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
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.
II. Review of Operational Metrics

Responsible Person: Mark Stacy
Vice Chancellor for Health Sciences

Action Requested: Information

Notes: N/A
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<tr>
<th>Measurement</th>
<th>Prior Year</th>
<th>Target</th>
<th>Variance</th>
<th>July</th>
<th>August</th>
<th>September</th>
<th>October</th>
<th>November</th>
<th>December</th>
<th>January</th>
<th>February</th>
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<th>May</th>
<th>June</th>
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<td><strong>ECU Financial Performance to Budget</strong></td>
<td>$49,699</td>
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<td>Billed Profit (Loss)</td>
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<td>(516,911)</td>
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<td>2,349,770</td>
<td>(157,720)</td>
<td>7,472,192</td>
<td>(2,864,785)</td>
<td>(12,068,141)</td>
<td>2,197,082</td>
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<td>2,129,057</td>
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<td>2,197,082</td>
<td>(4,588,629)</td>
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<td>3,120,985</td>
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<td><strong>Total RVUs</strong></td>
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<td>Work Relative Value Units (wRVUs), are used nationally to measure physician/provider work effort</td>
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<td>147,000</td>
<td>138,763</td>
<td>148,712</td>
<td>148,502</td>
<td>149,982</td>
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<td>Plan</td>
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<td>90.0%</td>
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<td>90.20%</td>
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<tr>
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*Presented as a percentage of the prior year.
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**

<table>
<thead>
<tr>
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<td>ASU</td>
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<td>277</td>
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<td>375</td>
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<td><strong>ECU</strong></td>
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<td>FSU</td>
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<td>NCA&amp;T</td>
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<td>85</td>
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<td>UNCA</td>
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<td>UNCC</td>
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<td>385</td>
<td>467</td>
<td>533</td>
<td>540</td>
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<td>UNCG</td>
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<td>578</td>
<td>502</td>
<td>345</td>
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<td>UNCP</td>
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<td>WCU</td>
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<td>395</td>
<td>473</td>
<td>513</td>
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<td>528</td>
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<td>WSSU</td>
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<td>723</td>
<td>778</td>
<td>886</td>
<td>880</td>
<td>726</td>
<td>721</td>
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<td><strong>Total</strong></td>
<td><strong>5,166</strong></td>
<td><strong>5,436</strong></td>
<td><strong>5,805</strong></td>
<td><strong>6,058</strong></td>
<td><strong>6,350</strong></td>
<td><strong>6,525</strong></td>
<td><strong>6,940</strong></td>
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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**

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<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
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<tr>
<td>Total $ amount of scholarships awarded</td>
<td>$929,236</td>
<td>$1,048,227</td>
<td>$1,012,995</td>
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<td>Total number of students who rec'd at least one scholarship</td>
<td>230</td>
<td>238</td>
<td>245</td>
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To attract high-caliber students and faculty, we need to invest in research and teaching.
### Dean of BSOM Research Investments

<table>
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<tr>
<th>Description</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>Initial Investment – Dean’s start-up funds</td>
<td>$2,238,083</td>
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<tr>
<td>Return on Investment: 18 months</td>
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<tr>
<td># of new awards</td>
<td>21</td>
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<td>Total Direct Dollars</td>
<td>$1,540,726</td>
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<td>Total Indirect Dollars</td>
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<td><strong>Total Award Dollars</strong></td>
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## BSOM Research Applications and External Funding

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<td>Sponsored Awards</td>
<td>167</td>
<td>124</td>
<td>131</td>
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<td>Funding</td>
<td>$18.9M</td>
<td>$20.8M</td>
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<td>Average Award Size</td>
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<td>$168K</td>
<td>$233K</td>
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<td>Cumulative Increase in Award Size</td>
<td>+49%</td>
<td>+106%</td>
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Updated Lab Space
INVESTMENT IN TEACHING AND CLINICAL PRACTICE

• Poised to begin modeling a new, productivity-based compensation plan developed in consultation with Premier Consulting

• Managing to the Model
  o Align Academic and Research Effort and Funding
  o Address Gaps in Clinical Effort and Clinical Activity
  o 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 vs. Proposed Total Compensation**

Note: New providers and providers below .4 FTE are excluded
INVESTMENT IN MODERN FACILITIES

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
Agenda Item: IV. Closed Session

Responsible Person: Mark Stacy
Vice Chancellor for Health Sciences

Action Requested: 

Notes: N/A