

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

March 10, 2016

Present: Drs. Ellis, Fridman, Kim, Lerner, Meert, Puscheck, O'Leary, Rossi, Rowley, Shisheva, Thomas, Wozniak

Absent: Drs. Aaron, Finley, Rongkavilit, Vaishampayan, and Welch

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

- 1. Call to Order:** The meeting was called to order by Dr. Meert at 3:04 p.m.
- 2. Approval of the Minutes of February 25, 2016:** The minutes of the last meeting were approved as submitted.

3. Dean's Report:

a. Visit of the LCME Secretariat: The LCME has left after its visit to check on the progress of our remediation. They were impressed by our progress in diversity and curricular reform. There was no formal written report, but it was a very positive visit. A formal written update is due by April 1. The LCME will return in June for a formal review which will lead to a decision on the status of its warning.

b. Unproductive faculty: In the past several weeks there has been intensive effort on assembling a list of unproductive faculty and then discussion in depth including the respective Chairs. The final list for detenuing will likely have a small number of faculty members. Some faculty may decide to retire. No buyouts will be offered, since they are very costly. Dr. Sobel believes the process will go more smoothly than had been anticipated. A focus on unproductive faculty will save money, but it won't solve all of the problems. The productive faculty cost more, since less salary is covered on some of their grants than would be appropriate. Underproductive faculty are the greatest problem. They do some work, but do not generate salary funding. Various remedial steps will be taken, but that would be costly and may be difficult. Dr. Sobel said that he had decided not to send letters today to faculty members who were considered for detenuing, since it would be too stark and complicated. He will consider how to proceed in the next several weeks. He estimates that about 40 letters would be sent. Dr. Shisheva described the letter sent to SOM faculty by Union President Parrish stating that the letters from the President to unproductive faculty had been signed and sent yesterday. Dr. Sobel replied that sending out the letters had been delayed to permit a more holistic approach to evaluation that will consider grant proposals submitted even if not funded.

Dr. Sobel described the Annual Review of untenured faculty and Selective Salary Review that are carried out in the departments. An important step of a meeting of faculty members with the Chair to discuss future expectations has generally been lacking. Dr. Rossi suggested a temporal split between the Annual Review and Selective Salary Review and the discussion of forward expectations. Dr. Sobel described how in his role as Chief of the Infectious Diseases Division he met each year with untenured faculty to review the past performance and to discuss future expectations. Dr. Rossi commented that she had not been aware of such a process in other Divisions. Dr. Sobel stated that there will be an obligatory statement of expectations that will be signed by the Chair and each faculty member, with an explanation if the faculty member has declined to sign. There will be development

of a White Paper on expectations and how such a review is to be carried out. There were many comments about the impact of the Dean's Letter about plans for reducing faculty that had been sent out not only to faculty but also to students. Dr. Sobel admitted that it should not have been sent out to students.

c. FTA status of UPG faculty: Dr. Sobel described his intention to review the FTA faculty status that has been granted to some faculty members whose salary support comes from UPG. This is in contrast to the WSU payroll status which is granted to most clinical faculty whose salary support similarly comes from UPG. This review is in line with his desire to align the academic orientation of UPG with that of the School of Medicine.

d. Dr. Sobel reported that he is moving ahead with Rob Kohrman to develop a policy that will allow faculty to put salary support on their grants as a percentage of effort of their complete salary rather than just the WSU portion.

e. Meeting with the Executive Subcommittee on Effective Factors and Guidelines for Evaluation of Faculty Performance: Dr. Sobel stated that there is not yet full agreement between him and the Subcommittee. He has promised transparency and new leadership, and he is trying to fix many problems. He needs cooperation of the Executive Committee, and he feels some in the School of Medicine may not fully appreciate the degree of fiscal crisis that we face. He described various expenditures within the School that he considered completely unjustified and those have been terminated. He promised a full examination of administrative expenses and he is addressing those. He has a sense that some in the faculty do not understand the fiscal crisis that threatens our ability to grow new faculty. He is concerned that some faculty members feel they are not obligated to put salary support on grants. He plans to get together again with the Executive Committee Subcommittee to discuss further the Factors and Guidelines for evaluation. He commented that he appreciates the tightening of evaluative standards that the Subcommittee had proposed. There was a discussion of percent of salary covered by grants. Dr. O'Leary felt that this percentage could be stated as an expectation but that it would be difficult to make it an absolute requirement. This will be discussed further by the Subcommittee and Dr. Sobel in a future meeting.

4. Reviews of Endowed Chairs:

After review and discussion, the Endowed appointments of Drs. Uberti, Ravindranath, Taub, Guthikonda, and Darius Mehregan were recommended for renewal.

5. Personnel Appointments:

The proposed appointment of Percy Pacora, M.D. as Associate Professor of Obstetrics and Gynecology (Research Track) was approved.

6. Adjournment: The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

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