MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

March 22, 2018

Present: Drs. Ang Ackerman, Ellis, Finley, Granneman, Levine, Mutchnik, O'Leary, Puscheck, Rowley, Shekar, Strickler, and Wozniak

Absent: Drs. Kim, Klein, Sood, Swerdlow

Also Present: Dr. Delaney-Black, K. Laimbeer, and R. Cooper.

Call to Order: The meeting was called to order by Dr. Finley at 3:10 p.m.

1. **Approval of the Minutes of March 08, 2018:**

   The minutes of the meeting of March 08, 2018 were approved.

2. **Personnel Actions:**

   The proposed appointment of Ronald Cheek, M.D. as Clinical Associate Professor of the Department of Obstetrics & Gynecology was approved.

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

   a. Personnel: Dr. Delaney-Black introduced Kate Laimbeer as the new Program Management Specialist in the Office of Faculty Affairs.

   b. SOM P&T: P & T decisions for voluntary FTA faculty are scheduled for the next EC meeting on April 12, 2018. EC members will be informed by email about the review assignments and how to access the faculty data.

   c. Selective Salary review: Dr. Rowley graciously agreed to set up a matrix for Selective Salary review that paired 3-person sub-groups of EC members with faculty assignments from departments other than their own. The results from departmental salary committees are due to OFA by April 30th, at which point EC members will have time until the end of May to deliberate and assign scores. Past the EC, Dr. Sobel will have ~ 4 weeks to complete his review, leaving ~2 weeks for OFA to enter all of the data into Banner by the university deadline in mid-July.

   d. AAUP-AFT vis à vis Faculty 180: On March 15, pursuant to the Public Employment Relations Act (PERA), the Wayne State University Chapter of the AAUP-AFT filed an unfair labor charge against WSU School of Medicine for repudiating the collective bargaining agreement procedures and past practice for Selective Salary Adjustments. The Union action was precipitated by faculty complaints about OFA's implementation of Interfolio's Faculty 180 web platform as the only mechanism available to submit professional information for this year's Selective Salary review. Remarkably, the most problematic and time-consuming aspect of using the new software to generate professional reports was caused by what Interfolio marketed as a flagship feature of their product. The company boasted a sub-contracted workforce who would input faculty information from CVs to produce the initial web pages in the system. When given access to the website, faculty were told to update their personal databases with 2017 activities and instructed on how to compile the information for the past 3 years into an Activity Summary and Teaching

Report. Despite the efforts by OFA staff this past fall to ensure that faculty CV's reported information in a manner that would facilitate correct parsing at the data input stage, the quality of the subcontracted work was poor and this caused numerous errors to appear in the professional reports generated by the system. As a result, faculty found themselves burdened with hours of time that had to be spent correcting the input in order to generate Selective Salary documents that were representative of their efforts over the past 3 years. Despite these problems, those departments that had been put on an accelerated track to complete internal Selective Salary were successful implementing Faculty 180. As such, OFA was determined to stay the course and refused requests by faculty who thought the Faculty 180 platform should be an *optional* mechanism for submission of Selective Salary materials this year. Dr. Delaney-Black defended this decision by emphasizing that OFA staff were assisting faculty on a rolling basis to meet the deadlines for departments to submit their materials as they came due. Moreover, in response to the Union action, she, just the day before, had informed all members of the SOM faculty by email by email that they could attach self-authored activity reports and teaching grids for years 2015-2017 to their web page in Faculty 180 if they believed the system-generated reports were inaccurate. Dr. Finley raised the issue that there should be an established policy in cases where there are two sets of documents available for a given faculty member (faculty-authored and software generated reports) with respect to which set is actually used for the review.

4. Report from the President:

a. Exchange of Faculty Senate positions: Dr. Finley conducted a vote by email that led to unanimous support for the appointment of Dr. Klein as the replacement Treasurer to complete the term through June 2019 and the appointment of Dr. Swerdlow as the replacement Member-at-Large to complete the term through June 2019.

b. SOM P & T factors: Dr. Finley reported that discussion was still on-going among EC members on the Research Educator Track about potential modification of the factors that have to be met to satisfy requirements for promotion and tenure at this position and indicated the decision would be made prior to the EC meeting on April 12th.

Adjournment: The meeting was adjourned at 4:28 pm.

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