

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

June 6, 2016

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

Absent: Drs. Rowley and Welch

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

- 1. Call to Order:** The meeting was called to order by Dr. Meert at 3:08 p.m.
- 2. Approval of the Minutes of May 26, 2016:** The minutes of the last meeting were approved as revised.

3. Personnel Actions:

The proposed appointment of Alan Dombrowski, Ph.D. as Associate Professor of Pediatrics (Research-Educator with tenure) was approved.

The proposed appointment of Sussan Salas M.D. as Assistant Professor of Neurosurgery (Clinician-Educator) was approved.

The proposed appointment of Anteneh Tesfaye, M.D. as Assistant Professor of Oncology (Clinician-Educator) was approved.

4. Report of Vice Dean for Faculty Affairs, Dr. V. Delaney-Black:

Yesterday was the program of Recognition of Faculty Receiving Promotion and/or Tenure.

The School of Medicine Selective Salary Review was completed by the Executive Committee, and Dr. Delaney-Black thanked the Committee members for their effort. She reviewed the results with Dr. Sobel, and in 95% of the cases, the School of Medicine scoring did not differ significantly from that of the Department.

5. Report and Discussion by Dean Sobel and Vice President for Health Sciences Hefner:

Extensive and prolonged discussion with the Executive Committee took place regarding Faculty Effort Reporting. Aspects included in the discussion were explanation of the need for Chairs to have such Effort Reporting for their faculty in order to manage resources and engage in planning for future development of scholarship, teaching, service, and, for clinical departments, of clinical services. The Selective Salary Review has viewed faculty activity retrospectively, whereas we need also discussion of expectations of faculty going forward. Greater linkage of resources and effort is needed. Members of the Executive Committee expressed frustrations and reservations with the process of accountability for all activities, including preparation and writing of grants and important service without which the SOM could not function. It was suggested that receipt of grant funding be rewarded with appropriate incentives, and that will be considered. Regarding clinical income, it was pointed out that there is very great variability in collections among various departments, and even among divisions within departments. Continuation of the evaluation of faculty effort will be reported and discussed within the Executive Committee and with the faculty.

6. Report on Negotiation of the School of Medicine and the DMC/Tenet:

WSU VP for Health Sciences Hefner reported that he has been engaged in discussion and negotiation with Tenet regarding our academic partnership and the important financial support of the School of Medicine.

7. Adjournment: The meeting was adjourned at 5:02 p.m.

Respectfully submitted,

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