MINUTES OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

January 24, 2019

Present: Drs. Ackerman, Ang, Ellis, Finley, Fridman, Granneman, Levine, Mutchnick, Philip, Schwartz, Secord, Soubani, and Swerdlow

Absent: Drs. Kim, Klein, Rowley, and Williams.

Also Present: Dr. Delaney, C. Brain, and R. Cooper.

Call to Order: The meeting was called to order by Dr. Finley at 3:07 p.m.

1. Approval of the Minutes of January 10, 2019.

The minutes from the meeting of November 08, 2018 were approved. Approval of the minutes from the meetings of Dec 13, 2018 and Jan 10, 2019 was postponed until the next meeting.

2. Personnel Actions:

The proposed appointment of Shaheen Alanee, Ph.D. as Associate Professor of the Department of Urology (Clinician Educator, FTA) was tabled waiting for documentation of teaching appropriate for appt to Assoc Professor.

The proposed appointment of Louis Penner, Ph.D. as Professor Emeritus of the Department of Oncology (Clinician Educator) was approved.

The proposed re-appointment of Joseph Uberti, M.D., Ph.D. as the Lampert/Webber Endowed Chair in Oncology was approved.

3. Report from the OFA:

a. P & T update. Dr. Delaney reported that all of the materials for the current year’s P&T considerations were delivered to main campus on Tuesday, Jan 22nd. We can anticipate that the SOM files will be reviewed at the end of February. There will be a follow up in March to answer outstanding questions on the part of the University P&T committee and we can expect to know the results in April, 2019.

b. P&T factors. Dr. Delaney clarified that Research track faculty who participate in teaching and or service should be evaluated formally in these areas for P&T and Selective Salary. The factors for Clinician Educators are vague with respect to differentiating the criteria for promotion to Associate and Full Professor. The need for Chairs to provide documentation of clinical excellence was also noted. A subcommittee was formed to review and amend the P&T factors for CE faculty; members of the subcommittee are Elizabeth Secord, James Rowley, Sharon Ackerman, Jocelyn Ang, Diane L. Levine, and Virginia Delaney.

c. Non-FTE promotions. Dr. Delaney reported that the decisions about promotions for FTA faculty will be made at the March 14th meeting, and for voluntary faculty at the March 28th meeting. The applicant’s package must incude a letter from the Chair or Chief of the department.
4. **Report from the Dean:**

   a. **Clinical Partner.** Dr. Sobel reported what he spoke about at the SOM Town Hall meeting held earlier in the week. He noted two areas of significant growth in 2018: the number of SOM applicants, which has risen to more than 10,000, and new faculty hires. From the fiscal standpoint, while the SOM has recovered from the financial crisis that occurred earlier this decade, we are stable, but not thriving, due to the fact that the level of research funding has been flat for many years. Moreover, the University Physicians Group, which contributed major dollars in the past, is currently undergoing a major rebuild and is many years away from being able to provide financial support to the SOM. With respect to negotiations with Henry Ford Hospital, Dr. Sobel stressed that while both parties are continuing intensive discussions, the merging process is extremely complicated. He remains cautiously optimistic that the outcome of deliberations with HFH will provide us with a clinical partner who has the interest and the means to invest in the research enterprise in the SOM.

   b. **Research Excellence Awards.** Dr. Sobel verbally acknowledged that the Research Development Committee (RDC) has the authority to initiate modification of the features of the Research Excellence Awards as it sees fit.

5. **Old Business:**

   a. **Research Excellence Awards.** Following the last meeting, EC members received by email the RDC’s proposal for amending the features of the Research Excellence Awards. Main points include, first, to remove the requirement for letter of endorsement signed by the department chair. Candidates would be free to self-nominate, in which case they would provide their CV and a personal statement that spells out their accomplishments, and for practicing physicians, documents their clinical activities. Second, the number of awards would increase from 6 to 9, and recognize three separate categories at the Assistant, Associate, and Full Professor Levels. One category would recognize physician-scientists, identified as individuals with an M.D. who are active clinically. The remaining 6 awards would recognize two separate research categories (clinical vs. basic science). The proposal was well-received by the EC, and volunteers were recruited to edit the document for clarity. Once it is in final form, the proposal will be forwarded to Dr. Sobel.

**Adjournment:** The meeting was adjourned at 5:08 pm.

Respectfully submitted by Sharon H. Ackerman, Ph.D., Secretary, Executive Committee of the SOM Faculty Senate.