



November 9, 2023

TO: Legal Counsel

News Media

Salinas Californian

El Sol

Monterey County Herald

Monterey County Weekly

KION-TV

KSBW-TV/ABC Central Coast

KSMS/Entravision-TV

The next regular meeting of the **PERSONNEL, PENSION AND INVESTMENT COMMITTEE - COMMITTEE OF THE WHOLE** of **SALINAS VALLEY HEALTH**¹ will be held **TUESDAY, NOVEMBER 14, 2023, AT 12:00 P.M., DOWNING RESOURCE CENTER, ROOMS B & C CONFERENCE ROOM 117 SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA** or via **TELECONFERENCE** (*visit [SalinasValleyHealth.com/virtualboard](https://www.SalinasValleyHealth.com/virtualboard) meeting for Access Information*).

A handwritten signature in black ink, appearing to read "Pete Delgado", written in a cursive style.

Pete Delgado
President/Chief Executive Officer

Committee Members: Juan Cabrera, Chair; Catherine Carson, Vice Chair; Pete Delgado, President/CEO; Augustine Lopez, Chief Financial Officer; Michelle Childs, Chief Human Resources Officer; Glenn Berry, MD, Medical Staff Member; Tony Redmond, Community Member

**PERSONNEL, PENSION AND INVESTMENTS COMMITTEE
NOVEMBER 2023 - COMMITTEE OF THE WHOLE
SALINAS VALLEY HEALTH¹**

**TUESDAY, NOVEMBER 14, 2023, 12:00 P.M.
DOWNING RESOURCE CENTER, ROOMS B & C**

**Salinas Valley Health Medical Center
450 E. Romie Lane, Salinas, California
or via Teleconference
(Visit svmh.com/virtualboardmeeting for Access Information)**

AGENDA

1. Call to Order / Roll Call
2. Approve Minutes of the Personnel, Pension and Investment Committee Meeting of September 26, 2023 (DELGADO)
 - Motion/Second
 - Public Comment
 - Action by Committee/Roll Call Vote
3. Approve Minutes of the Personnel, Pension and Investment Committee Meeting of October 24, 2023 (DELGADO)
 - Motion/Second
 - Public Comment
 - Action by Committee/Roll Call Vote
4. Consider Recommendation for Board Approval of
 - a. The Findings Supporting Recruitment of Ramaiaha Indudhara, MD,
 - b. The Contract Terms for Dr. Indudhara's Recruitment Agreement, and
 - c. The Contract Terms for Dr. Indudhara's Urology Professional Services Agreement (RADNER /RAY)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
5. Review SVMHS Defined Benefit Investment Policy Decisions (LOPEZ/STEVE KJAR & FRANK SALB OF CREATIVE PLANNING RETIREMENT SERVICES)
6. Training on Fiduciary Requirements and Best Practices for the Fiduciaries of SVMHS's 403(b) Plan, 457 Plan and Employee Pension Plan (LOPEZ/STEVE KJAR & FRANK SALB OF CREATIVE PLANNING RETIREMENT SERVICES)

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

7. Review Investment Performance for Quarter Ending September 30, 2023 of SVMHS's 403 (b) Plan, 457 Plan, and Employee Pension Plan (LOPEZ/STEVE KJAR & FRANK SALB OF CREATIVE PLANNING RETIREMENT SERVICES)

8. Public Comment

This opportunity is provided for members of the public to make a brief statement, not to exceed three (3) minutes, on issues or concerns within the jurisdiction of this District Board, which are not otherwise covered under an item on this agenda.

9. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for **Tuesday, December 12, 2023 at 12:00 p.m.**

This Committee meeting may be attended by Board Members who do not sit on this Committee. In the event that a quorum of the entire Board is present, this Committee shall act as a Committee of the Whole. In either case, any item acted upon by the Committee or the Committee of the Whole will require consideration and action by the full Board of Directors as a prerequisite to its legal enactment.

The Committee packet is available at the Committee Meeting, at www.SalinasValleyHealth.com, and in the Human Resources Department of the District. All items appearing on the agenda are subject to action by the Committee.

Requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Clerk during regular business hours at 831-759-3050. Notification received 48 hours before the meeting will enable the District to make reasonable accommodations

CALL TO ORDER
ROLL CALL

(Chair to call the meeting to order)

**SALINAS VALLEY HEALTH¹
PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
MEETING MINUTES SEPTEMBER 26, 2023**

Committee Members Present:

In-person: Chair Juan Cabrera, Vice Chair Catherine Carson, Pete Delgado

Via Teleconference: Michelle Childs and Augustine Lopez

Committee members absent: Glenn Berry, MD and Tony Redmond

Other Board Members Present, Constituting Committee of the Whole:

Director Rolando Cabrera, MD.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Juan Cabrera called the meeting to order at 12:05 p.m. in Downing Resource Center, CEO Conference Room.

2. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF AUGUST 22, 2023

The minutes of the Personnel, Pension, and Investment Committee meeting of August 22, 2023, were included in the Committee packet.

PUBLIC COMMENT:

None

MOTION:

Upon motion by Committee member Pete Delgado, and second by Committee Member Michelle Barnhart Childs, the minutes of the August 22, 2023 Personnel, Pension and Investment Committee were approved, as presented.

Ayes: Chair Cabrera, Vice Chair Carson, Childs, Delgado, and Lopez;

Noes: None;

Abstentions: None;

Absent: Berry, MD. and Redmond

Motion Carried

3. CONSIDER RECOMMENDATION FOR BOARD APPROVAL: AMENDMENT TO THE SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM 403(B) RETIREMENT PLAN

Michelle Barnhart Childs, Chief Human Resources Officer presented the amendment to the Salinas Valley Memorial Health Care System to allow non-affiliated employees to continue participating in the 403(b) plan.

COMMENTS FROM THE BOARD:

Director Juan Cabrera asked if this also includes the pension plan. Mrs. Barnhart Childs responded no, they have opted not to participate.

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

PUBLIC COMMENT:

None

MOTION:

Upon motion by Committee member Pete Delgado, and second by Vice Chair Catherine Carson, the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of the amendment to the Salinas Valley Memorial Healthcare System 403(b) Retirement Plan.

Ayes: Chair Cabrera, Vice Chair Carson, Childs, Delgado, and Lopez;

Noes: None;

Abstentions: None;

Absent: Berry, MD. and Redmond

Motion Carried

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF THE FINDINGS SUPPORTING RECRUITMENT, THE CONTRACT TERMS FOR THE RECRUITMENT AGREEMENT, AND THE CONTRACT TERMS OF THE NEUROLOGY PROFESSIONAL SERVICES AGREEMENT FOR NIMA BEHESHTI, D.O.

Gary Ray, Chief Administrative Officer reported on the recommendation for the recruitment of Nima Beheshti, D.O.

PUBLIC COMMENT:

None

COMMENTS FROM THE BOARD:

None

MOTION:

Upon motion by Director Catherine Carson, and seconded by Committee Member Pete Delgado the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of:

- a. The findings supporting recruitment of Nima Beheshti, DO.;
 - That the recruitment of a neurologist to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
 - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
- b. The contract terms for Dr. Beheshti's Recruitment Agreement, and;
- c. The contract terms for Dr. Beheshti's Neurology Professional Services Agreement

Ayes: Chair Cabrera, Vice Chair Carson, Childs, Delgado, and Lopez;

Noes: None;

Abstentions: None;

Absent: Berry, MD. and Redmond

Motion Carried

5. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF THE FINDINGS SUPPORTING RECRUITMENT, THE CONTRACT TERMS FOR THE RECRUITMENT AGREEMENT, AND THE CONTRACT TERMS OF THE NEUROSURGERY PROFESSIONAL SERVICES AGREEMENT FOR GURVINDER KAUR, MD

COMMENTS FROM THE BOARD:

Vice Chair Carson commented that the hospital is overall doing a great job.

MOTION:

Upon motion by Committee Member Pete Delgado and seconded by Committee Member Michelle Childs, the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of:

- a. The Findings Supporting Recruitment of Gurvinder Kaur, MD,
 - That the recruitment of a neurosurgeon to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
 - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
- b. The Contract Terms of the Recruitment Agreement for Dr. Kaur; and
- c. The Contract Terms of the Neurosurgery Professional Services Agreement for Dr. Kaur

6. PUBLIC COMMENT

No public comment.

