

# MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

May 12, 2016

**Present:** Drs. Aaron, Ellis, Finley, Kim, Lerner, Meert, Puscheck, Rossi, Rowley, and Shisheva

**Absent:** Drs. Fridman, O'Leary, Thomas, Welch, Vaishampayan, 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 3:08 p.m.
- 2. Approval of the Minutes of April 28, 2016:** The minutes of the last meeting were approved.
- 3. Dean's Report:**

SOM Commencement and other celebratory activities are coming up.

Meetings with faculty on academic expectations are taking place. Some faculty members are interested in developing research, and they are being facilitated along with expectations.

Dr. Sobel introduced the financial report of Mr. Hefner. There is now a strong expectation for clinical faculty to cover their salary. The School of Medicine used to receive strong financial support from the DMC, but this has dried up. Improvements in UPG are under way as it is being revamped. All Chairs are being given responsibility to plan their budgets, and this will be enabling, fair, and transparent. UPG is being reorganized by Lisa Keane with clinical chairs in position for growth. By June, 2018 the SOM should be turned around financially. Growth in UPG is under way, and a goal is to grow the membership from 400 to 1200, including bringing in Pediatrics and other non-UPG clinical departments. The refining of the SOM budget process by Rob Kohrman is very much appreciated.

#### **4. Report by Mr. David Hefner, WSU VP for Health Sciences**

Many good things are happening, but the SOM is not yet on a financially sustainable path. Departments and faculty will have to enhance their financial and academic contributions. In addition to improvements in the SOM and UPG, the DMC owes millions of dollars for past due obligations to the SOM.

Significant FMRE losses are continuing.

Separations packages for faculty will be accrued in FY2016 and 2017; thus, the budget will remain negative in these two years and will turn positive in 2018.

Negotiations with the DMC may lead to an increase in revenues, but not until the next budget year, which begins in October, 2016.

We need a rebalancing between faculty interests and the needs of the SOM and its departments. Chairs and faculty members need to meet financial targets. Overhead costs need to address allocation of those costs. Chairs will have to address the differential payments to clinical faculty as they work in different practice settings.

Dr. Ellis brought up the issue of accounting for faculty time in service activities such as the Executive Committee. Mr. Hefner replied that there will have to be decisions on how such service is accounted for.

Faculty Effort Reports will be accounted in relation to dollars (e.g., research support, teaching, etc.)

Dr. Fridman stated that effort supported by dollars does not necessarily provide the actual percentage of salary. Dr. Ellis added an example that she spends around 20% of her time in a project with VP for Research Lanier to encourage team science, and yet she receives no salary support for this effort.

Dr. Fridman asked for a meaning of “productive.” Is it just the money brought in for salary by grants? Dr. Meert joined in that question. Mr. Hefner stated that meeting financial demands is now important. He advised to report what one is actually doing and then build on that.

#### **5. Personnel Actions:**

The proposed appointment of Justin Jeong, Ph.D. as Assistant Professor of Pediatrics (tenure track) was approved.

The proposed appointment of Sidhartha Tan, M.D. as Professor of Pediatrics (with continuing tenure) was approved.

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

The proposed appointment of Wei-Ling, Ph.D. as Assistant Professor of Pharmacology (Research Track) was approved.

The proposed appointment of Donald Levine, M.D. as Professor Emeritus of Internal Medicine was approved.

The proposed appointment of Suganthini Krishnan-Natesan, M.D. as Associate Professor of Internal Medicine (Clinician-Educator) FTA was approved.

- 6. Report of the President of the SOM Faculty Senate Executive Committee:** Dr. Meert reported that Vice Dean for Education Baker had requested appointment of Dr. Chris Steffes to the Promotions Committee to replace Dr. Stan Terlecky, who was leaving the University. This request was approved.

#### **7. Report of the Vice Dean of Faculty Affairs:**

Dr. Delaney-Black reported that she is meeting with faculty members who are seeking promotion, so she can provide advice and assistance to them.

- 8. 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