

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

August 27, 2015

Present: Drs. Aaron, Fridman, Meert, O'Leary, Rongkavilit, Rossi, Rowley, Shisheva, and Welch

Absent: Drs. Ellis, Finley, Kim, Lerner, Puscheck, Thomas, Vaishampayan, and Wozniak

Also Present: Dr. Linda Roth and Dr. Delaney Black

1. **Call to Order:** The meeting was called to order by Dr. Meert at 3:10 p.m.
2. **Approval of the Minutes of August 13, 2015:** The minutes of the previous Executive Committee meeting were approved as corrected.
3. **Dean's Report:** The Dean's Report would await the next meeting, as Dr. Sobel was not present at this meeting.
4. **Personnel Appointments:**

The following personnel appointments occurred at this meeting:

Payroll Faculty

Arash Javanbakht, MD Assistant Professor, Tenure Track
Department of Psychiatry & Behavioral Neurosciences
Tabled: regarding clarification of the time devoted for research

Benjamin Kidder, PhD Assistant Professor, Research Educator, Tenure Track
Department of Oncology
Approved

Ross Mayerhoff, MD Assistant Professor (Clinician-Educator)
Department of Otolaryngology
Approved

FTA Faculty

Akriti Dewanwala, MD Assistant Professor (Clinician-Educator) FTA
Department of Internal Medicine
Approved

Sandhya Misra, MD Assistant Professor (Clinician-Educator) FTA
Department of Internal Medicine
Approved: However, there would be requirement for revision of the letter with specifics regarding mentoring and communication to the Department Chair to emphasize that FTA appointments require meeting the same guidelines as FTE appointments for promotion on this track.

5. **New Business:**

Minutes and other documents by the Executive Committee for posting to the website should be forwarded to Kathleen Robbins (krobbins@med.wayne.edu).

There was discussion regarding the posting of the document provided by the Faculty Committee who were nominated by the Executive Committee and served as advisory to the Dean regarding the reevaluation of the Basic Sciences. It was agreed that this document would be posted on the Faculty Senate website.

The attendance of new faculty at orientation for faculty was discussed. Not all new hires attend the orientations. Attendance is not mandatory. Issues regarding requirements on the various tracks then come up several years later when faculty on the respective tracks have expectations for promotion, yet they do not have full awareness of what the requirements are up front. Thus, it was suggested that at the time of renewal of appointment, one to two years after hire, the renewal should be contingent upon the faculty member having attended an orientation session. This recommendation emerged as many individuals are hired "off-cycle" and the sessions are given twice a year. This would permit each new hire to attend at least one session prior to renewal.

Dr. Meert reported that she had invited Dean Ken Lee to attend the current Executive Committee meeting regarding the research incentive plan. She had not received a response to her email, so she sent a formal letter to Mr. Lee. At the time of the meeting, she had not received a response. It was noted, however, that the research incentive plan was discussed at the Dean's Council Meeting and a payout would occur in October. It would meet the guidelines as outlined for previous payouts. There was discussion regarding adjustment based on reimbursement of salary versus effort. This was not finalized at the time of that Council meeting. What would happen regarding cost sharing or no cost extensions and how any incentive would be handled for effort on those grants remains under discussion.

Dr. Meert also reported that she had invited Mr. David Hefner, VP of Health Affairs, to attend the September 24th Executive Committee meeting. He responded readily and will be attending that meeting.

All nominees for the Budget Advisory Committee provided from the last Executive Committee and who responded accepted their nominations. Dr. Ray Mattingly had not yet responded and will be contacted to be sure he received the communication. Dr. James Sondheimer has accepted the Chairmanship of that committee.

There was a query as to whether the Professionalism Committee was a sub-committee of the Faculty Senate. The Faculty Senate by-laws do not speak to a Professionalism Committee for medical students in the by-laws. Thus, the by-laws would need to be revised to incorporate this committee. Members were asked about the role of this committee and Dr. Rossi who sits on that committee reported as to some of the functions that the Professionalism Committee for medical students. The Professionalism Committee primarily deals with issues of professional conduct that come under medical ethics, behavior and comportment that are required by the profession and accrediting agencies (e.g., HIPAA) and that are not addressed by the misconduct rules of the University. Dr. O'Leary pointed out that there are also graduate students who are engaged in research on human subjects where professionalism and HIPAA obtain. Thus, it would be advisable to have the policies of the professionalism document for medical students be available to the Graduate Office and discussion occur as to whether graduate students would also fall under the same policies when engaged particularly in medical translation of research. Thus, it was agreed that it would be advisable to have Dr. Stan Terlecky, the Assistant Dean for Graduate Programs, as well as Dr. Patrick Bridge who is the Assistant Dean for Student Programs should be present at the same time to discuss the role of the Professionalism Committee and its function. Once this is decided upon, the by-laws can be amended accordingly. It was also suggested that the by-laws themselves be reviewed as a whole so that if changes in other areas need to be amended or refined the amended document be provided to the faculty as a whole for voting at one time.

In addition to this, Dr. Delaney Black reported that the Professionalism document for faculty also included staff at the SOM as originally written. This was problematic as it made its way up to the University level because the staff includes nine different unions. Thus, some changes were recommended for the guidelines to be reflective only for faculty and academic staff and this would be clarified further.

Dr. Delaney Black reported that the provost has approved the potential tenurability of individuals placed on the Clinical Scholar track.

In anticipation of Promotion and Tenure, the documents, for individuals who are up for Promotion and Tenure to be reviewed on October 22, 2015, should be available on SharePoint by the end of September. Members of the committee will be asked to post their reviews at least

two days prior to the meeting date so that the actual documents can be viewed by all members of the committee prior to the meeting itself.

There was extensive discussion regarding the qualifications for tenure regarding designations for principal investigator vs. co-principal investigator vs. multiple principal investigators on grants as well as individuals who had critical roles as co-investigators on multiple grants. It was generally accepted that there is considerable gray area here that requires individual assessment of the contribution of the particular faculty member regarding the critical nature of their role in the research. As research becomes less siloed and more collaborative, the respective roles of individuals on those grants will need to be better documented, evaluated and clarified by the department as well as the external reviewers.

The issue of negotiations between the SOM with the DMC regarding clinical reimbursement for services rendered by faculty without discussion and input from the faculty or departments in question was raised. Clarification regarding the process whereby these negotiations occur will be sought from Mr. Lee as well.

6. **Adjournment:** The meeting adjourned at 4:43 p.m.