7. ADJOURNMENT

There being no other business, the meeting was adjourned at 1:48 p.m. The next Personnel, Pension, and Investment Committee Meeting is scheduled for **Tuesday, October 24, 2023, at 12:00 p.m.**

Juan Cabrera, Chair
Personnel, Pension and Investment Committee



**SALINAS VALLEY HEALTH¹
PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
MEETING MINUTES OCTOBER 24, 2023**

Committee Members Present:

In-person: Chair Juan Cabrera, Vice Chair Catherine Carson, Michelle Childs, Pete Delgado

Via Teleconference: Glenn Berry, MD., Augustine Lopez, Tony Redmond

Committee members absent: None

Other Board Members Present, Constituting Committee of the Whole: Rolando Cabrera, MD
Juan Cabrera joined 12:11 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Vice-Chair Catherine Carson called the meeting to order at 12:10 p.m. in Downing Resource Center, rooms A, B, and C.

2. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF:

- A. The Findings Supporting Recruitment of Nicholas Klimberg, MD,
- B. The Contract Terms for Dr. Klimberg's Recruitment Agreement, and
- C. The Contract Terms for Dr. Klimberg's Pulmonology Professional Services Agreement

COMMENTS FROM THE BOARD: Further discussion with staff clarified Dr. Klimberg will also act as intensivist. This is a much-needed specialty to fill.

PUBLIC COMMENT:

No public comment.

MOTION:

Upon motion by Committee member Delgado, and seconded by Chair, J. Cabrera, the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of Dr. Klimberg's findings supporting recruitment, contract terms for recruitment agreement, and contract terms for the Pulmonology Professional Services Agreement.

Ayes: Berry, MD., Vice Chair Carson, Childs, Delgado, Lopez; Redmond, and Chair Cabrera,

Noes: None;

Abstentions: None;

Absent: None

Motion Carried

3. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF CONTRACT TERMS FOR JUAN RODRIGUEZ, MD'S DIAGNOSTIC AND INTERVENTIONAL RADIOLOGY PROFESSIONAL SERVICES AGREEMENT:

COMMENTS FROM THE BOARD: Further discussion with staff clarified this recruitment will bring a full complement of radiologists which will help balance out the scheduling.

PUBLIC COMMENT:

No public comment.

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

MOTION:

Upon motion by Committee member Delgado and seconded by Childs the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of the contract terms for Juan Rodriguez, MD's Diagnostic and Interventional Radiology Professional Services Agreement.

Ayes: Berry, MD., Vice Chair Carson, Childs, Delgado, Lopez; Redmond, and Chair Cabrera,

Noes: None;

Abstentions: None;

Absent: None

Motion Carried

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF FINDINGS SUPPORTING RECRUITMENT OF PHYSICIANS TO MONTEREY BAY GI CONSULTANTS MEDICAL GROUP AND APPROVAL OF RECRUITMENT INCENTIVES

COMMENTS FROM THE BOARD: Further discussion with staff clarified Monterey Bay GI Consultants Medical Group is a new center that will provide endoscopy services. This type of support has been used in the past in certain circumstances where there is a mutual benefit to help entice providers to come here to provide services needed in the community.

PUBLIC COMMENT:

No public comment.

MOTION:

Upon motion by Committee member Delgado and seconded by Dr. Berry the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of findings supporting recruitment of physicians to Monterey Bay GI Consultants Medical Group and approval of recruitment incentives.

Ayes: Berry, MD., Vice Chair Carson, Childs, Delgado, Lopez; Redmond, and Chair Cabrera,

Noes: None;

Abstentions: None;

Absent: None

Motion Carried

5. PUBLIC COMMENT

No public comment.

6. CLOSED SESSION

The item for Closed Session was not handled.

7. ADJOURNMENT

There being no other business, the meeting was adjourned at 12:24 p.m. The next Personnel, Pension, and Investment Committee Meeting is scheduled for **Tuesday, November 14, 2023, at 12:00 p.m.**

Juan Cabrera, Chair, Personnel, Pension and Investment Committee

Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Ramaiah Indudhara, MD, (ii) Contract Terms for Dr. Indudhara's Recruitment Agreement, and (iii) Contract Terms for Dr. Indudhara's Urology Professional Services Agreement**

Executive Sponsor: Allen Radner, MD, Chief Medical Officer, Salinas Valley Health
Gary Ray, Chief Administrative Officer, Salinas Valley Health Clinics

Date: November 14, 2023

Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of a physician specializing in urology as a recruiting priority for the Medical Center's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group in January 2023, the specialty of Urology is recommended as a top priority for recruitment. Furthermore, the SVH Urology clinic receives approximately 350-450 new patient referrals per month.

