

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

April 10, 2016

Present: Drs. Aaron, Ellis, Finley, Fridman, Kim, Lerner, Meert, O'Leary, Rossi, Rowley, Thomas, Welch, and Wozniak

Absent: Drs. Puscheck, Shisheva, and Vaishampayan

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

- 1. Call to Order:** The meeting was called to order by Dr. Meert at 3:03 p.m.
- 2. Approval of the Minutes of March 24, 2016:** The minutes of the last meeting were approved as revised.
- 3. Dean's Report:**

Freeing up tenure lines: Dr. Sobel reported that he had met with less productive faculty, mostly PhDs. This has generally gone well with most so far. Most of them are considering retiring, while others will stay and adjust. The process is now moving more slowly, since scheduling is including a lawyer or Union representative. We need tenure lines to recruit new faculty who are investigators. Ultimately, 15 to 20 tenure lines will become available. Dr. Fridman asked what can be done to enhance productivity of faculty. Dr. Sobel replied that those faculty members who are staying are trying to apply for grants. Dr. Sobel reported that faculty members will be meeting with Chairs to set expectations for research. Dr. Fridman asked whether the EC can help to develop a plan to assist re-entry into research. Instead of viewing unproductive faculty as a burden, they can be a resource. Dr. Sobel concurred. Dr. Sobel also addressed teaching. Whereas faculty members on Main Campus give entire courses, generally in the SOM faculty members teach intensely for shorter periods of time. However, the new paradigm for teaching will be in small groups, so we may have more need for teaching. He has met with the Chairs about their faculty, and they are now considering use of faculty have given up research for teaching in small groups, and possibly also on Main Campus. He will be setting up teaching contracts for faculty giving up tenure. Dr. Fridman wanted to point out also the importance of teaching also by active investigators.

Closer involvement with affiliated institutions: Dr. Sobel reported that his efforts to enhance our relationships with affiliated institutions will involve their Full-Time Affiliate (FTA) faculty. While strengthening the FTA faculty from these institutions, Dr. Sobel hopes to reduce the number of FTAs on the DMC Campus by appointing them as payroll faculty. He is concerned that FTA faculty from other affiliated institutions likely feel like second-class academic citizens, since they currently cannot be elected to the Executive Committee (EC). He is therefore suggesting that the EC alter the Faculty Senate By-Laws to provide two additional non-tenured faculty positions available for FTAs. They would be elected to two-year terms, much like our current non-tenured payroll faculty positions in the EC. Dr. Sobel pointed out that such inclusion would indicate that FTAs are moving more closely into the SOM. They wouldn't vote on salaries or tenure. Dr. Rossi stated that we need an attendance minimum for EC members to assure optimal participation, and Dr. Sobel agreed. Dr. Sobel asked that the EC formulate such changes in its By-Laws and submit them to the SOM Faculty Senate. Dr. Rossi also pointed out that SOM faculty should reciprocally be involved in activities at the affiliated institutions. Dr. Sobel

reported that there are ongoing negotiations with affiliated institutions for the inclusion of FTAs in our practice plans, but the first step would be inclusion of FTA representatives in the EC. The possibility of FTA representation in the EC has been viewed very positively in these affiliated institutions. Eventually, perhaps we will share indirect costs as well.

4. President's Report:

Dr. Meert requested volunteers to form a Faculty Senate By-Laws Subcommittee to review and revise the current Faculty Senate By-Laws to accommodate the inclusion of FTA faculty representatives as members of the EC. Drs. Lerner, Rowley, and Wozniak will provide proposed revised Faculty Senate By-Laws for consideration at the next EC meeting. She also requested that the subcommittee include a provision for EC members to commit to participation in the all-day SOM Promotion and Tenure Committee meeting on the fourth Thursday of October each year.

5. Voluntary Faculty Promotions:

The proposed promotion of Anne Chen, M.D. to Clinical Assistant Professor of Internal Medicine was approved.

The proposed promotion of Joseph Craig, M.D. to Clinical Professor of Radiology was approved.

The proposed promotion of Zachary DelProposto, M.D. to Clinical Associate Professor of Radiology was approved.

