

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

August 10, 2017

Present: Drs. Ackerman, Ang, Finley, Kim, Klein, O'Leary, Levine, Philip, Rowley, Shekar, Strickler, and Wozniak

Absent: Drs. Ellis, Granneman, Puscheck, Sood, and Tancer

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

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

1. Approval of the Minutes of July 27, 2017:

The minutes of the meeting of July 27, 2017 were approved as revised.

2. Personnel Actions:

The proposed appointment of Hadeel Assad, MD as Assistant Professor of the Department of Oncology (Clinical Educator track) was approved.

The proposed appointment of Jira Coumarbatch, PhD as Assistant Professor of the Department of Family Medicine and Public Health Sciences (Clinical Educator track) was approved.

The proposed appointment of Steven Cala, PhD as Emeritus Associate Professor of the Department of Physiology was approved.

The proposed appointment of Gilda Hillman, PhD as Emeritus Professor of the Department of Oncology was approved.

The proposed appointment of Misako Nagasaka, MD as Assistant Professor of the Department of Oncology (Clinical Educator track, FTA) was approved.

The proposed appointment of Marcelo Bonini, PhD as Associate Professor with Tenure of the Department of Pharmacology was approved. The circumstances for this appointment were such that EC member voting took place during the interval between scheduled meetings; the votes were submitted electronically to C. Brain in time to meet the August 3, 2017 deadline.

3. Report from the President:

- a. New subcommittee: Dr. Finley reminded the group that those present at the last meeting of the Executive Committee (July 27, 2017) had voted to establish a new subcommittee whose members would look into and make recommendations for strategies to boost the scholarly activity of Clinician Educators. Dr. Finley reiterated the importance of this subcommittee and encouraged all the Clinician Educator EC members to volunteer for this service. In the end, it was decided

that the new Clin Ed subcommittee will be composed of seven EC members (Drs. Ang, Levine, Philip, Rowley, Strickler, Tancer, and Wozniak), will include Dr. Delaney-Black as ex-officio member, and will be chaired by Dr. Philip.

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

- a. Selective Salary scores: Dr. Delaney-Black reported that 2017 will be the first year all FTE faculty will receive a final performance report from the University, complete with their Selective Salary scores.
- b. Academic Faculty Management software: Dr. Delaney-Black updated the EC about the School's efforts to purchase a license for software that will modernize the collection, storage, and dissemination of data pertinent to the professional profile of each faculty member. Representatives of OFA have already met with two of the three companies that are currently under consideration. Chief among the advantages of web-based faculty activity reporting is the opportunity to consolidate faculty data, which has always been housed, according to type (e.g. teaching, grants, awards), in various servers across the University. The ability to provide faculty with pre-filled forms that need only be updated on a yearly basis is expected to simplify and expedite the preparation of materials for selective salary review, annual review, and promotion and tenure. Cost is a significant factor, as one company quoted us \$60,000 per year for their license, plus additional costs for startup and training that brought the total outlay for the first year to over \$70,000. Related efforts are also underway to identify an economical service that would create the initial version of a correctly formatted *Curriculum vitae* for new faculty hires.

5. New Business

- a. Membership on SOM committees: Dr. Philip asked how best to advise a junior faculty member (Clinician Educator track) who is seeking service at the School of Medicine level through participation on a high-profile committee. Dr. Delaney-Black replied by first mentioning that the OFA sends notices regularly to department heads and chairs about service opportunities in areas that match the credentials and expertise of the faculty under their leadership. That aside, Dr. Delaney-Black recommended that this individual send an inquiry about committee service under the purview of either the Institutional Review Board (IRB) or the Office of Medical Education. WSU's Commission on the Status of Women was mentioned as an excellent choice for faculty who wish to serve on a prominent University-wide committee.
- b. College Teaching Awards for 2017: A few days prior to this meeting, Dr. Finley provided the EC members with a summary of the credentials for 46 SOM faculty members who had been nominated to receive a College Teaching Award in 2017. In so doing, Dr. Finley informed us that choosing this year's awardees had fallen under our jurisdiction even though this task should have been completed last

spring by the Selective Salary subcommittees of the EC. The awardees were chosen based on the selection criteria used by Executive Committees in the past:

- i. CTAs can be given to up to 5% of the faculty, which limited the number to ~45.
- ii. Faculty are eligible to receive the award once every three years.
- iii. CTAs are given to every chair/department-nominated faculty with a selective salary teaching score of 1.

One of the 46 nominated faculty received a CTA in 2015 and was not eligible for this round. Of the remaining 45, 40 faculty were selected to receive a 2017 CTA and 5 candidates were eliminated on the basis of their teaching scores, which were 1.5 in three cases and 2.0 in two cases.

- c. SOM Awards moving forward: The evaluation of faculty data for the 2017 CTAs revealed aspects of the awards selection process that can be improved. First, FTA faculty are considered along with FTE appointments, while only the latter are evaluated in the selective salary process and scored in the category of teaching. As such, this year CTAs were given to 3 FTA faculty members whose teaching accomplishments were not ranked numerically, while 3 FTE faculty were eliminated from contention for being scored 1.5 rather than 1.0. The recommendation was made to update the process for 2018 such that FTA faculty candidates for SOM awards would be scored during selective salary review. Second, this year's CTA deliberations were complicated by the inclusion of candidates with selective salary scores of 1.5 and 2.0. Some EC members took the time to evaluate the credentials of these individuals ahead of time and presented arguments in their favor at the meeting only to find out that any score other than 1.0 was unacceptable. This strict requirement needs to be made clear to anyone who wishes to nominate a faculty member for an award. Finally, there has been a significant decline over the years in nominees for SOM Research Awards, possibly because the current policy restricts the candidates to those who are nominated by their chair or division head. Dr. Delaney-Black reported that the OFA was considering to remove this restraint from the nomination process for Research Awards in the future.

Adjournment: The meeting was adjourned at 4:05 pm.

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