

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

February 11, 2016

Present: Drs. Aaron, Finley, Fridman, Kim, Lerner, Meert, O'Leary, Rongkavilit, Rossi, Shisheva, Thomas, and Wozniak

Absent: Drs. Ellis, Puscheck, Rowley, Vaishampayan, and Welch

Also Present: N. McIntyre, C. Brain, and R. Cooper (Dr. Delaney-Black was available by telephone call-in.)

- 1. Call to Order:** The meeting was called to order by Dr. Meert at 3:05 p.m.
- 2. Approval of the Minutes of January 28, 2016:** The minutes of the last meeting were approved as submitted.

3. Dean's Report:

Major organizational changes are taking place in UPG under Lisa Keane. The Dean will be restored as Chair of the UPG Board. There is an excellent new sense of professionalism. Lisa Keane is active also in the clinical departments and compensation plans, but she is not involved in the academic aspects of the SOM. The hemorrhage of financial loss must stop, but it will likely take a year to become profitable.

In March new negotiations with the DMC will begin. They now contribute about \$19M per year. Mr. Hefner believes that we are undercompensated. Last year the DMC committed to an academic enterprise, but they did not realize the true nature of partnership. Not only must exploitation of the SOM faculty stop, but the DMC must truly contribute to growth and development. We should be worth about \$35M per year. If we cannot succeed in confirming a strong, reliable partner in the DMC, we may have to look elsewhere.

UPG is relatively small, with only about 400 physician members. University Pediatricians adds about 100 more physicians. There are also clinical departments which do not participate with either of these practice plans. It would be helpful to unify the practice plans for the purpose of optimal negotiation with the DMC.

In the SOM, the Dean and his team have reviewed salaries of all faculty. Only 25 clinical faculty had salaries greater than the 75-percentile in AAMC data for salaries of medical school clinical faculty members. On the other hand, many clinical faculty fell below the 25-percentile in the same data set. In order to rectify salaries, we need to unify the total salary to come from WSU. Dr. Meert asked whether UP looks the same as UPG. Dr. Sobel replied that he has no authority over the other practice plans.

There are about 100 PhDs in basic science departments and more in clinical departments. The loss of money in the SOM is \$1.5-2M per month. Given a variety of constraints, many remedial actions are not practical. In 2-3 weeks there will be a final action plan.

SOM Factors and Guidelines: There should be a relationship between the Factors and Guidelines used for both the Selective Salary Review and Promotion and Tenure

processes. It seems that sometimes different standards have been used. The criteria in the Factors and Guidelines lack specificity. They must be stiffened and given increased specificity (e.g., types of publications). There is little evidence of consistency in evaluations, such as no requirement to submit a grant proposal, much less to be receiving external funding support. There seems to be no requirement for productive faculty to have more than one grant or to seek maximal salary reimbursement from grants. Dr. Sobel provided a letter to the Executive Committee requesting adoption of specific changes to the SOM Promotion and Tenure Factors and Guidelines for faculty. He feels that the current language lacks sufficient specificity needed to clarify expectations of faculty for Promotion and Tenure and for Selective Salary Review. Unfortunately, lack of such clarity has resulted in inconsistent interpretations of faculty performance across departments and the faculty. He provided specific language that he would like the EC Committee to adopt, subject to his review. Dr. Rossi pointed out that revised Factors and Guidelines would not be available for use until the next academic year, and Dr. Delaney-Black concurred. Dr. Shisheva pointed out that the Promotion and Tenure process considers a longer time period past than does the Selective Salary Review. Dr. Delaney-Black reported that she and her OFA staff have been visiting departments to discuss scoring in Selective Salary Review with them and to point out the problem of grade inflation in some departments. There was a discussion in the EC about the need for rigor of research accomplishment, with especially high-level requirements for tenure. The lack of faculty salary on grants came to his attention as a result of the current financial situation. Dr. Finley pointed out that the Selective Salary Review has three separate scores (Scholarship, Teaching, and Service), whereas the judgment for P&T is all or nothing. Dr. Fridman pointed out that some grants have a limit of funding of \$200,000 for two years, so it would be impossible to put 25% salary support on such grants. Dr. Sobel pointed out that some Research Educator clinical faculty may not fulfill completely the stringent criteria, so there may have to be exceptions. It was decided that an EC subcommittee (Drs. Finley, Fridman, Kim, Meert, O'Leary, and Shisheva) would review Dr. Sobel's request and present a report of their review and discussion at the EC meeting of February 25, 2016.

Concerns regarding the low morale of faculty, especially junior faculty, and the uncertain atmosphere at the SOM and the hospital were presented by Dr. Rossi to Dr. Sobel, Mr. Hefner, and Mr. Kohrman.

Mr. Hefner mentioned that with the DMC the SOM has a vendor-vendee relationship, whereas we need a medical center that values an academic clinical partnership.

Dr. Sobel stated that he feels that the system of RVUs and fluctuating salaries is unfair and disruptive to the academic enterprise and climate. UPG will have a well organized leadership. Mr. Hefner expressed an opinion that it may be helpful if University Pediatricians (UP) can join UPG.

Dr. Sobel and Mr. Hefner introduced Rob Kohrman as the new Associate Dean for Fiscal Affairs.

4. Personnel Appointments:

The proposed appointment of Melissa February, M.D. as Assistant Professor of Pediatrics (Clinician-Educator) was approved.

The proposed appointment of Michelle Figueroa, M.D. as Assistant Professor of Pediatrics (Clinician-Educator) was approved.

The proposed appointment of Linda Roth Ph.D. as Associate Professor of Family Medicine and Public Health Sciences Emeritus was approved.

5. Old Business:

The EC approved the new SOM Admissions Committee Roster that included the newly appointed members.

6. New Business:

Endowed Chairs: Dr. Delaney-Black reported that a document had been created to restore a process of review of Endowed Chairs every five years or when the work role changes. This year 14 Endowed Chairs and their occupants need to be reviewed according to the requirements of each endowment. Each endowed chair holder will be reviewed by two EC members who will present their reviews at the EC meeting of 2/25/16.

7. Adjournment: The meeting was adjourned at 4:56 p.m.

Respectfully submitted,

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