

MEMORANDUM

TO: Philip Austin, Ph.D.
President

Richard Garibaldi, M.D.
Chair, EVP/Dean Search Committee

FROM: Oversight Committee, School of Medicine*

DATE: July 26, 2007

SUBJECT: Report from School of Medicine Faculty Forum - July 17, 2007

The Oversight Committee of the School of Medicine called a Faculty Forum on July 17, 2007 to discuss the upcoming search for the EVP/Dean. This meeting occurred after Dean Deckers asked the Dean's Council to provide advisory input about whether the EVP and Dean positions should be split or combined, and before the formal announcement of the search was made by President Austin. Faculty were informed that the Dean's Council represented mixed opinions and, thus, no formal position had been taken. Prior to the forum, the Research and Education Councils of the Medical School governance system had also discussed the EVP/Dean position, and both Councils generally supported a search for two distinct positions.

The purpose of the forum was to allow an informal opportunity for faculty to consider the advantages and challenges of joint or separate positions, and to begin to identify desired characteristics of potential applicant(s). This memo is a brief summary of the forum, which may be useful as the search process is begun. Please see the attached minutes for a more comprehensive report of the forum.

The faculty forum was well attended, with a full auditorium including attendees sitting on stairs in the aisles. Participants included Department Chairs, Center Directors, and a full range of senior and junior faculty from basic science and clinical departments. The forum was characterized by thoughtful comments and respectful discussion. Expressed opinions ranged from strong support for a combined position to equally strong support for separate positions. Highlights of the diverse opinions included the following:

- Clearly, the scope of responsibilities of the EVP and Dean continue to enlarge.
- The EVP represents the "public face" of the institution, and must be able to articulate the state's educational and research mission with important external constituents.
- An EVP who is also Dean of the Medical School needs to also equally represent the interests of the School of Dental Medicine and the Graduate School.

- Historically, there have been blurred boundaries between the responsibilities of the EVP and Dean, which have contributed to confusion around responsibilities.
- If the positions continue to be combined, many of the traditional responsibilities of the Dean should be delegated with clear authority to strong Associate Deans.
- If the combined position remains, School of Medicine By-Laws changes will need to address the problems in the existing appeal processes which assume separate persons as Dean and EVP.

The initial comments raised in this forum helped many to consider the complex integration of personal and professional characteristics needed for these roles. Some spoke afterward that the discussion allowed them to shift their previous held opinions. This forum demonstrated that the faculty's diverse and thoughtful contributions should be part of this important process. Specifically, the faculty has the following recommendations:

1. The search committee should include the significant presence of non-administrative faculty who represent diverse Health Center and School of Medicine constituencies, including profession, gender, and role.
2. We encourage broad faculty participation throughout this process through ongoing information exchange.

This search occurs at a significant time for the Health Center, for the University, and for the future health delivery system in Connecticut. The faculty of the School of Medicine look forward to being an important part of these deliberations.

JH/ld

Enclosure

- * Dr. Jeri Hepworth, Chair
- Dr. Robert Bona
- Dr. Jonathan Covault
- Dr. Robert Cushman
- Dr. Lawrence Klobutcher
- Dr. Peter Setlow
- Dr. Howard Tennen
- Dr. Stephen Walsh
- Dr. Sandra Weller