

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

December 10, 2015

Present: Drs. Aaron, Ellis, Finley, Lerner, Meert, O'Leary, Rongkavilit, Rossi, Rowley, Shisheva, Thomas, and Vaishampayan

Absent: Drs. Fridman, Kim, Puscheck, Welch, and Wozniak

Also Present: Dr. Delaney-Black, N. McIntyre, C. Brain, and R. Cooper

- 1. Call to Order:** The meeting was called to order by Dr. Meert at 3:03 p.m.
- 2. Approval of the Minutes of November 12, 2015:** The minutes of the last meeting were approved as revised.

3. Dean's Report:

In the prior two weeks, the Retreat of SOM and WSU leadership and eight Town Hall Meetings have taken place to provide information and plans for moving forward.

a. WSU assets have declined by \$33M this year, and over half is due to losses in the SOM.

b. The new WSU Vice President for Finance, Bill Decatur, is extraordinary and will revamp reporting procedures.

c. Fiscal issues have been predominating in the Dean's Office.

i. UPG has been in financial difficulty from several years of losses, which had been somewhat obscured by the profit from the sale of the Troy Building. Shortly before Dr. Sobel became Interim Dean, UPG leadership was shifted from the Dean in an effort to distance it from the University. A process to return UPG back closer to the SOM has been initiated. A very experienced and accomplished leader of academic practice plans is being brought in to return UPG to profitability (within 6-12 months).

ii. The Fund for Medical Research and Education (FMRE) will be restructured for the stated purposes of Research and Education, and it will be separated from its function as a conduit of money from UPG to the SOM and University.

iii. The monthly losses of \$1.5 M from the SOM cannot continue. We cannot freeze hiring, but we must reduce expenses within the next few months, and a process is in place to examine which to reduce.

iv. The DMC is the most profitable unit within Tenet, and yet they have cut staff. There is a window for renegotiation with the DMC in March, we shall pursue this forcefully.

d. Recruitment: The SOM needs to hire Chairs of OB/GYN and Internal Medicine. Dr. Sobel has convinced President Wilson we need resources from the University to grow academically. Recruiting will be thematic and exciting. Productive faculty have nothing to fear.

e. It has been pointed out by Dr. Delaney-Black that some faculty who receive glowing Selective Salary scores aren't being promoted. We need to have consistency with our standards, and to have expectations of grant funding for basic scientists. [It was pointed out that in many cases the Chairs and their Departments often push back when the scores assigned by the SOM Selective Salary Committee are lower than those from the Departmental Selective Salary Committees.]

4. Personnel Appointments:

The proposed appointment of Kaveh Nabavighadi, M.D. as Assistant Professor of Anesthesiology (Clinician-Educator) was approved.

The proposed appointment of Neelima Katukuri, M.D. as Assistant Professor of Internal Medicine (Clinician-Educator) FTA was approved.

The proposed appointment of Sajith Matthews, M.D. as Assistant Professor of Internal Medicine (Clinician-Educator) FTA was approved.

The proposed appointment of Masako Morishita, Ph.D. as Assistant Professor in the Institute of Environmental Health Sciences and of Family Medicine and Public Health Sciences (Tenure-Track) was approved.

The proposed appointment of Tracie R. Baker, D.V.M., Ph.D. as Assistant Professor in the Institute of Environmental Health Sciences and of Pharmacology (Tenure-Track) was approved.

The proposed appointment of Joel Ager, Ph.D. as Professor Emeritus of Family Medicine and Public Health Sciences was approved.

The proposed appointment of David Pieper, Ph.D. as Adjunct Professor Emeritus of Physiology was approved.

5. Appeal of Denial of Promotion:

The appeal of the denial of the proposed promotion of Rachel Elizabeth Kast, Ph.D. to Associate Professor (Research Track) of Surgery and of Bioengineering was denied.

5. New Business:

a. SOM Social Media Policy: No decision regarding this Policy was made, and it was referred back to Assistant Dean for Student Affairs Lisa MacLean.

b. Dr. Delaney-Black reported that she had discussed with the Provost about problems arising from the decreasing numbers of tenured clinical faculty. Apparently, the Provost had thought that the clinicians in the University P&T Committee are not tenured.

6. Adjournment: The meeting was adjourned at 5:45 p.m.

Respectfully submitted,

Stephen A. Lerner, M.D., Secretary, Executive Committee of the SOM Faculty Senate