

MINUTES OF THE EXECUTIVE COMMITTEE MEETING

February 23, 2012

Present: Drs. Delaney-Black, Gow, Hudson, Krawetz, Lerner, Monsell, Philip, Rossi, Shah, Sheng, and Shisheva

Absent: Drs. Alangaden, Bannon, and Kamat

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

1. Call to Order:

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

2. Approval of the Minutes:

The minutes from the meeting of February 9, 2012 were approved.

3. Dean's Report:

- The State decided on a 0.9% budget increase for the general fund of WSU. The university as a whole has to work on higher rate of graduation and retention to compete for a higher budget increase in the future. In the meantime, the medical school needs to improve cost-effectiveness in the UPG operation/maintenance of infrastructure/obtain extramural research funding.
 - While the administration believes that there is still room for further development with the UPG, EC members raised the concern about the ACGME regulation in terms of the upper limits of workload for residents and fellows.
 - The research funding has increased by 43% over the past 4 years, despite a drop in the number of applications. The Vice Dean for Research is working on a research incentive plan, which will be forwarded to the Provost's office. The Medical School's incentive plan does not have to be the same as that designed for central campus.
- Currently, the Vice Dean for Faculty Affairs is working on general guidelines regarding the joint-appointment faculty from the Henry Ford Health System. While the decision should be made by the Chairs, the SOM general guidelines will cover the appointment criteria, rules of faculty performance evaluation, and the procedures of faculty promotion. Once in place, the same guidelines may be useful for the appointment of faculty from other affiliated institutions such as Oakwood or the VA.

4. President's Report: Dr. Lerner

- Feedback on the recent SOM town hall meeting with Dr. Parrish and the negotiating team: The proposal for extension of maximum time to tenure was received with mixed reviews among the participating SOM faculty members at the meeting. It was suggested that the goals of allowing more time for faculty members to demonstrate ability to obtain external funding at this difficult time might be achieved by developing a realistic program of review for proposals for extension of time to tenure beyond seven years on a case-by-case basis. This has been problematic during the terms of previous Provosts, but perhaps provision for such review for extension of time to tenure might be developed by Provost Brown.

Establishing a Clinical Scholar track: While this need is based on the real difficulties of research-oriented clinicians to establish an independent physician-scientist career, given the current arrangement and management of clinical faculty appointment with UPG, clinical faculty on a "clinical scholar" track may be even less protected. The Clinician-Scientist Career Development Track, which has been approved by a vote of the SOM faculty, would afford faculty recruits with an interest in a research-intensive career a three- to four-year period during which their protected time would be 40% at a minimum (with possible augmentation by the Dean) before a decision would be made for transition to the Clinical Scholar Track or the Clinical Educator Track.

5. Personnel Appointments:

Payroll Faculty

Approved: Flynn, Lisa – Assistant Professor (Clinician-Educator)
Kapur, Gaurav – Assistant Professor (Clinician-Educator)

Voluntary Faculty

Approved: Devara, Anupama – Clinical Assistant Professor
Sala-Mercado, Javier – Adjunct Assistant Professor
Venkatram, Malini – Clinical Assistant Professor

Notation

Lieh-Lai, Mary – Professor (Clinician-Educator)
Department of Pediatrics
to
Professor (Clinician-Educator) FTA
Department of Pediatrics

6. New Business:

- Candidates for election of a new Tenured EC Member from a Basic Science Department and a new Tenured EC Member from a Clinical Department were discussed. Two candidates for each position to replace a departing EC member will be requested by Dr. Lerner to submit a biosketch for the ballot. Two Clinician-Educator faculty members were selected to replace Drs. Khan and Alangaden, who have left the EC. These new members will complete the term at the end of June. They have agreed to nomination for two positions for the next two-year term. Two other Clinician-Educator faculty members will also be asked to be candidates, so that we would then have a roster of four candidates for the two positions in the next term. These four candidates will be asked to provide biosketches for the ballot.
- In response to the instruction from Dr. Sonnino that Ms. Zirka Clark, SOM HR Head, may not sit in at future EC meetings, Dr. Lerner will discuss with Dr. Sonnino to include Ms Clark as our consultant. The EC members are supportive of this suggestion and consider her to be an invaluable resource.
- A graduate student in Nutrition Science published her thesis, without acknowledging her supervisor. This issue was brought to the attention of the University, and the University has sided with the student. While it is true that students have sole copyrights of their dissertations, the EC members raised the issue of the ethics of authorship. Should similar issues arise, journal guidelines for authorship should be examined for references.
- EC presides over a financial account, via the EC Treasurer, with a balance of approximately \$20,000. Three people authorized to sign the check are: Drs. Lerner, Sheng and Rossi. Each year, we are receiving approximately \$1,500 through faculty member contributions to this fund. The utilization of this account has been limited to donations to charity, condolence, and get-well greetings to faculty. Three issues were discussed. (1) EC members could not understand why we are paying a fee to keep this bank account. (2) So far there are no specific suggestions on how to use the money differently. (3) Since this account was maintained under the assumption of its being a non-profit organization, EC members were concerned about the fact that this account was not recently audited or reported to IRS. EC suggested that Mary Uryga look into the status of EC, and seek for the official approval for EC as a non-profit organization. For future reference, several EC members had experience in non-profit organizations. For example, Dr. Alan Hudson has the experience in setting up the account for non-profit organization within the State of Michigan. Dr. Sheng is also a treasurer for a national scientific organization.

- EC discussed the nomination of five SOM faculty candidates for the election of members of the WSU Academic Senate. It will be announced to the SOM faculty that additional nominations from the floor will be accepted at the SOM Faculty Senate meeting on March 15.
- Dr. Shah volunteered to serve on the SOM Budget Advisory Committee.

7. **Old Business:** None

8. **Adjournment:** The meeting was adjourned at 5:45 pm.