The proposed promotion of Jason Dilly, M.D. to Clinical Associate Professor of Ophthalmology was approved.

The proposed promotion of Delair Gardi, M.D. to Clinical Associate Professor of Internal Medicine was approved.

The proposed promotion of Tamam Mohamed, M.D. to Clinical Associate Professor of Internal Medicine was approved.

The proposed promotion of Hassan Nemeh, M.D. to Clinical Associate Professor of Surgery was approved.

The proposed promotion of Nancie Petruccelli, M.S. to Adjunct Associate Professor of Oncology was approved.

The proposed promotion of Shiva Rau, M.D. to Clinical Professor of Internal medicine was tabled pending an updated CV and clarifications from the department.

The proposed promotion of Craig Rogers, M.D. to Clinical Professor of Urology was approved.

The proposed promotion of Eric Scher, M.D. to Clinical Professor of Internal Medicine was approved.

The proposed promotion of Jerry Stassinopoulos, M.D. to Clinical Associate Professor of Surgery was approved.

The proposed promotion of Cheryl Wesen to Clinical Associate Professor of Surgery was approved.

The proposed promotion of Celeste Williams to Clinical Associate Professor of Internal Medicine was approved.

- 6. Visit of Professor David Kessel, member of the WSU Academic Senate Policy Committee:** Dr. Kessel reported on some of the discussions that take place in the Policy Committee. The University is judged by the State Legislature for appropriations primarily by the criterion of the percentage of WSU undergraduates who graduate in four or six years, and the poor results by this criterion lead to low appropriation from the state. No consideration is given to other graduation rates, including the SOM. Another problem of the SOM is that many Main Campus faculty view the SOM faculty as privileged with engaged students, relatively little formal teaching, and 12-month salary. The SOM needs even stronger representation. Currently the SOM has one other faculty member in the Policy Committee besides him, Joseph Artiss. Robert N. Frank, Professor of Ophthalmology was an effective member in the Policy Committee for a year, but he stepped down since his clinical schedule was incompatible with weekly meetings in the middle of Mondays. Dr. Kessel appealed for participation by at least one more SOM faculty member to provide added support of the SOM within this important Committee.

8. Report of the Vice Dean of Faculty Affairs

Dr. Delaney-Black sought the advice of the EC about a potential new appointment, and the members provided their advice for her to present to the department.

Dr. Delaney-Black also reported on the results of Promotion and Tenure at the University level. All of the candidates whose candidacies were approved to proceed to the University P&T Committee were approved there as well. One additional case that was denied by the EC was forwarded to the University P&T Committee by the Dean, and that proposal was approved there.

Dr. Delaney-Black reported on the 2016 Selective Salary Review process. The packages are now ready for the EC to review. As in past years, the EC will split into five review groups with comparable numbers of faculty files to review. As always, EC members will not review files from their own departments. The groups will be chaired by Drs. Ellis, Finley, Puscheck, Rossi, and Wozniak. Dr. Delaney-Black reminded the EC that it is advisory to the Dean, who may review the files and alter scores after the EC has completed its review. There is no appeal process at that point. The final scores approved by the Dean will then be sent to the faculty and Department Chairs. There was discussion about the scoring. Dr. Fridman emphasized the importance of having a clear, uniform scoring system in order to assign scores fairly across the faculty. Dr. Rossi pointed out that we use a guide from the Provost for giving scores (1-4) for each category (Scholarship, Teaching, and Service), and that the guide is to be used along with the SOM Factors and Guidelines for Promotion and Tenure to provide the SOM scores. Dr. Delaney-Black reminded the EC that a score of 2 is to be assigned for faculty carrying out what is expected for their rank and track, according to the SOM Factors and Guidelines for Promotion and Tenure. Dr. Wozniak pointed out that the EC had in the past changed department scores. Dr. Meert replied that the EC intended to level the field among departments, some of which give inflated or deflated scores relative to others.

- 9. Adjournment:** The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Stephen A. Lerner, M.D., Secretary, Executive Committee of the SOM Faculty Senate
Russell Finley, Ph.D., Vice President, Executive Committee of the Faculty Senate
(after the departure from the meeting of Dr. Lerner at 4:45 p.m.)