

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

August 11, 2016

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

Absent: Drs. Fridman, Puscheck, Sood, and Vaishampayan

Also Present: Dr. Delaney-Black, N. McIntyre, C. Brain, R. Cooper, and J. Beaudette

- 1. Call to Order:** The meeting was called to order by Dr. Meert at 3:05 p.m.
- 2. Approval of the Minutes of July 28, 2016:** The minutes of the last meeting were approved as submitted.

3. Personnel Actions:

The proposed appointment of Heather Abraham, M.D. as Assistant Professor of Internal Medicine (Clinician-Educator) was approved.

The proposed appointment of Asfar Azmi, Ph.D. as Assistant Professor of Oncology (Tenure Track) was approved.

The proposed appointment of Glenn Kaatz, M.D. as Professor Emeritus of Medicine was approved.

The proposed appointment of Sarwan Kumar, Ph.D. as Assistant Professor of Internal Medicine (Clinician-Educator) FTA was approved.

3. Old Business:

Tenured faculty with problems in research productivity: Mr. Hefner reported on the progress with review of such faculty. Some will be leaving within one to two years in a respectful manner. Others are proceeding with new expectations for improved performance in research.

4. New Business:

Format of CV for consideration of faculty appointments: The requirement of having the CV of a prospective faculty member in the final format of the School of Medicine prior to consideration by the Executive Committee was raised for consideration, since the appointment may thus be delayed in such cases. The EC voted to maintain the current requirement for the CV to be in School of Medicine format for consideration of appointment by the EC.

Review of faculty members who received scores of 3-4 in the Annual Selective Salary Review: Dr. Delaney-Black reported that the Selective Salary Review documentation submitted by all faculty members who receive a score of 3-4 will be reviewed by her and Dean Sobel. She will then work to guide department chairs and faculty members to improve future faculty performance. Dr. Levine pointed out that, with the innovations in curriculum that are being introduced, there will be many more opportunities for clinical faculty to increase their teaching.

Contracts of Term-Limited Faculty: Dr. Delaney-Black reported that there is a contract/university renewal process for all term-limited faculty members. Therefore, Clinician-Educator faculty will sign renewal letters as per the contract. The requirements for the faculty member's track and rank were added to the renewal letters

Promotions of FTA faculty members: Dr. Delaney-Black announced that FTA promotions will be considered by the Executive Committee at its meeting on February 9, 2017.

Factors and Guidelines for Promotion and Tenure: The Executive Committee will review the current School of Medicine Factors and Guidelines for Promotion and Tenure for possible revisions before March 31. A committee of Drs. Ellis, Lerner, Meert, Shisheva, and Wozniak will carry out the review and suggest revisions for consideration.

UPG Non-Compete Covenant: Concern about the recently announced Non-Compete Covenant of the WSU Physicians Group was expressed. Dr. Sobel will be invited to discuss this issue.

5. Adjournment: The meeting was adjourned at 4:48 p.m.

Respectfully submitted,

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