

MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

Date: July 10, 2014

Present: Drs. Aaron, Ellis, Finley, Fridman, Heath, Kapatos, Lerner, Meert, Rossi, Sheng, Shisheva, Thomas, Uberti, and Welch

Absent: Drs. Levine, Monsell, and Vaishampayan

Also Present: Dean Parisi, Associate Dean Delaney-Black, Dr. Linda Roth, Ms. Mary Uryga, and Ms. Jean Dismuke

1. **Call to Order:** The meeting was called to order by Dr. Sheng at 3:02 p.m.
2. **Approval of the Minutes of June 26, 2014:** The minutes of the last meeting were approved.
3. **Dean's Report:**
 - a. Dean Parisi presented a positive report on VPR Lanier. He has met with key people and is up to speed. She has met with him and emphasized the need for money to recruit faculty and to upgrade infrastructure, yet there is little available money. He will review the consultant reports and prepare a proposal for the President. [Note: VPR Lanier will come to the EC meeting of 7/24/14.]
 - b. Dean Parisi is trying to develop a practical affiliation agreement with KCI and McLaren. There is a convoluted path forward, also including the DMC.
 - c. Dean Parisi announced that the SOM is one of three finalists for the Spencer Foreman Award for Community Service of the AAMC. We are preparing for a site visit on July 24. This is a very important honor and it is important for LCME accreditation, even to be a finalist.
 - d. The new building at 3800 Woodward to be leased to UPG will undergo groundbreaking later this year and is expected to open in 2016.
 - e. The Beaumont/Oakwood/Botsford merger is moving forward to form Beaumont Health. We have 60 Year III students at Oakwood and five WSU departments and residencies there too. Our affiliation agreement with Oakwood is with a rolling five-year commitment, but the Oakland University/Beaumont affiliation agreement is exclusive with regard to students. Our affiliation agreement with Oakwood should trump and preserve our agreement with Oakwood, at least for five years. We are working toward mergers of WSU Orthopedics and ENT at Oakwood with the DMC.
 - f. The WSU Strategic Planning Committee is moving forward.
 - g. Dr. Sheng informed Dean Parisi that the EC has scheduled appearances of VPR Lanier and President Wilson, respectively, at the next two meetings. She asked the Dean for suggestions as to what issues we might address. Dean Parisi emphasized that we have few resources. She has only three tenure lines (besides KCI). Departments have good recruits, but we need resources to appoint them. To build WSU research, the SOM (which has 70% of WSU research) needs to recruit research-intensive faculty. Dr.

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Shisheva pointed out that we also need to retain already funded faculty. Dr. Rossi underscored that the reduced grant funding is due in part to departing faculty who are funded. She stated also that the structure of faculty salary should be aligned with the missions.

- h. Dean Parisi announced that she had secured a major gift from the Illitch family through Dr. Donald Weaver, Chair of Surgery: the Illitch Chair for Innovative Surgery (1.5 M) and a renaming of the Surgery Department (7.0 M).
- i. If there is no support from the University, how to rebuild research? All medical schools are supported by their universities. Main Campus is supported by tuition from thousands of students. It costs much less to educate a student in English than in Medicine. We need a new revenue stream. The University needs to address restructuring of the University commensurate with its shrinking size.
- j. Dean Parisi pointed out that graduate student stipends are inadequate and unfair.

4. President's Report:

Dr. Sheng reminded us that we need to think about the upcoming EC meetings with VPR Lanier and President Wilson. Dean Parisi suggested that the EC prepare and submit focused questions for them to address. Dr. Sheng asked that EC members send her possible questions.

5. Personnel Appointments:

The proposed appointment of Monika Chauhan, M.D. as Assistant Professor of Pediatrics (Clinician-Educator) was approved.

The proposed appointment of Elizabeth Dubey, M.D. as Assistant Professor of Pediatrics (Clinician-Educator) was approved.

The proposed appointment of Robert M. Johnson, Ph.D. as Professor Emeritus of Biochemistry and Molecular Biology was approved.

6. New Business:

- a. Selective Salary Review Process
 - i. Dr. Delaney Black stated that the SOM decisions in the Selective Salary Review are final.
 - ii. There was a discussion of how we might accept disagreement of faculty members with departmental scores. It was suggested that the EC might request that all departments inform their faculty that a faculty member can include in his/her packet a statement indicating and explaining disagreement with the departmental scores.
 - iii. Dr. Sheng reported that she received three comments from departments after the Selective Salary Review results were reported:
 - a. A faculty submission was considered not to be in compliance. It turned out that the faculty member had blocked access in the packet that was submitted. Therefore, the subcommittee had only

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the CV, which they reviewed. The determined scores were not disputed.

- b. A Chair resubmitted a packet, and the subcommittee submitted scores.
- c. A third department requested appeals. The scores will stand.

- iv. We must be sure that EC members have the same files as Mary Uryga. The EC felt that it would be good to have the files available both on SharePoint and on a flash drive.

b. EC Sub-committees

- i. Dr. Sheng announced the appointment of Dr. Finley as Chair of the Selective Salary Review Subcommittee for the coming year.
- ii. Dr. Sheng announced that Dr. Rossi would continue as Chair of the Factors and Guidelines Subcommittee.

c. Promotion of Clinical Voluntary Faculty

Dr. Delaney-Black stated that promotion of Clinical Voluntary Faculty has historically been based on time in teaching, but that now the website includes a requirement for scholarship. She is seeking a discussion in the EC about how appointments and promotion of Clinical Voluntary and Adjunct Faculty would be handled.

7. **Adjournment:** The meeting was adjourned at 5:21 p.m.

Respectfully submitted,

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