Agenda Item Title: UNR - Request for approval of the starting salary in an amount in excess of salary schedule maximum for Alexander Feliz, M.D.

BACKGROUND & POLICY CONTEXT OF ISSUE:

Board of Regents approval is required for salary above the salary maximum. UNSOM requests such approval for the appointment of Alexander Feliz, M.D., as Assistant Professor of Pediatric Surgery in Department of Surgery, Las Vegas.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

The University of Nevada School of Medicine requests approval to hire Dr. Alexander Feliz as Assistant Professor of Pediatric Surgery, Las Vegas effective July 1, 2008, at a salary of $400,000 per annum, which exceeds the salary maximum.

IMPETUS (WHY NOW?):

At the last two Residency Review Committee site visits, the Surgery Residency program received citations for not having a formal Pediatric Division within the Department of Surgery to train the general surgery residents. After hiring a Chief, Division of Pediatric Surgery, last year, it is imperative that another surgeon be hired in order to augment the growth of and assist in the training of new Residents, and to attain program accreditation. An exceptionally qualified, Fellowship-trained candidate has been identified and is willing to accept this position.

University Medical Center (UMC) has committed annual salary support of $262,000, and the balance will come from clinical income.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The Department of Surgery must train their residents in Pediatric Surgery.
- Dr. Feliz has the proven abilities to augment the growth of this critical division.
- UMC is committing $262,000 toward the requested salary.
- There are less than 30 Pediatric Fellowship trained surgeons annually.
- With so few Pediatric Surgeons being trained, it is extremely difficult to recruit for an academic position, as the private sector is far more lucrative.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

Physicians and other medical school faculty should be compensated at levels similar to other assistant professors and faculty.

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

Hire a more junior and less accomplished individual with compensation within Q2.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # 4 Chapter # 3 Section # 20
- Amends Current Board Policy:
- Other: Title #2 Chapter 5 Section # 5.4.1; 5.5.2 (Seeking exception to salary schedule)
- Fiscal Impact: Yes _X_ No
  Explain: Dr. Feliz’s salary will be derived from a combination of (a) hospital contract revenue for patient care services, and (b) clinical revenues.
Alexander Feliz MD

Office: Children's Hospital of Pittsburgh of UPMC
3705 Fifth Avenue
Desoto Wing 4A-453
Pittsburgh, PA 15213
412.692.4652
Email: alexander.feliz@chp.edu

Home: 5501 Beverly Place
Pittsburgh, PA 15206
412.404.7191

Education
2005–2006 Multidisciplinary Masters of Public Health (Candidate)
University of Pittsburgh School of Public Health Pittsburgh, PA
1993–1997 Medical Doctor
Mount Sinai School of Medicine New York, NY
1992–1993 Associated Medical Schools of New York Post-Baccalaureate
Program S.U.N.Y. at Buffalo Buffalo, NY
1987–1991 Bachelor of Arts – Psychology
Wesleyan University Middletown, CT
1978–1987 Trinity School New York, NY

Postgraduate Training and Fellowships
2006–Present Pediatric Surgery Resident
Children's Hospital of Pittsburgh of UPMC
Division of Pediatric Surgery under George Gittes MD
University of Pittsburgh School of Medicine Pittsburgh, PA
2004–2005 Pediatric Surgical Critical Care Fellow
Children's Hospital of Pittsburgh of UPMC
Division of Pediatric Surgery under Barbara A. Gaines MD
University of Pittsburgh School of Medicine Pittsburgh, PA
1997–2004 Surgery Resident
University of South Florida College of Medicine
Department of Surgery Tampa, FL

Professional Experience
2005–2006 Clinical Instructor
Children's Hospital of Pittsburgh of UPMC
Division of Pediatric Surgery
Department of Surgery
University of Pittsburgh School of Medicine
Pittsburgh, PA
Certifications

American Board of Surgery, Certificate # 51556
September, 2006
Pennsylvania License MD424841 2004 – Present

Advanced Training

Advanced Trauma Life Support, Instructor
Minimally Invasive Correction of Pectus Excavatum Workshop and Course by Donald Nuss, MB, ChB Norfolk, VA March, 2007
Advanced Management of Anorectal Anomalies by Alberto Pena, M.D., Cincinnati, OH June, 2007
Advanced Minimally Invasive Surgery Course, Buffalo, N.Y. November, 2006

Research Experience

2000 – 2002 Research Fellow
Mentor: Robert A. Good, M.D., Ph.D., D.Sc.
Children’s Research Institute
Division of Allergy and Immunology
All Children’s Hospital University of South Florida College of Medicine St. Petersburg, FL

1991 – 1992 Research Assistant
New York State Psychiatric Institute
Department of Child Psychiatry
Columbia University New York, NY

Professional Activities

Lecturer – RED Program
Children’s Hospital of Pittsburgh
Injury prevention program for adolescent drivers 2004 – Present
Advanced Trauma Life Support (ATLS) Instructor
Third Year Medical Student Surgical Clerkship Lecturer USF
**Awards**

February, 2007  
“Praise From Patients” Honoree  
Children’s Hospital of Pittsburgh of UPMC

2001 – 2002  
Excellence in Medical Student Education  
Surgical Clerkship USF

2000 – 2001  
Excellence in Medical Student Education  
Surgical Clerkship USF

**Grants Completed**

2000 – 2002  
$100,000 from Eleanor Naylor Dana Charitable Trust  
Applying Bone Marrow Transplantation to Inflammatory Bowel Disease

**National Presentations**

American Pediatric Surgical Association May 30, 2005  
Phoenix, AZ Diagnostic and therapeutic laparoscopy in pediatric abdominal trauma

Pediatric Academic Societies Annual Meeting, May 5, 2003  
Seattle, WA Characterization of chemokines in HLA-B27 transgenic rats with symptomatic inflammatory bowel disease

Florida Chapter of the American College of Surgeons / Florida Surgical Society Annual Meeting, June 20, 2002 Sarasota, FL  
Winner First Prize Resident Competition  
Treatment of inflammatory bowel disease in HLA-B27 transgenic rats by bone marrow transplantation via the portal vein

American College of Surgeons 88th Annual Clinical Congress, October 7, 2002 San Francisco, CA. Apoptosis of abnormal lymphocytes under conditions of calorie restriction and absence of corticosteroids

American Academy of Pediatrics 2002 National Conference and Exhibition October 19, 2002 Boston, MA Treatment of inflammatory bowel disease in HLA-B27 transgenic rats by bone marrow transplantation via the portal vein
Abstracts

Feliz A, Marikar Y, Pascual C Apoptosis of abnormal lymphocytes under conditions of calorie restriction and absence of corticosteroids J Amer Coll Surg September 2002, 195, (3), S1

Publications


Jones OY, Steele A, Jones JM, Marikar Y, Chang Y, Feliz A, Cahill RA, Good RA. Nonmyeloablative bone marrow transplantation of BXSB lupus mice using fully matched allogeneic donor cells from green fluorescent protein transgenic mice. Journal of Immunology. 172(9):5415-9, 2004 May 1

Language

Fluent in Spanish

Family

Leslie J. Feliz (wife); Lucas (6); Olivia (4)