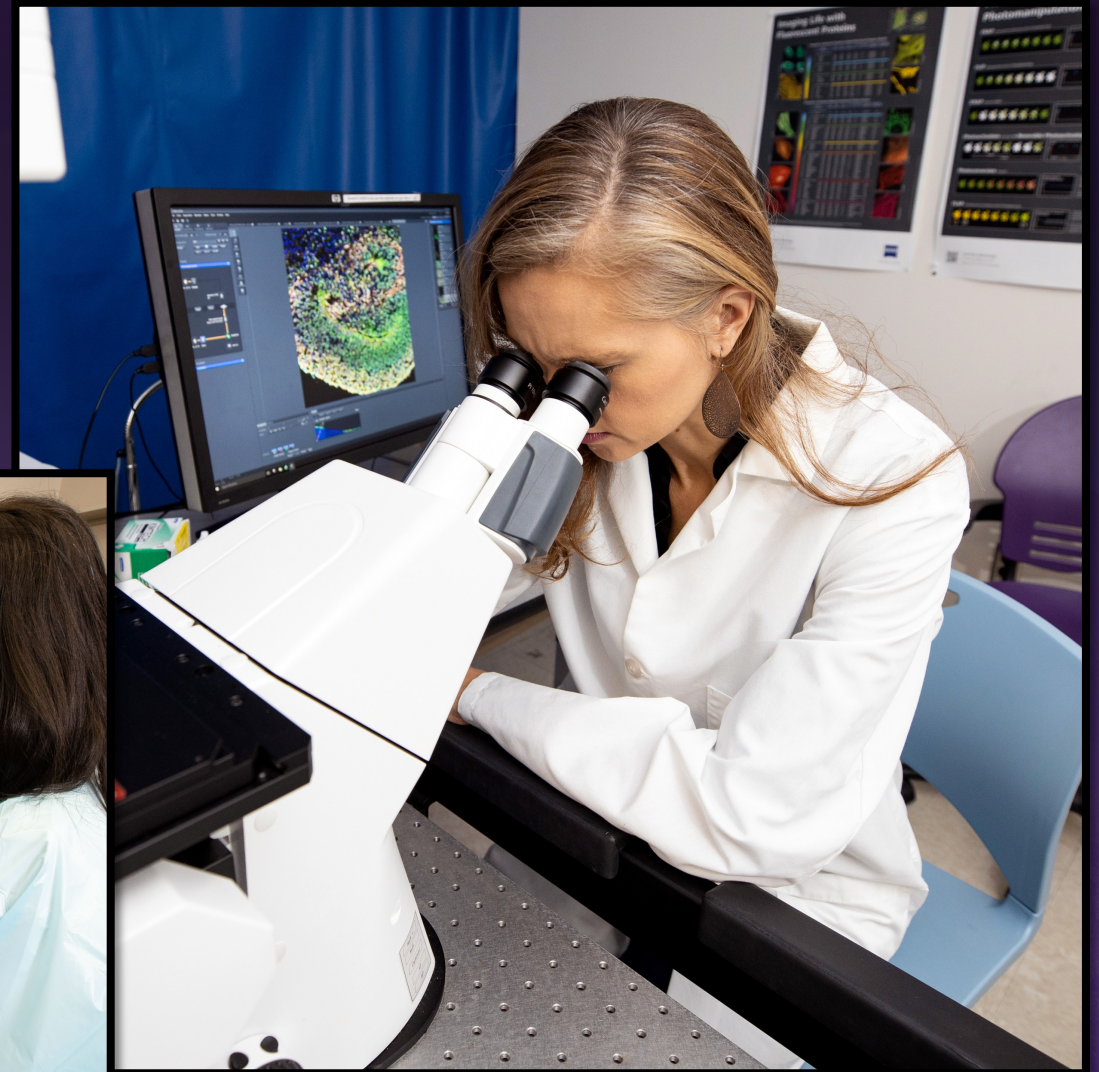
School of Dental Medicine – Preparing Tomorrow's Dentists

- Summer Program
- Professional Development Workshop
- Going Pro
- More Than Meets the Eye-Dental CSI

Medical and Health Sciences Foundation Scholarships awarded

	FY 2017	FY 2018	FY 2019
Total \$ amount of scholarships awarded	\$ 929,236	\$1,048,227	\$1,012,995
Total number of students who rec'd at least one scholarship	230	238	245

To attract high-caliber students and faculty, we need to invest in research and teaching



Dean of BSOM Research Investments

Initial Investment – Dean’s start-up funds	\$2,238,083
Return on Investment: 18 months	
# of new awards	21
Total Direct Dollars	\$1,540,726
Total Indirect Dollars	\$383,996
Total Award Dollars	\$1,924,722

