

**MOUNT SINAI SCHOOL OF MEDICINE
FACULTY COUNCIL
Minutes
September 12, 2012**

In Attendance: Drs. Aloysi, Berin, Choudhri, Farber, Gibbs, Godbold, Goldschlager, Haroutunian, Hausman, Howell, Kalir, Leibowitz, Manfredi, Miller, Rhee, Shim-Chang, Teitelbaum, Wang; Mr. Keller, Ms. Schneier and Ms. Tiger-Paillex

Dr. Leibowitz opened the meeting at 12:05 p.m.

I. APPROVAL OF MINUTES

Upon motion duly made and seconded, the minutes of the July 11, 2012 meeting of the Faculty Council were unanimously approved.

II. FACULTY COUNCIL COMMITTEE UPDATES

- Professionalism Committee -- Dr. Hausman reported that one investigation has been completed, and two are pending. He explained that investigative groups are comprised of four to five people, and it is often difficult to recruit faculty to participate in these groups. In response to an invitation, five committee members volunteered to join the committee: Drs. Julie Wang, Kate Gibbs, Jim Manfredi, Tamar Kalir and Michelle Rhee.
- Disciplinary Tribunal – Dr. Leibowitz reported on behalf of Dr. Landrigan that a case has been concluded, and no cases are pending. Dr. Landrigan anticipates stepping down from his role as Tribunal Chair within a year, so the Executive Committee will begin discussions of a possible successor.
- Resources Committee/Information Technology – Dr. Haroutunian had no new issues to report. Dr. M. Shapiro is involved in IT meetings, and Mr. Kumar Chatani, Chief Information Officer, has been invited to meet with the Council in November to provide an update on IT. Also planned for future meetings are Dr. Burt Drayer and Ms. Claudi Colgan to address malpractice issues.

III. HUMAN RESOURCES DISCUSSION

Invited guests Mr. Paul Keller, (title) and Ms. Caryn Tiger, Director of Human Resources for MSSM spoke with the Committee. Most of the discussion centered on United Health Care (UHC) and key points covered included:

- Mount Sinai is self-insured for benefits, and pays UHC to administer our claims. By self-insuring, Mount Sinai takes the risk and avoids the usual cushion of a fully insured plan.
- Three levels of provider participation, with different in-network and out-of-network rates:
 - “Top Tier -- in-network physicians accept payment in full
 - “2nd Tier” – in-network providers have rates determined by UHC
 - Out-of-Network – different rates, higher cost to patients
- Not all MSSM providers are in Top Tier. Consumers must consult on-line directory to identify who is. Council feedback on the directory:

- It is outdated. Mr. Keller said that a major effort is under way by UHC to update it this year, and providers are also expected to update their information on participation. Providers who see incorrect information about themselves should notify UHC. Providers who are uncertain of which tier they are in are urged to communicate with UHC, especially if they wish to be in top tier.
 - Directory is not user friendly, e.g., can't search geographically for MS providers
 - Currently employees are encouraged but not mandated to use Top Tier providers; this may change over time.
 - Consumers are urged to discuss co-pays, deductibles etc. with their providers prior to service.
 - Physician rates are not identical across hospitals; in response to an observation that Sinai and Columbia rates differ, Council was informed that the FPA has examined pay scales and determined that overall they are fairly similar.
 - Annual Health Survey – Designed to provide Mount Sinai with aggregate data that identifies opportunities to help our covered population engage in prevention habits and avoid/reduce complexities of illness and associated claims. UHC collects the data but does not share individual information with Mount Sinai. UHC reaches out through phone calls and emails to participants with top diagnoses to offer health and medical advice. Plan participants who don't complete the survey face a 30% extra charge. We are currently at 90% participation.
 - The HMOs offered through Mount Sinai's health plan aren't self-insured. Costs reflect community rates and Mount Sinai has no control over or input into what the HMOs offer or charge. As a result, Human Resources perceives the value for employees to be greater through UHC.
 - Efforts are being made to expand communications, e.g., quarterly newsletter on benefits.
- Dr. Choudhri urged Council representatives to share with their faculty the important benefits information presented today.

Grant-in-Aid - In response to questions about alternative payment mechanisms,, e.g., grant payments directly to the college student or the school, Mr. Keller explained that we do not have this flexibility in a plan that is offered to faculty and not all employees.

IV. CONFLICTS OF INTEREST IN RESEARCH

Ms. Schneier noted that the new on-line education module for Conflicts of Interest in Research is mandatory for all faculty and staff who are named on research grants. As of August 24, 2012, no grant application can be submitted through the GCO unless all who are required to take the module have done so.