

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

August 24, 2017

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

Absent: Drs. Ang, Granneman, Klein, and Puscheck

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. Approval of the Minutes of August 10, 2017:

The minutes of the meeting of August 10, 2017 were approved as revised.

2. Personnel Actions:

The proposed appointment of Youcheng Liu, PhD as Associate Professor of the Department of Family Medicine & Public Health Sciences (Research Educator tenure track) was approved.

The proposed appointment of Stephen Lerner, MD as Emeritus Professor of the Department of Internal Medicine was approved.

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

The proposed re-appointment of Bret Hughes, MD, PhD as Endowed Chair for the Dong H. Shin Professorship in Ophthalmology and Glaucoma Research in the Department of Ophthalmology and Kresge Eye Institute was approved.

3. Report from the Dean:

- a. Negotiations with the Detroit Medical Center: On August 18th, Dr. Sobel participated in a 6-hour retreat to discuss contracts and other business matters with representatives from the DMC and, its for-profit owner, Tenet Healthcare Corporation. In briefing the EC, Dr. Sobel expressed that he was encouraged enough by the cordial tone of the meeting to be cautiously optimistic that the University's financial disputes with the clinical partners would be resolved shortly in our favor. There were also indications that the corporate management was willing to consider the value of research and teaching more seriously in their negotiations with the SOM.
- b. Real estate: Plans are moving forward to convert Orchestra Place, at the intersection of Martin Luther King Jr. Boulevard and Woodward Avenue, into a new clinical practice building that would provide an ideal location for University physicians in midtown Detroit.
- c. University Pediatricians: Dr. Sobel was asked to comment about an article that was just published in *Crain's Detroit Business* on August 20th, (<http://www.crainsdetroit.com/article/20170818/news/636691/wayne-state-officials-blast-leadership-of-university-pediatricians>), which reported ongoing contractual disputes between

Wayne State University and University Pediatricians, a group that includes the university faculty of the Department of Pediatrics who practice at Children's Hospital. Dr. Sobel's description of the issues that fueled the escalating hostility between the two organizations did not disclose anything beyond the content of *Crain's* article. Though, briefing the EC members gave Dr. Sobel the opportunity to share his thoughts and express his concern over the serious consequences that would follow if the negotiations between Wayne State University and University Pediatricians failed to provide a resolution by the deadline on September 1st. The Executive Committee continued the conversation for approximately 30 minutes after Dr. Sobel's departure from the meeting, with members sharing their personal opinions and experiences in connection with the situation. While no formal action is warranted at this time, in the spirit of solidarity the EC plans to send a letter to the Pediatricians to show our support and make clear how vital their service is to our students and residents.

4. Report from the President:

- a. Date change for Faculty Senate meeting: Dr. Finley reported a scheduling conflict for the next meeting of the Faculty Senate. The meeting was originally scheduled for Thursday September 21, 2017, which coincides with the Jewish High Holiday of Rosh Hashanah. C. Brain will check Dean Sobel's availability and poll the EC members by email to set a new date for the Fall meeting of the Faculty Senate.

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

- a. OFA is currently scheduling meetings with the Clinical departments to advise the faculty about how to organize their CVs and/or Activity Summaries such that their professional activities are reported under the correct sub-heading. For example, a recurring error has been for Clinician Educators to list teaching under Service. The recommendation was made to also make clear that hospital duties, for which someone is paid, are not legitimate for inclusion under the category of Service.

6. New Business

- a. How awards are recommended at the department level. Decisions about who would receive a College Teaching Award were made by the Executive Committee when the group last met on August 10th. The majority of the deliberation revolved around five candidates who were turned down because their selective salary score in teaching was higher than 1.0. Among the recommendations to improve the process moving forward was to be more transparent about the Executive Committee's expectation that nominees for an award in research or teaching would have received the highest selective salary score (1.0) in the respective area. Today's discussion addressed whether or not department Chairs are provided sufficient information on which to base faculty nominations for awards; a legitimate concern considering the latitude afforded the EC to override the scoring decisions by the department salary committees. OFA's policy this past year was to provide Chairs with faculty forms that reported the final selective salary scores determined by sub-committees of the EC, annotated as necessary to highlight the instances in which a faculty member's score was improved at the discretion of the EC. The recommendation was made to update the forms for 2018 such that the initial salary scores assigned by the department's salary review committee would be included along with the final scores. In so doing, Chairs could avoid nominating faculty whose initial selective salary score in research or teaching was deemed inflated, and subsequently down-graded during the review of their credentials by members of the EC.

- b. The appointment of Kimberly Baker-Genaw, MD to the Admissions Committee of the SOM was approved.

Adjournment: The meeting was adjourned at 4:44 pm.

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