

MINUTES OF THE EXECUTIVE COMMITTEE MEETING

Date: July 25, 2013

Present: Drs. Aaron, Afonso, Bannon, Finley, Lerner, Monsell, Philip, Sheng, Shisheva, Uberti, Welch

Absent: Drs. Delaney-Black, Heath, Levine, Rossi, Vaishampayan

Also Present: Dean Parisi, Vice Dean Sonnino, Ms. Mary Uryga

1. Call to Order:

Dr. Sheng called the meeting to order at 3:00 p.m.

2. Approval of the Minutes:

The minutes from the meeting of July 11, 2013 were approved, after a revision indicating that 'Research Track' faculty are not obligated to be reviewed on Service in the Selective Salary Review.

3. Dean's Report:

Dean Parisi led off by expressing her appreciation to the Executive Committee for its constructive leadership and counsel to her.

She requested from the EC suggestions for a candidate from the faculty to serve as a member of the WSU Press Editorial Board.

She discussed the importance of a White Paper to the new WSU President, advising him on issues of special importance to the SOM.

- a) Decreased external funding of research.
- b) Deferred maintenance of research buildings has led to conditions that hamper the conduct of research. The average age of SOM buildings is 39 years.
- c) We need difficult conversations on how to allocate precious resources to enhance research.
- d) We need programs to assist transition to retirement.

In response to a question about how the results of non-participation by faculty or poor performance in the Selective Salary Review would be used, the Dean indicated that she would work with the Chairs to record non-participation and to bring about the penalties in the new WSU/AAUP-AFT Contract. We need to make sure that the departments take a serious approach to the Selective Salary Review process. She stated that it is important for the Review process to be faculty-driven. The problem of incomplete packets submitted for the Selective Salary Review was discussed, and Dean Parisi stated the importance to enforce through the Chairs by giving feedback to them and to the faculty. The Departmental Faculty Development Liaisons (DFDLs) in each department can help in this reporting process.

In response to a question about the centralization of Human Resources, Dean Parisi announced the appointment of an excellent overall Director of Human Resources. The centralization was suggested by the Huron Consulting Group, after it was found that there is little conformity in practices among the various Schools and Colleges. The SOM will be in a group including the College of Pharmacy and the College of Nursing, under an excellent administrator who will be based at the SOM.

Vice Dean Sonnino elaborated further on the Selective Salary Review process. She also emphasized the importance of communicating effectively with departments and providing feedback on the quality of the submitted packets as well as on the scores to the Chair, the DF DL, and the Faculty Representative in the Departmental Selective Salary Review Committee. She also expressed the importance of having more time for review by the Executive Committee and the need to advance the deadline for submission of materials from the Departments to the SOM for review by the Executive Committee.

4. **Personnel Appointments:**

Faculty appointments were approved for Dr. Barclay-Buchanan, MD as Assistant Professor of Emergency Medicine (Clinician-Educator), Dr. Emmi, MD as Professor of OB/GYN (Clinician-Educator), and Dr. Kuhl, PhD as Assistant Professor of Pediatrics (Research-Educator, tenure track).

As follow-up, Dr. Lerner reported that Dr. Konski, Chair of Radiation Oncology, had agreed to Appoint Dr. Zhuang as Assistant Professor of Radiation Oncology in the Research-Educator Track, as suggested by the Executive Committee, rather than in the Research Track.

5. **Old Business:**

Vice Dean Sonnino mentioned again that the new WSU/AAUP-AFT Contract requires that within six months of ratification of the Contract, "each unit shall determine a process for peer evaluation of teaching . . ." The ensuing discussion agreed that that was a positive goal, but the ease of achievement would depend in part on the particular type of teaching. It was agreed that we need to foster discussion and planning to derive such processes.

6. **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