BSOM Research Applications and External Funding

	2017	2018	2019
Sponsored Awards	167	124	131
Funding	\$18.9M	\$20.8M	\$30.5M
Average Award Size	\$113K	\$168K	\$233K
Cumulative Increase in Award Size		+49%	+106%

Updated Lab Space



before



after



before



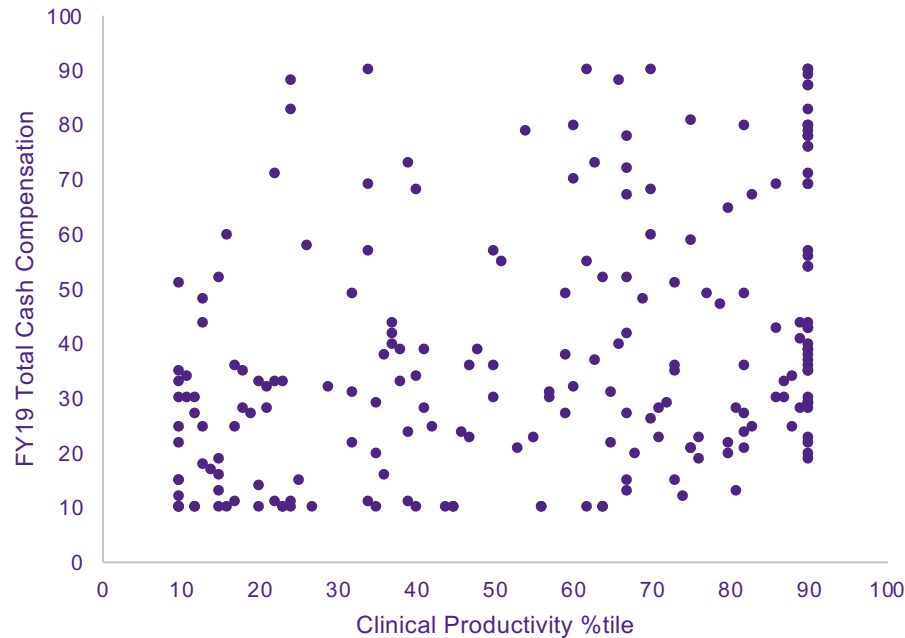
after

- **Poised to begin modeling a new, productivity-based compensation plan developed in consultation with Premier Consulting**
- **Managing to the Model**
 - Align Academic and Research Effort and Funding
 - Address Gaps in Clinical Effort and Clinical Activity
 - Evaluate External Funding Relative to Contract Time

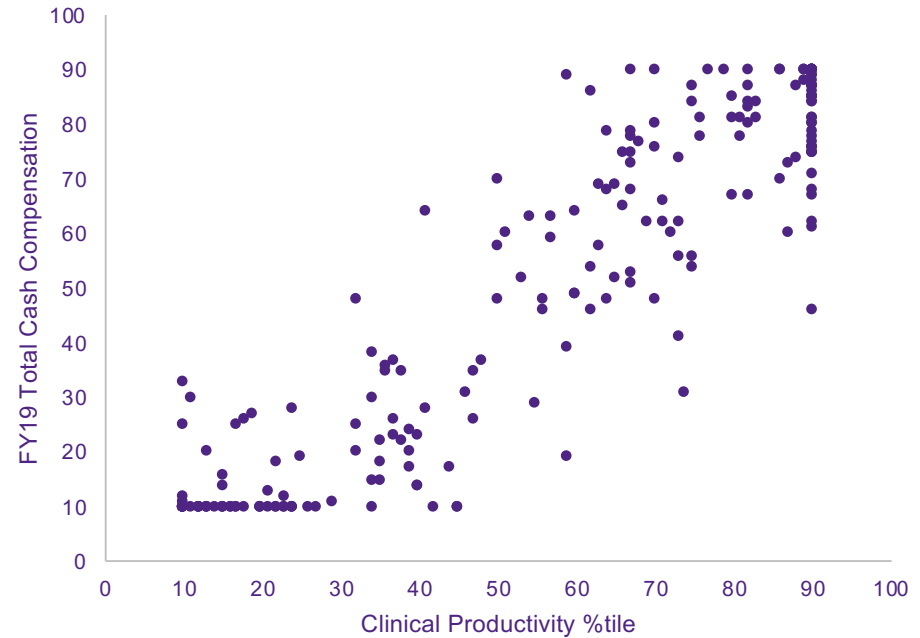
Productivity v. Total Compensation

Proposed compensation model appropriately aligns clinical compensation to productivity. The current model does not differentiate clinical compensation from total compensation. The below graphic depicts total compensation to productivity for the current and proposed model.

