

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

Date: OCTOBER 10, 2013

Present: Drs. Aaron, Bannon, Delaney-Black, Finley, Heath, Kapatos, Levine, Lerner, Rossi, Sheng, Shisheva, Welch

Absent: Afonso, Monsell, Philip, Uberti, Vaishampayan by Dr. Sheng at

Also Present: Deans Parisi and Sonnino; Ms. Mary Uryga

- 1. Call to Order:** The meeting was called to order at 3:05 p.m.
- 2. Approval of the Minutes of September 26, 2013:** The minutes of the last meeting were approved.
- 3. Invited Guest:** Provost Margaret Winters

Provost Winters began by introducing herself as an academic, with some of her academic background and interests, and as an administrator. She described her activities and responsibilities, and emphasized her interest in the School of Medicine as a critically important component of the University.

Dr. Sheng asked her for any prospective changes that she envisions in the P&T process. Dr. Winters stated that there had been a great improvement in the P&T dossiers from the SOM in the most recent P&T cycle. She doesn't plan any major changes for this year. Last year she changed the policy that required the Dean to attend the sessions in which the SOM faculty were being reviewed, but to be available when requested. Provost Winters stated that Associate Provost Vander Weg would run the process, and that she would plan to attend the meetings when possible.

For faculty development in the departments, she wants all appointment letters to include a mentoring plan. She wants to encourage all new faculty members to attend Professional and Academic Development (PAD) seminars. She also stated that it important for the School to identify faculty members who may be overdue for promotion and tenure-track faculty who may be at risk. She stressed the importance of mentoring, both formal and informal.

Dr. Levine raised the concern that the academic careers of clinical faculty coming up for promotion before the University P&T Committee may not be fully understood or appreciated. Dean Winters stated that the earlier decision to end reviews of Clinician-Educator faculty for promotion at the level of the University P&T Committee was ill-conceived and incorrect, so that decision was reversed, and Clinician-Educator faculty will be reviewed at the University level as previously. As an example of the variation of what constitutes academic accomplishment among the Schools and Colleges, she discussed the Law School, whose faculty publish in

student-run law reviews and not in traditional academic literature. She stated that her job is to make sure that each type of faculty member is judged appropriately.

Dr. Levine asked about tenure-ability for clinicians. Dean Sonnino and Dr. Lerner reminded Provost Winters about the approved Clinical Scholar Track, for which tenure-ability was stated.

In response to a question about Emeritus status for retiring non-tenured Professors, Provost Winters stated that she saw no reason against it, and that she is moving forward to approve it. She will announce this change when it has been approved. Dr. Rossi asked how the transition for existing Clinician-Educator faculty to Clinical Scholar Track would be accomplished. Dean Sonnino replied that a new letter of offer would be developed and implemented for this purpose.

Dr. Rossi stated that biomedical research is becoming more translational and collaborative with multiple Principal Investigators. We tell faculty members to collaborate, yet we reward "independence." This obviously presents a mixed message. Dr. Winters replied that she can help the University P&T Committee to recognize different P&T criteria among Schools/Colleges and Departments.

A discussion then ensued about problematic evaluation of teaching. Dean Sonnino mentioned that we have numerous teaching sites and types of teaching. Dr. Lerner addressed the issue of peer review of teaching. We understand the value of such evaluations, which also provide faculty development, but such a process is not always as straightforward as it may be for evaluation of lecturing. The Executive Committee has discussed such evaluations, and the EC is aware of the requirement in the current WSU-AAUP/AFT Contract that requires implementation of programs of peer review of teaching. Provost Winters acknowledged both the value and the difficulties, and she stated that others School/Colleges are beginning to address the need for such review of teaching.

Dr. Bannon addressed the problem of University P&T meeting schedules for busy clinical faculty members. Dr. Winters replied that she will strive to schedule the meetings as early as possible.

Dean Sonnino mentioned that she is working on the problem of using endowments for non-tenured faculty members.

4. Dean's Report:

Dean Parisi reported that she had her first University Cabinet meeting. It seemed very business-oriented and non-academic, and that her presence had been sought to bring an academic perspective. She reported that there was easy acceptance of Emeritus status for non-tenured faculty.

She reported that the President is bringing in a consultant for development of clinical-translational research. Also, the Battelle Group is being considered for a review of the development of research in the University.

Dr. Parisi discussed the issue of creating an undergraduate degree in Public Health, which the President brought up and about which he expressed interest. It was

initially planned by former Provost Brown, but the School of Medicine would have had to cover the associated expenses. The Board of Governors approved it, but it is on hold. Dr. Parisi will brief Provost Winters and ask for funding to cover expenses.

Dean Parisi stated that she is trying to avoid addressing specific SOM issues in the Cabinet. However, the Governor ask us to work on new GME positions to be funded by Michigan and the US, and to be channeled through the School of Medicine.

5. SOM Representatives on the University P&T Committee: Review and Debriefing

Dr. Lancaster stated that Provost Winters, who last year as Associate Provost ran the University P&T process, described each of the cases very well for the P&T Committee. Dr. Whittum-Hudson concurred in that judgment. Dr. Lancaster mentioned the problem of tenure-track who are not likely to receive tenure, and pointed out the importance of improving the mentoring. Dr. Rossi mentioned that some new faculty members haven't read their letter of offer and the name of a prospective mentor. Dr. Delaney-Black stated that Dr. Winters seemed not to know well the packets of clinicians well. She stated that she had had to point out that some of the clinicians had far exceeded the criteria for promotion of faculty in the Clinician-Educator track, to point out that others fulfilled the criteria for promotion with far fewer accomplishments. [This problem should be ameliorated by implementation of the Clinical Scholar Track.] The importance of soliciting evaluations of various types of teaching was mentioned; also, a need to work with Chairs to improve the quality of letters from some of them.

6. Old Business:

Dr. David Rosenberg came to discuss the denial by the EC of the appointment of Dr. Seaman as Assistant Professor of Psychiatry and Behavioral Neurosciences in the Research Track. After discussion with Dr. Rosenberg, the Executive Committee then voted in favor of the proposed appointment as Assistant Professor in the Research Track.

7. Appointment:

The Executive Committee voted to approve the proposed appointment of Leslie Donnelly, M.D. as Assistant Professor (Clinician-Educator) FTA.

8. Adjournment: The meeting was adjourned at 6:15 p.m.

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