

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

Date: March 27, 2014

Present: Drs. Bannon, Finley, Heath, Kapatos, Lerner, Levine, Meert, Monsell, Rossi, Sheng, Shisheva, Thomas, Vaishampayan, Welch

Absent: Drs. Aaron, Philip, Uberti

Also Present: Dean Parisi, Vice Dean Sonnino, Associate Dean Delaney-Black, Ms. Mary Uryga

1. **Call to Order:** The meeting was called to order by Dr. Sheng at 3:07 p.m.
2. **Approval of the Minutes of March 13, 2013:** The minutes of the last meeting were approved after revision to indicate the President-Elect Meert chaired the meeting in the absence of President Sheng.
3. **Dean's Report:**

Resident match of graduating Year IV students: Dean Parisi reported that after the SOAP shuffle 96% of our students matched, which is at the national average. Most who failed had had academic distress (up to 11 years for completion), and they should have been kept earlier from proceeding, rather than failing to match while having incurred a huge debt. Dean Parisi and Vice Dean Schenk have developed new policies to prevent such personal tragedies.

President Wilson is very close to naming our new Vice President for Research. Dean Parisi is very impressed and hopeful about the candidate.

The finalist for the position of Chair of Neurosurgery is here to visit.

Dean Parisi informed the EC that Dr. Boltri is leaving his position as Chair of Family Medicine and Public Health Sciences and she sought counsel from the EC for her choice as Interim Chair, Associate Dean for Graduate Medical Education Tsveti Markova, M.D., who will continue in her GME position as well. Dean Parisi plans to proceed to select a search firm. Dr. Sheng asked about apparent obstacles. Dean Parisi replied that in the past administration there had been a schism among the clinical, research, and public health faculty units, and integration had been difficult. She feels that the faculty members are good, but they feel they are not pulling together. The department needs to recruit clinicians. They have three residency programs, Family Medicine and Translational at Crittenton Hospital, and now also a return of Family Medicine to the DMC. She hopes to proceed expeditiously to install a new Chair, since Dr. Markova has important responsibilities in her GME position. In case Crittenton is taken over by a hospital system, we may lose our residencies there, so we need the DMC residency to flourish.

The DMC is taking back the Karmanos and Radiation Oncology residency slots and the School of Medicine will take them over. This should be a smooth transition, and there should be no effective impact on the residents.

The State Legislature budget reduced the amount to WSU by \$400,000. Because of LCME concern about our students' debt, we will maintain the current tuition for next year, and the School will have to make up \$1.5M to the University. Dean Parisi is negotiating with President Wilson, who wants the SOM to raise the student tuition. The University will incur an \$11M increase in salaries according to the provisions of the WSU-AAUP/AFT Contract. Dean Parisi reported good news about a \$600,000 donation that will provide additional student scholarships.

Dr. Sheng stated that Dr. O'Leary had reported at the SOM Faculty Senate Meeting the concern of the faculty that changes affecting research are made by the University without consulting research faculty. In meetings with the Battelle and Clinical Translational Science consulting groups, and faculty have asked where decisions will be made. President Wilson is very eager for the reports. Dean Parisi believes that the President and the Vice President for Research will make important decisions. Dr. Sheng offered the EC to advise on decisions and changes. The President is committed to restoration of eminence of the research enterprise at WSU. He and Dean Parisi are committed to recruitment of mid-career funded investigators. Dr. Sheng reported that Battelle has a model that is based on publications rather than on grants. She is concerned that recruited faculty may not actually work together rather than more collaboratively as hoped. The current research faculty may be able to contribute productively to the decision about research clusters. She requested that the scientific faculty be consulted on optimizing directions. Dean Parisi hopes that there will be vigorous debate after the consultants' reports are submitted. She pointed out that the various Schools/Colleges have virtually no available funds. There is insufficient money behind many tenure lines. Recruitment has to be funded centrally. For startups, \$1.5M will be available this year and again next year. Perhaps recruitment of some faculty members might be carried out jointly together with Henry Ford Hospital, as is done now with the VA Medical Center.

Dean Parisi is concerned about the effect of the proposed merger of Oakwood/Beaumont/Botsford and its possible effects on our students in Oakwood/VA rotations. She will be looking into the situation and potential problems.

4. President's Report:

Dr. Sheng followed up on the discussion of recruitment. She stated that we need to be proactive on University plans for cluster hiring of mid-career funded faculty. She is concerned about a resulting lack of junior faculty among an aging faculty. Can and will newly hired faculty work together? Dr. Bannon stated that such faculty would require larger startups, and then we would be more tied to them through their tenure. He suggested attracting prominent Assistant Professors who have early grants from places like the University of Michigan. Dr. Shisheva asked where we will find clusters of funded mid-career faculty. Dr. Rossi pointed out that the Battelle consultants have a fixed outlook. Dr. Shisheva expressed concern that if we hire a faculty member who has just obtained a first grant, we may be locked in before research success is assured. Dr. Bannon expressed concern that one cannot force trans-college collaborations from above. Dr. Shisheva felt that the President needs to consult and listen to the faculty as these recruitment plans are being discussed. She proposed that we invite President Wilson to the EC. Dr. Sheng was concerned that the consultant groups may begin with pre-conceived or pre-ordered conclusions. She and Dr. Rossi will bring these concerns to the consultant meeting tomorrow. We should discuss when to invite the President.

5. Personnel Appointments:

The proposed transition of Steven Korzeniewski, Ph.D., Assistant Professor of PB/GYN in the Research Track to Tenure Track was approved.

The EC considered the proposed appointment of Mitchel Williams, M.D. as Assistant Professor jointly in Neurology and Pediatrics (Clinician-Educator). There was concern because his primary responsibility was stated as research, yet it appeared that only 10% protected time was assured. Therefore, the requested appointment was tabled, pending clarification.

6. New Business:

Vice Dean Sonnino announced that the EC needs to review the draft of the SOM Conflict of Interest Policy for our input and revision for eventual adoption. The LCME requires such a policy. There must be transparency of the faculty, especially for our students. We shall discuss the draft thoroughly at the next EC meeting.

Dr. Bannon, Chair of the Annual Merit Review Subcommittee, set out our tasks and goals for this process. It is important for us to provide feedback to the Chair, the Dean, the Departmental Faculty Development Liaison (DFDL), and the individual faculty members. He presented a template for the reports. He emphasized the importance of examining the distribution of scores and that we report problems in the packets. Dr. Rossi reminded us that, although some hospital service should be reimbursed, in some cases it is not (e.g., Director of Hemodialysis Unit).

7. Old Business:

Ms. Uryga reported that the SOM Election Ballot will be sent out online on April 15, with a voting deadline of April 29.

8. Adjournment: The meeting was adjourned at 5:30 p.m.

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