

Date: January 25, 2003

To: Kathleen Chard, Chair  
Academic Organizations Committee  
University Senate

William Pfeifle, Chair  
Implementation Team  
Medical Center Reorganization

From: Ruth "Topsy" Staten, Chair  
Faculty Council  
College of Nursing

Subject: Recommendations of the Medical Center Reorganization Task Force

Cc: Jeff Dembo, Chair, Senate Council  
Mike Nietzel, Provost  
Lee Todd, President  
Carolyn Williams, Dean, College of Nursing

The College of Nursing Faculty welcomes this opportunity to share with you our response to the recommendations of the Medical Center Reorganization Task Force. We have followed the Task Force deliberations with great interest. Marcia Stanhope, our representative to the Task Force, and Carolyn Williams, our Dean, kept us abreast of the discussions. We attended the forums and read the website as it was updated. When the recommendations were made final and presented to President Todd, the CON Faculty Council, the two College representative to the University Senate, the representatives to the Medical Center Academic Council, and the CON deans met to discuss the recommendations.

CON Faculty Council sponsored a forum for administrators, faculty, and staff to review and discuss the recommendations. The faculty then held a closed session, without administrators or staff, to vote on the summary of recommendations that accompanies this memorandum. As you will note, the College of Nursing Faculty supports the recommendations. We underlined statements that we believe are important additional consideration and will strengthen the recommendations.

The College of Nursing Faculty takes very seriously the work that we do and the mission that we carry. We work hard to achieve the goals and objectives of the College, the Medical Center, and the University. We want to be an active part of that success.

**Summary Points for Recommendations  
Medical Center Reorganization Task Force  
College of Nursing Faculty**

The College of Nursing Faculty and Staff look forward to the opportunity that change provides to build on our successes, enhance areas that may need improvement, and create new and better systems and structures for doing the work of the College, the Medical Center and the University. A clear presence of the College of Nursing along with our colleagues in the other Medical Center colleges is essential in its continued growth and improvement.

**It is in our diversity of talents, perspectives, skills, and knowledge that the best College, Medical Center, University, and Commonwealth can be achieved. We would like to see this diversity represented on the Implementation Team and other groups that will shape the future of our institution.**

**Academic Programs (p3-4)**

- Support academic programs of the Five Colleges under the auspices of the Provost.
- Support appointment of associate provost to coordinate academic affairs of similarly oriented colleges, i.e., clinical education, professional education.
- Recommend that the implementation team review current academic support services and seek input from service users and providers. –Evaluate academic support services and leave in place those that are working effectively and efficiently and enhance those that may need improvement.
- Support four Graduate Centers continuing to report to the Dean of the Graduate School.
- Support maintaining a separate Medical Center area committee for review of appointment, promotion, and tenure for recommendation to the Provost.
- Recommend Clinical Title Series appointments by Dean to the Area Committee to the EVPHA to President to BOT.—Would support scholarship and clinical service for those with appointment in Clinical Title Series.
- Support continuing education to colleges.
- Support placement of UHS under Vice President for Student Affairs.
- Support Medical Center Library remaining open 24/7 (Clinical services are 24/7).

**Research Administrative Structure (p5)**

- Support Associate VP for Medical Center Research.
- Support transparency of allocation of indirect cost and allocation should be consistent with productivity of unit.
- Provide adequate support for research including clinical research within the Colleges of the Medical Center.

**Clinical Enterprise Structure (p5-8)**

- Address recruitment and retention issues in the College of Medicine.
- Support collaborative clinical enterprise and establishment of EVPHA.
- Recommend EVPHA who can address the board range of health care providers, patient needs, and health care delivery systems.
- Recommend that the EVPHA search committee have broad representation.
- Support change in existing taxing system for clinical revenue
- Recommend Board of Trustee Representative to be a trustee from outside the University faculty and staff and add a Health Care Consumer to the Executive Council.
- Support the 5 Medical Center Deans on the Executive Council
- Recommend addition of 1 elected representative from each of the other 4 colleges in addition to the 3 representatives from the College of Medicine.

- Support Council of Deans—supports administrative effort at integrating education, research, patient care and service.
- Support Deans controlling clinical practice plans
- Support evaluation of clinical services in Kentucky Clinic and organizing clinical services in a unified system.
- Consider location of Women’s Health Center within the College of Nursing. –consistent with CON clinical and research interest and agenda.
- Support evaluation of Office of Strategic Initiatives
- Caution in restructuring MCIS—consider patient care patient outcomes.

### **Clinical Enterprise Operations (p9-10)**

- Support review of human resources policies
- Support review of policies that may affect competitiveness in market place and patient care outcomes.
- Evaluate impact of centralized services for effectiveness, efficiency, and responsiveness to clinical care services and patient outcomes.