The recommended physician, Ramaiah Indudhara, MD, has extensive training and experience in General Urology, Urology Surgery, Robotic Surgery, and Transplant Surgery. He is currently in private practice in Brawley CA, actively serves as a Colonel in the US Army Reserves, and provides locum tenens urology services throughout California. As Dr. Indudhara transitions out of his private Urology practice over the next 6 months, he will provide Urology Services to SVH one week per month then convert to become a full-time provider.

Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement** Essential Terms and Conditions:

- **Professional Services Agreement (PSA)**. Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics that provides W-2 relationship for IRS reporting.
- **Term**. PSA is for a term of 2 years. Physician's annual compensation will be reported on an IRS W-2 Form as a contracted physician.
- **Part-Time Schedule**. For a period of 6 months from the start date, Physician shall provide limited part-time medical services. Such part-time services shall be defined as 32 scheduled patient care hours per week, one week per month. Physician shall also be responsible to provide patient care services to Physician's patients at the Medical Center. During Physician's scheduled weeks, Physician shall provide one shift of weekday hospital call. In addition, based on scheduling needs, Physician shall provide three weekends (Saturday and Sunday) of hospital call during this initial 6-month period.
- **Part-Time Compensation**.
 - ❖ **Flat Rate**. Physician shall be paid a flat rate of \$10,000 per scheduled week, including weekday and weekend call during the initial part-time period.
 - ❖ **Productivity**. To the extent Work Relative Value Units (wRVU) Productivity exceeds Physician's Flat Rate Compensation, Physician shall be paid Productivity Compensation based on the number of extra wRVUs billed by Physician for performed services multiplied by \$69.00.

- **Full-Time Schedule.** Once Physician begins providing medical services on a full-time basis, Physician shall provide Physician Services to Clinic patients 32 scheduled patient care hours per week, in a Clinic setting. Physician shall also be responsible to provide patient care services to Physician's patients at the Medical Center. Physician shall also provide hospital call coverage in equitable rotations with other credentialed urologists.
 - **Full-Time Compensation.** Once Physician begins providing services on a full-time basis, the following compensation shall apply:
 - ❖ **Base Compensation.** Physician's base compensation, which includes wRVU productivity, supervision and Hospital Call activities, shall be in the amount of \$500,000 per year.
 - ❖ **Work RVUs Productivity Compensation.** To the extent wRVU Productivity exceeds Physician's Base Compensation, Physician shall be paid Productivity Compensation based on the number of extra Work RVUs billed by Physician for his personally performed services multiplied by \$69.00.
 - **Benefits.** Once Physician begins providing medical services on a full-time basis, Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
 - ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403b plan that vests after three years. This contribution is capped at the limits set by Federal law.
 - ❖ Four weeks (20 days) of time off each calendar year.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of \$2,400 paid directly to physician and reported as 1099 income.
 - **Professional Liability.** Physician will receive professional liability policy through BETA Healthcare Group.
2. **Recruitment Agreement** that provides a recruitment incentive of \$80,000 which is structured as forgivable loan over two years of service.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment:

The recruitment of Dr. Indudhara is aligned with our strategic priorities for the service, quality and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by opening up access to care regardless of insurance coverage or ability to pay for services.

