

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

May 25, 2017

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

Absent: Drs. Vaishampayan, Sood, Klein. With Notice: Drs. Lerner and Strickler.

Also Present: Dr. Delaney-Black, N. McIntyre, C. Brain

Call to Order: The meeting was called to order by Dr. Meert at 3:05 p.m.

1. Approval of the Minutes of May 11, 2017: The minutes of the last meeting were not yet available and will be considered at the next meeting.

2. Endowment Reviews:

The committee declined to renew the Harold E. Usndek, M.D. Endowed Chair in Dermatology.

3. Personnel Actions:

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

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

4. New Business:

a. Attendance requirements at EC meetings was discussed. There have been some issues with repeated absences as well as absences of members at meetings when they are assigned to review faculty appointments. It was agreed that the requirements stated in the Faculty Senate Bylaws should be enforced. As the Bylaws state, the EC will consider replacing members who have "more than 25% unexcused absences per academic year." Also, attendance at the October P&T and April FTA promotions meetings is mandatory. New EC members are informed of these requirements when they agree to stand for election and again when they are elected. The committee agreed that to help encourage and keep track of attendance, a running tally of attendance will be distributed to all EC members along with the minutes of each EC meeting. Members will also be encouraged to find replacements or send in a written review when they must miss a meeting at which they are schedule to review a faculty appointment.

b. EC election results were announced. Congratulations to Dr. Elizabeth Puscheck, elected Vice President and President Elect; Dr. Sharon Ackerman, elected Secretary; Dr. Philip Philip, elected Treasurer; and Drs. Deborah Ellis, Malathy Shekhar, James Granneman, James Rowley, Antoinette Wozniak, and Jocelyn Ang, all elected Members-At-Large.

c. Reminder: P&T reception June 15.

d. Reminder: Selective Salary review due June 2nd.

5. Old Business:

a. Dean's request for factor updates. As reviewed at the EC meeting on 4/27/2017, the Dean requested an update to the Factors and Guidelines for Promotion and Tenure ("Guidelines") and the EC approved a set of changes and submitted them to him. The Dean did not approve the update. After some discussion, the EC decided to revisit one outstanding issue specifically regarding the guidelines for promotion of faculty on the Clinical Educator (CE) track. The committee agreed to make it possible to recognize and promote CE faculty who are outstanding or exceptional in at least two of the three domains of scholarly activity, teaching, and service. A subcommittee was formed that will revise the Guidelines to address this issue and will submit the revisions to the EC for approval by June 29, 2017.

b. The issue of losing well-funded SOM researchers to other institutions was discussed. Several committee members are aware of recent faculty losses that may have been averted had some action been taken by the departments and school. The committee discussed the need to identify funded individuals considering leaving. Developing and offering retention packages and encouraging faculty to stay in the SOM have been discussed. It is the responsibility of the department chairs and SOM administration to be prepared to take such action.

6. Adjournment: The meeting was adjourned at 4:35 p.m.

Respectfully submitted,

Russ Finley, Vice President, Executive Committee of the SOM Faculty Senate