

Summary of Council Discussions  
Regarding EVP/Dean Position

**Dean's Council/Education Council**

The following summarizes of the discussions that took place at both the Dean's Council and Education Council relative to the question of whether the EVP and Dean positions should remain merged when Dr. Deckers retires. As background, at a meeting of the Dean's Council, Dr. Deckers was asked his opinion. He stated that he felt the positions should be split because the two jobs were quite large. He estimated that he normally devotes 10% effort to the duties of the Dean position and has delegated the remainder to various Associate and Assistant Deans. Dr. Koeppen was also asked by the Dean's Council to contact the AAMC to see if they had any information on the two governance models. What he was told by AAMC staff was that at any given time, the same number of schools merge the two positions as separate them. When asked if there were common reasons for making such changes, he was told that there were three reasons -- personality, personality, and personality. The positions are merged when there is conflict between the EVP and Dean; they are separated when the individuals in the positions work cooperatively together.

The Dean's Council was pretty evenly split on which model should be adopted, whereas the majority of the Education Council felt the positions should be split. The following summarizes the rationale for the two opinions.

**Retain the current merged model of EVP/Dean**

1. This arrangement eliminates all potential for conflict between the EVP and Dean.
2. The SOM is favored in this model.
3. This facilitates getting the business of the SOM accomplished.
4. Recruiting Dr. Deckers' replacement will be easier with the merged position.
5. Why abandon a structure that has worked well and return to a model that did not work?
6. There is no evidence that the SOM has been disadvantaged by this model.

**Split the two positions**

1. The split positions provide an important check and balance.
2. The jobs are large enough to warrant two positions.
3. The SOM needs a single voice advocate that a Dean, who does not also have to represent other constituents, can provide.

**Public Issues Council**

The Public Issues Council has not been able to discuss this issue.