Clinical Productivity vs. FY19 Total Compensation



Clinical Productivity v. Proposed Total Compensation



Note: New providers and providers below .4 FTE are excluded

New Medical Education Building

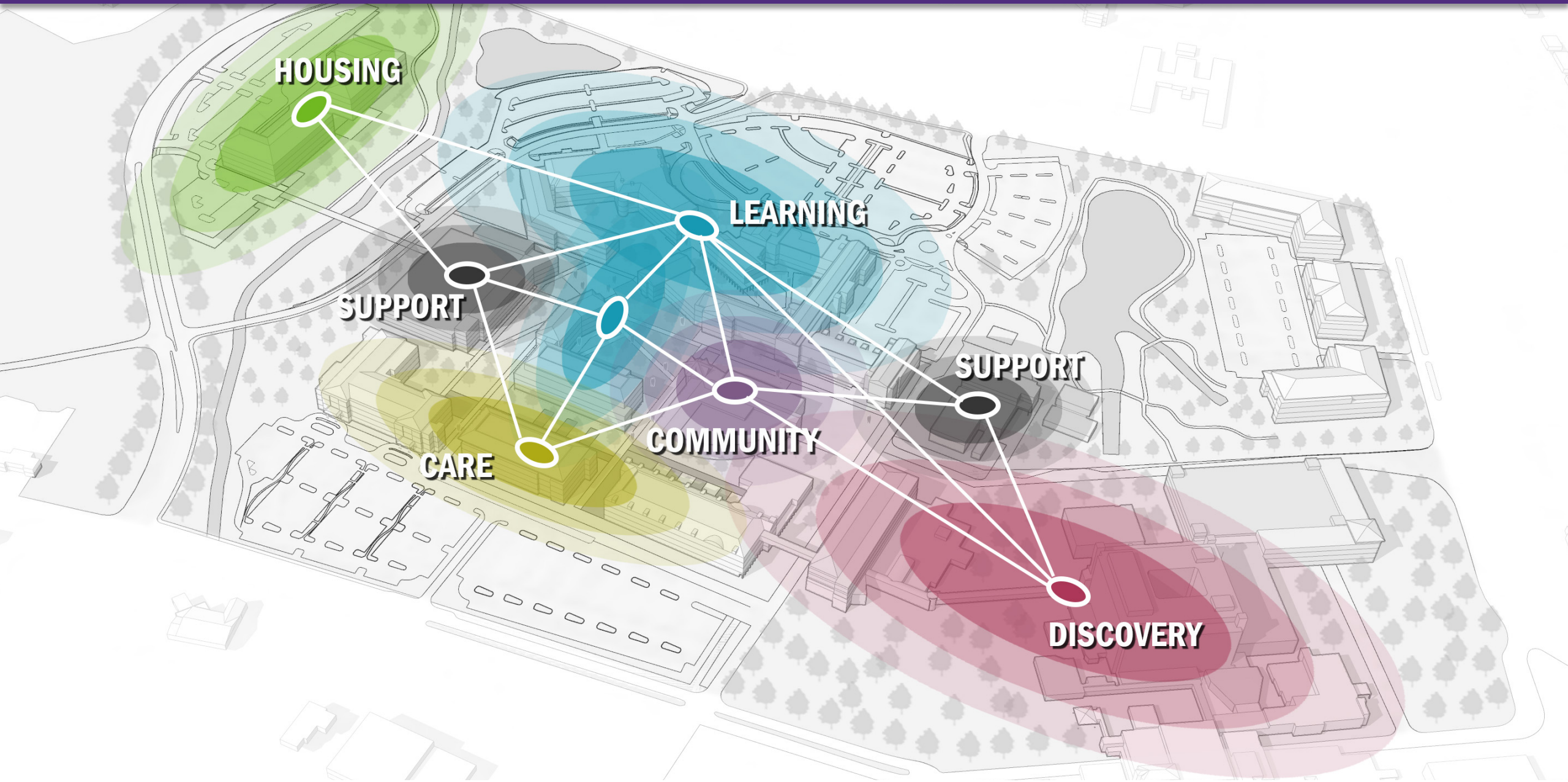
- State-appropriated \$215M (pending budget veto override)
- 260K square-foot, state-of-the-art education and research facility
- Supports class size expansion
- Will improve recruitment of resident physicians and faculty
- Current building can be renovated to house modern laboratory and classroom space for additional disciplines

Regional Economic Impact

- The projected economic benefits related to **the construction of the \$215 million building** is \$395,600,000 and 1,738 jobs.
(TrippUmbach, 2016)
- By 2028, the new medical school building will have an annual impact of nearly \$300 million.
(ECU College of Business, 2019)









Health Sciences

November 21, 2019

Agenda Item: III. B. Health Sciences Student Story

Responsible Person: Ms. Caitlin Bradley
College of Allied Health

Action Requested: Information

Notes: N/A



Health Sciences
November 21, 2019

Agenda Item: IV. Closed Session

Responsible Person: Mark Stacy
Vice Chancellor for Health Sciences

Action Requested:

Notes: N/A