

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

Date: December 11, 2014

Present: Drs. Aaron, Finley, Lerner, Levine, Monsell, Rossi, Sheng, Shisheva, Thomas, and Uberti

Absent: Drs. Ellis, Fridman, Heath, Kapatos, Meert, Vaishampayan, and Welch

Also Present: Interim Dean Sobel, Associate Dean Delaney-Black, Dr. L. Roth, Ms. Mary Uryga, and Ms. Jean Dismuke

- 1. Call to Order:** The meeting was called to order by Dr. Sheng at 3:06 p.m.
- 2. Approval of the Minutes of November 13, 2014:** The minutes of the last meeting were approved.
- 3. Dean's Report:**

Interim Dean Sobel stated that he is conscious of his status as Interim Dean. The Provost is interviewing search companies for recruitment of a Dean.

Faculty recruitment: Basic science faculty recruitment is important for its own sake and to enhance recruitment of excellent academic clinical faculty.

UPG: Dr. Sobel wants to improve UPG so that at least two of the four departments that are outside UPG will agree to join. UPG has to be a source of funding for research. We need also to improve clinical services that are delivered by it.

SOM finances need to be more transparent.

We need to improve the DMC. When there is excellence, research will follow. He plans to bring the four departments that previously left the DMC (Urology, Dermatology, Orthopaedic Surgery, and Otolaryngology and Head and Neck Surgery) back to it.

Dr. Sobel wants the Executive Committee to help with the process for appointment of faculty. It used to be that all faculty, at least those who worked at the DMC, were FTE faculty. Appointments have been driven by fiscal issues, in some cases with less attention to academic values. He wants the Executive Committee and UPG to discuss how to achieve a fair scheme. Dr. Lerner asked what is the cost of transferring a dollar from UPG through Wayne State University to salary payment for a faculty member? Dr. Sobel will pursue further the answer to that question. Dr. Rossi pointed out that most new clinical faculty are unaware of, and not involved in, the SOM and the University. This may be related in part to the practice of paying salary directly from UPG rather than through the University. Dr. Sobel stated that he believes in hiring faculty not just for clinical service, but also with academic expectations. There should be consideration of crediting RVUs for scholarship/research and teaching, as well as for clinical activity. Clinical Chairs have been evaluated on business plans, often with less attention to academic issues. He will judge them not only on clinical income, but also on academic accomplishments in their departments. It is clear that the issue of protected/dedicated time for academic activity is important, since to have academic

accomplishment, there must be an investment of time. Dr. Delaney-Black pointed out that clinical appointments should not be just for service but with FTE status reflecting academic dedication. Dr. Sobel wants that issue to be a central element in the White Paper on faculty appointment that he is seeking from the Executive Committee.

Dr. Sobel would like to have an improved, meaningful partnership with the DMC. The leaders are currently more open to academics than previously. The DMC needs to invest in research to enhance the clinical quality and attraction of patients.

Dr. Sobel discussed directions to explore for more funding for research. He would like to raise \$10-20M annually from SOM alumni, funds from UPG as a well-run clinical organization, and from Tenet/DMC, which will require convincing them that research funding will enhance clinical quality and attraction of patients.

4. Personnel Appointments:

The proposed appointment of Maria Bykhovskaia, Ph.D. as Professor of Neurology and Anatomy and Cell Biology with Tenure was approved.

The proposed appointment of Jan Ostermann, Ph.D. as Associate Professor of Pediatrics with Tenure was approved.

The proposed appointment of Peter Paximadis, M.D. as Assistant Professor of Oncology (Clinician-Educator) was approved.

The proposed appointment of Greg Auner, Ph.D. as Professor of Surgery (joint with Biomedical Engineering) with Tenure was approved.

The proposed appointment of Steven Chang, M.D. as Assistant Professor of Otolaryngology and Head and Neck Surgery (Clinician-Educator) FTA was tabled pending clarification of expectations for scholarship.

The proposed appointment of Christine Cole-Johnson, Ph.D. as Professor of OB/GYN (Research) FTA was approved.

The proposed appointment of Roberto Romero, M.D. as Professor of OB/GYN (Research) FTA was approved.

The proposed appointment of Tobias Walbert, M.D. as Assistant Professor of Neurology (Clinician-Educator) FTA was approved.

The proposed appointment of Robert Domeier, M.D. as Clinical Associate Professor of Emergency Medicine was approved provisionally while Dr. Delaney-Black finds out whether his hospital is affiliated with the SOM. If it is not, then that appointment would be enacted, but if it is affiliated with the SOM, then appointment as FTA faculty would be requested.

The proposed appointment of Kenneth Massey, Ph.D. as Adjunct Associate Professor of Pharmacology was tabled for clarification of the requested appointment.

The proposed appointment of Harpreet Sagar, M.D. as Clinical Associate Professor of Medicine was approved.

5. Sabbatical Leave:

The proposed application for sabbatical leave of Ladislau Kovari, Ph.D., Associate Professor of Biochemistry and Molecular Biology, was approved.

6. New Business:

Selective Salary Review process: Given the tight schedule for submission of scores to the University, there will be no opportunity for appeals from departments. However, reasons for alteration of a score from that given by the departmental committee by more than 0.5 (i.e., by 1.0 or more) will be provided. Dr. Delaney-Black will provide descriptions of vignettes for various scores. Dr. Lerner suggested that the Faculty Activity Summary include % effort for Scholarship, Teaching, and Service to assist in considering expectations. Dr. Finley will update the expectations in the various categories that will be provided to the faculty.

7. Reconsideration:

Reconsideration of the proposal for promotion to Associate Professor of Biochemistry and Molecular Biology, with Award of Tenure of Zhe Yang, Ph.D - resulted in approval. There will be a new letter of approval and appropriate reworking of the dossier to accompany the existing file that will be sent to the University for review by the University P&T Committee.

8. Adjournment: The meeting was adjourned at 6:33 p.m.

Respectfully submitted,

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