

# MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

**April 27, 2017**

**Present:** Drs. Aaron, Ellis, Finley, Fridman, Kim, Lerner, Levine, O'Leary, Puscheck, Rowley, Shisheva, Tancer, Thomas, and Vaishampayan

**Absent:** With Notice: Drs. Klein, Meert, Sood, Strickler, and Wozniak

**Also Present:** Dr. Delaney-Black, N. McIntyre, C. Brain, and S. Cooper

**Call to Order:** The meeting was called to order by Dr. Finley at 3:04 p.m.

**1. Approval of the Minutes of April 13, 2017:** The minutes of the last meeting were approved as submitted.

## **2. Personnel Actions:**

The proposed appointment of Anil Aranha, Ph.D. as Assistant Professor of Internal Medicine (Clinical Educator) was approved.

The proposed appointment of Kristiana Kaufmann, M.D. as Assistant Professor of Emergency Medicine (Clinical Educator) was approved.

The proposed appointment of Rajeev Thirunagari, M.D. as Assistant Professor of Pediatrics (Clinical Educator) FTA was approved.

The proposed appointment of Lanetta Coleman, M.D. as Clinical Associate Professor of OB/GYN was approved.

## **3. Report of the Dean:**

a. LCME Visit: Dr. Sobel reported that the recent LCME visit went well. The reviewers were impressed with the efforts and progress that had been made toward appropriate solutions of problems reported in the earlier visit. A final detailed report is due in October, 2017, and he expects it to be very positive. The teams worked well with excellent leadership in the period of preparation. Dr. Baker led the education team, and the \$5M investment by the University is paying off. This year the number of applicants rose from 4K to 5K. We are also attracting more desirable graduate students. There is still an embarrassing lack of diversity among residents, especially in OB/GYN. Plans for remediation of problems of diversity among residents are under way.

b. SOM Factors for Promotion and Tenure: Dr. Sobel acknowledged receipt from the Executive Committee of the revised document on SOM Factors for Promotion and Tenure. He appreciated the work that it represented, but expressed disappointment that the bar of rigor had not been raised. After the ensuing discussion, Dr. Sobel agreed that recommendations for promotion and for tenure from the Executive Committee (SOM P&T Committee) in recent years had reflected adequate scholarship, but he is more concerned about criteria for sustained, continued scholarly activity to avoid abuse of tenure.

c. Difficulty of promotion of excellent Clinical Educator faculty who excel in teaching and service, but whose scholarship is not at the same level: Dr. Sobel commented on the problem of promotion of Clinical Educator faculty according to the current expectation of a high standard of scholarship. A discussion followed in which such a problem was recognized.

One possible alteration in criteria was proposed to consider excellence in either teaching or scholarship (in practice, excellence in teaching/education, and lesser accomplishment in scholarship). Another suggestion was to reconsider a formerly proposed Educator Scholar Track, which would emphasize teaching/education in consideration for promotion, while the requirements for Clinical Educators would remain unchanged.

**4. Old Business:**

a. Salary support from grants: There was discussion of the issue of evaluating and stimulating the adequacy of salary support from grants. There was no resolution of this issue, which will continue to be discussed.

**6. Adjournment:** The meeting was adjourned at 5:20 p.m.

Respectfully submitted,

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