

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

July 13, 2017

Present: Drs. Ackerman, Ang, Ellis, Finley, Kim, Klein, Levine, O’Leary, Philip, Rowley, Shekar, Tancer, and Strickler

Absent: Drs. Granneman, Puscheck, Sood, and Wozniak

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

Call to Order: The meeting was called to order by Dr. Finley at 3:03 p.m.

1. Welcome and Introductions:

Dr. Finley, President of the Executive Committee, welcomed everyone to the new term and acknowledged there were several new members. Each member of the Executive Committee introduced themselves.

2. Approval of the Minutes of June 22, 2017:

The minutes of the meeting of June 22, 2017 were approved as submitted.

3. Personnel Actions:

The proposed appointment of Oritsegbubemi Adekola, MD as Assistant Professor of the Department of Internal Medicine (Clinician Educator Track) was approved.

4. Report from the Office of Faculty Affairs (Reported by Dr. Delaney-Black):

- a. A sign-up sheet for Personnel Reports to the Executive Committee was passed around for each member to select 3 or 4 dates to serve as primary, secondary, or tertiary reviewer.
- b. Dr. Delaney-Black broached the topic of subcommittees of the Executive Committee. The first order of business is to identify/confirm which subcommittees require the formal assignment of members (e.g. Research Development Committee) versus those that *ad hoc* in nature. Dr. O’Leary reported the request by the Chair of the Research Development Committee (Dr. Dawn Misra) for help in recruiting additional Clinical faculty to that subcommittee. Some names of potential candidates were put forth.

5. Old Business

- a. The Executive Committee passed the second version of revisions to the factors associated with rank assignment for Clinical Educators.
- b. Dean Sobel has expressed that he is open to consider positive ways to boost faculty success in the acquisition of extramural research funding, and has

requested a list of suggestions. Dr. Ellis reported that she spoke with Dr. Misra about assembling a formal task force of the Research Development Committee to compile the list. Following discussion, it was agreed that the best way to move forward was to establish a deadline for Dr. Misra to submit a report of the task force deliberations to the Executive Committee for review of the recommendations. The Executive Committee would be responsible for providing the list of suggestions to Dean Sobel, who would report back to its members with his comments.

6. New Business

- a. Dr. Finley will investigate and report back to the Executive Committee about the status of membership for all the subcommittees in order to determine what actions by our members are necessary at this time.
- b. Faculty retention was discussed in light of the current problem that the School of Medicine is losing, on average, one funded faculty member per month. Dr. Levine proposed administering an exit survey to the faculty who have left recently and also to those whose departure is imminent. There was general agreement among Executive Committee members that gathering such information would be highly worthwhile, in particular for developing a retention package that could be offered to dissatisfied faculty in the future. The logistics about how exit surveys will be conducted remain to be determined. Dr. Kim mentioned that the matter of faculty retention was currently an active topic of discussion by the Research Development Committee, and that its members would welcome suggestions from other members of the faculty.
- c. Dean Sobel has expressed the desire to strengthen the scholarly activity of FTE faculty on the Clinical Educator track. Points discussed included the need to establish a specific guideline of what scholarly activity is expected of Clinical faculty, in particular for those at the Assistant Professor level. The lack of a formal support system to facilitate the academic success of junior ranked Clinician Educators was acknowledged. Also acknowledged was the need for incentives to motivate the Clinical faculty to engage in mentoring the Assistant Professors, as well as adherence to a defined policy that grants the junior faculty time protected from clinical duties for scholarly pursuits.
- d. The School has obtained a license (\$75,000 per year) for a software package to manage selective salary information. Such means should enable the Office of Faculty Affairs to continually monitor pertinent aspects of faculty efforts such that problems can be identified and addressed in a timely manner. Roll out for inputting data online is November 2017.
- e. There was a formal vote in favor of charging the Research Development Committee with compiling a report for Dean Sobel about what resources the School of Medicine can provide to help Research Educator faculty fulfill the expectations placed on them to obtain salary support from research grants.

Adjournment: The meeting was adjourned at 4:18 pm.

Respectfully submitted by Sharon Ackerman, Ph.D., Secretary, Executive Committee of the SOM
Faculty Senate