Pillar/Goal Alignment:

Service **People** **Quality** **Finance** **Growth** **Community**

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Indudhara to SVH Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the SVH Urology practice.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

Recommendation

Salinas Valley Health Administration requests that the Personnel, Pension and Investment Committee recommend to the Salinas Valley Health Board of Directors approval of the following:

1. **The Findings Supporting Recruitment of Ramaiah Indudhara, MD,**
 - That the recruitment of a urologist to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
 - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Indudhara; and**
3. **The Contract Terms of the Urology Professional Services Agreement for Dr. Indudhara.**

Attachments

- Curriculum Vitae for Ramaiah Indudhara, MD

CURRICULUM VITAE

September 2021

NAME

RAMAIAH INDUDHARA, MD,MBA, FACS, CPE

CITIZENSHIP

USA

MILITARY SERVICE

U.S. Army Reserve (COLONEL)
Six Active duty deployments since 2003 to present
(including Iraq and Afghanistan)

Academic Appointments

- 1) Clinical Asst. Prof. in Urology, Univ. of Kansas, Wichita, KS
- 2) Preceptorship for PA Students (affiliated with Stanford Univ. CA) Pioneers Memorial Hospital, Brawley, CA
- 3) Clinical Asst. Prof, USC, Los Angeles (Inactive)

Professional Training

- 1) MBBS from Univ. of Mysore, INDIA.
- 2) General Surgery Residency in Cleveland Clinic, Cleveland, OH.
- 3) Urology Residency, UAB, Birmingham, AL
- 4) AFUD Scholar/Transplant Immunology Fellowship, Cleveland Clinic, Cleveland, OH.
- 5) Kidney-Pancreas Transplant Fellowship, USC, Los Angeles, CA.
- 6) MBA in Health Care from U. MASS, Amherst, MA
- 7) CPE (certified physician executive) from AAPL (American Association of Physician Leadership).

EDUCATION

2002 - 2003 Fellow in Kidney, Kidney-Pancreas Transplant Surgery, *St. Vincent's Medical Center/USC*, Los Angeles, California

1999 - 2000 AFUD Fellow in Transplantation, *The Cleveland Clinic Foundation*, Cleveland, OH

1995 – 1999 Resident in Urology, *University of Alabama at Birmingham*, Birmingham, AL

1994 – 1995 Resident in General Surgery, *Cleveland Clinic Foundation*, Cleveland, OH

1993 – 1994 Research Fellow in Urology, *VA Medical Center*, San Francisco, CA

1992 - 1993 Fellow in Transplantation Surgery, *Karolinska Institute*, Stockholm, Sweden

1982 - 1989 Resident in Surgery/Urology, *Postgraduate Institute of Medical Education & Research*, Chandigarh, India

1977 – 1982 Medical Education, *University of Mysore/Government Medical College*, Mysore, India

LICENSURE

California - A81435 (12/31/2022)

CERTIFICATIONS (all current)

American Board of urology American Society of Transplant Surgeons American College of Surgeons American College of Physician Executives (*Certified Physician Executive*)

PROFESSIONAL MEMBERSHIPS

American Urological Association
American Transplant Society
American Society of Transplant Surgeons
Vascular Access Society of America
American Medical Association

PROFESSIONAL EXPERIENCE

March 2013 – to present

Urologist

Pioneers Memorial Healthcare District Brawley, CA 92227.

June 2011 - Feb 2015

Urologist & Transplant Surgeon

Balboa Nephrology Medical Gp.,

Pioneer Memorial Hospital, Brawley, CA 92227

February 2006 – May 2011
Staff Urologist Beaver Medical Group, L.P.
Redlands, CA 92373

January 2004 - January 2006
Staff Urologist Kidney-Pancreas Transplant Surgeon
Mendez Transplant and Urology Medical Group, Inc.
and
Sharp Memorial Hospital San Diego, CA 92123

January 2003 - December 2003
Fellow in Kidney-Pancreas Transplant Surgery
St. Vincent Medical Center National Institute of Transplantation
Los Angeles, CA 90001

July 2000 - December 2002
Staff Urologist TranSouth Health Care Inc.
Jackson, TN 38301

RESEARCH EXPERIENCE

1999 - 2000 The Cleveland Clinic Foundation, Cleveland, OH, Division of Transplant Immunology (Dr. Robert Fairchild, Ph.D.): *"Role of Chemokines in Acute Allograft Rejection"*.

1996 - 1997 University of Alabama at Birmingham, Birmingham, AL, Department of Hematology-Oncology (Dr. Donald Miller, MD, Ph.D.): *"Triplex Forming Oligonucleotides for Molecular Treatment of Bladder Cancer"*.

1993 – 1994 University of San Francisco, CA, Department of Urology (Perincheri Narayan, MD): *"Experimental and Clinical Studies on the Effects of Nd-YAG Laser on Prostate"*.

1992 – 1993 Karolinska Institute, Stockholm, Sweden, Department of Transplantation Surgery (Carl G. Groth, MD): *"Biliary Cytology in Diagnosis of Post Liver-Transplant Dysfunctions"*.

1999 - 2000 American Foundation for Urologic Diseases (AFUD) Scholar

HONORS/ AWARDS

Ramaiah Indudhara, MD Curriculum Vitae

1998 – 1999 Pfizer Scholar in Urology, University of Alabama at Birmingham, AL

1992 - 1993 Awarded the Karolinska Institute Scholarship in Transplantation Surgery, Stockholm, Sweden

Secured distinction in the M.S. (surgery) degree examination of the Postgraduate Institute of Medical Education & Research, Chandigarh, 160 012, India

Distinctions awarded in the following subjects during the M.B.B.S. course:
Pharmacology, Pathology, Microbiology & Parasitology, and Obstetrics & Gynecology.
Highest in the overall aggregate.

Best outgoing student of the Government Medical College, Mysore, 570 001, India

Recipient of the Government of India National Merit Scholarship for Undergraduate Medical School.

PUBLICATIONS

1. Indudhara R. Flechner SM, Goldfarb DA, Novick AC: Association between risk of chronic renal allograft rejection with type cyclosporine formulation. *J Urology*, May 2000.
2. Indudhara R. Kenney PJ, Bueschen AJ, Burns JR: Live donor nephrectomy in patients with fibromuscular dysplasia of the renal arteries. *J Urology*, 1999: 162:678-681.
3. Indudhara R. Minz M, Singh SK, Yadav RVS: The psychosocial impact of donating a kidney: Long-term follow-up from a urology-based center (letter). *J Urology*, 1998: 159:2101.
4. Indudhara R. Joseph DB, Perez LM, Diethelm AG: Renal transplantation in children with posterior urethral valves revisited: A 10-year follow-up. *J Urology*, 1998: 160:1201 – 1203.
5. Indudhara R. Burns JR: In-vitro fragmentation of urinary calculi by different electrohydraulic lithotripters. *J Endourol*, 1997; 11:S47.

6. Indudhara R: Personal awareness and effective patient care (letter). *JAMA* 1991, 278 (20) 1657.

Ramaiah Indudhara, MD Curriculum Vitae Page 5

7. Indudhara R, Bueschen AJ, Urban DA, Burns JR, Keith Lloyd: Nephron-sparing surgery compared with radical nephrectomy for renal tumors - current indications and results. *Southern Med J* 1997; 90:982-985.

8. Indudhara R, Burns JR, Bueschen AJ, Urban DA, Keith Lloyd L: Donor nephrectomy in patients with fibromuscular dysplasia (FMD) of the renal arteries. *J Urology* 1997; 157:275.

9. Indudhara R, Keith Lloyd L, Bueschen AJ, Burns JR, Urban DA: Interstitial cystitis (IC) in Males. *J Urology* 1997; 157:131.

10. Indudhara R, Vogt D, Levis HS, Church J: Isolated splenic metastases from colon cancer. *Southern Med J* 1997; 90:633-6.

11. Indudhara R, Krajewski LR: Listeria monocytogenes infection of dialysis access graft - report of a case and review of literature. *Dialysis & Transplantation* 1997.

12. Tewari A, Indudhara R, Alphonse P, Narayan P: The results of urodynamic, sonographic and cystoscopic findings following laser prostatectomy for benign prostatic hyperplasia. *Brit J Urology* 1997.

13. Indudhara R, Novick AC, Hodge EE et al: Cadaveric kidney transplantation under prophylactic polyclonal antibody immunosuppression with anti-lymphoblast globulin versus anti thymocyte globulin. *Urology* 1996; 47: 807 – 12.

PUBLICATIONS CONTINUED

14. Indudhara R, Khauli RB: Kidney transplantation in highly sensitized patients: reappraisal of etiology, evaluation and management protocols. *World J Urology* 1996; 14:206 – 17.

15. Indudhara R, Kenney PJ: Should renal ultrasound be performed in the patient with microscopic hematuria and a normal excretory urogram? (Letter). *J Urology* 1996; 156:485.

16. Tewari A, Indudhara R, Shinohara K et al: Comparison of transrectal ultrasound prostatic volume estimation with magnetic resonance imaging volume estimation and surgical specimen weight in patients with benign prostatic hyperplasia. *J Clin Ultrasound* 1996; 24:169-74.
17. Nash PJ, Bruce JE, Indudhara R, Shinohara K: Transrectal ultrasound guided prostatic nerve blockade eases systemic needle biopsy of the prostate. *Journal of Urology* February 1996; 155:607 – 609.
18. Fournier G, Indudhara R, Gajendran V et al: Epididymo-orchitis after cryoablation of prostate for prostate cancer. *J Endourol* 1995; 9:349 ... 351.
Ramaiah Indudhara, MD Curriculum Vitae Page 6
19. Narayan P, Indudhara R: Pharmacotherapy of benign prostatic hyperplasia. *Western Journal of Medicine* 1994; 61 (5): 495 – 506.
20. Indudhara R, Khauri RB, Menon M, Stoff JS: Simultaneous quadruple induction with cyclosporine and OKT3 for high-risk renal transplant patients. *Journal of Urology* July 1994.
21. Indudhara R, Menon M, Khauri RB: Post-transplant lymphocele presenting as "Acute Abdomen". *American Journal Nephrology* April 1994.
22. Narayan P, Fournier G, Indudhara R, Leidich R, Shinohara K, Ingerman A: Transurethral evaporation of prostate (TUEP) using Nd:YAG laser in patients with benign prostatic hyperplasia. *Urology* 1994; 43: 813 - 820.
23. Chugh KS, Sakhujia V, Jain S, Minz M, Joshi K, Indudhara R: High mortality in systemic fungal infections following renal transplantation in third-world countries. *Nephrology, Dialysis and Transplantation* 1993; 8: 168. 172
24. Sharma SK, Indudhara R: Role of chemodissolution in urinary uric acid lithiasis. *Urologia Internationalis*, 1992; 48: 81 – 86.
25. Indudhara R, Minz M, Singh SK, Yadav RVS: Tubercular pyomyositis in renal transplant recipient. *Tubercle & Lung Disease*, 1992, 73: 239 241.

PUBLICATIONS CONTINUED

26. Indudhara R, Vaidyanathan S: Urethral tuberculosis *Urologia*

- Internationalis* 1992; 48: 436-438.: 27. Das K, Indudhara R. Vaidyanathan S: Ultrasound diagnosis of urinary tuberculosis. *American Journal of Roentgenology (AJR)*, 1992; 158: 327-329.
28. Indudhara R. Singh SK, Vaidyanathan S et al: Isolated invasive candidial prostatitis. *Urologia Internationalis* 1992; 48: 362-364.
29. Das K, Vaidyanathan S, Rajwanshi A, Indudhara R. Renal tuberculosis: diagnosis with sonographically guided aspiration cytology. *American Journal of Roentgenology (AJR)*, 1992; 158: 571 – 573.
30. Indudhara R. Goswami AK, Choudhary R, Sarode V: Coexisting renal cell carcinoma and xanthogranulomatous pyelonephritis in a chronic calculus disease. *Urologia Internationalis* 1992; 48: 450 – 452.
31. Indudhara R. Singh SK, Minz M: Opinion poll regarding knowledge, attitudes and suggestions for developing cadaver donor program in India. *Transplantation Proceedings* 1992; 24 (5): 2069.
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*REVIEW SVMHS DEFINED BENEFIT
INVESTMENT POLICY DECISIONS*

(LOPEZ/KJAR/SALB)

*TRAINING ON FIDUCIARY
REQUIREMENTS AND
BEST PRACTICES
FOR THE FIDUCIARIES OF
SVMHS'S 403(b) PLAN, 457 PLAN AND
EMPLOYEE PENSION PLAN*

(LOPEZ/KJAR/SALB)

*REVIEW INVESTMENT PERFORMANCE
FOR QUARTER ENDING
SEPTEMBER 30, 2023 OF SVMHS'S
403 (b) PLAN, 457 PLAN, AND
EMPLOYEE PENSION PLAN*

(LOPEZ/KJAR/SALB)

PUBLIC COMMENT

ADJOURNMENT