

Dean's Council (DC)

November 19, 2007

Minutes

Present: Dr. Albertsen, Dr. Arnold, Dr. Deckers, Dr. Egan, Mr. Gillon, Dr. Jacob, Dr. Koeppen, Dr. Lalande, Dr. Loew, Dr. Nissen, Dr. Pappano, Dr. Simon

Excused: Dr. Fortinsky, Dr. Gould

Guests: Dr. Hepworth, Mr. Kleinman, Ms. Lyle, Dr. Palmisano

The meeting was called to order at 3:35 p.m.

1. The minutes of the September 5, 2007 and October 15, 2007 meetings were unanimously approved.
2. Senior Rank Appointments for Faculty from St. Vincent's Medical Center

Dr. Palmisano, Interim Chair of the Department of Medicine, presented four faculty from St. Vincent's Medical Center for appointment at senior rank. He explained that as part of a new educational affiliation agreement with St. Vincent's, it was agreed that appropriate faculty at that institution would be provided with appointments in the School of Medicine. He noted that a total of 37 faculty from St. Vincent's have been granted appointments in recognition of their participation in our educational programs. Of those, the four individuals presented today held senior rank appointments in the past with other medical schools previously affiliated with St. Vincent's, and Dr. Palmisano feels it is appropriate to award them senior rank at our institution. It was explained that normally, the Senior Appointments and Promotions Committee would review these appointments. However, the Bylaws allow appointment of community-based faculty at senior rank based only on contributions to the School of Medicine. Since this is a new affiliation agreement, these individuals have not had an opportunity to develop a track record with our institution. Dr. Jacob noted that she is in the process of recommending a Bylaws revision to address this issue. She further explained that promotion of these individuals would be based on their contributions to our educational programs. The four individuals are Dr. Michael Herman (Clinical Professor), Dr. Ingram Roberts (Associate Clinical Professor), Dr. Everett Cooper (Associate Clinical Professor), and Dr. Edward Kosinski (Associate Clinical Professor). Following discussion, the Dean's Council voted unanimously in favor of appointing all four individuals at their proposed rank.

3. Research Incentive Plan

Dr. Deckers was asked to explain his concerns regarding the Research Incentive Plan recently developed by the Research Council and approved by the Dean's Council. As background, he explained that the goal of the current Research Incentive Plan was to increase salary support on grants. That occurred to a degree but has not continued. His goal was to create a new plan that rewards truly exceptional research accomplishments. He believes this is important in order to retain outstanding researchers. He feels that the Research Council's plan is an IDC sharing plan and does not think it would receive approval by the Board of Directors. Dr. Loew, who is the Research Council's representative to the Dean's Council, explained that the Research Council did not understand that their charge was to abolish the existing incentive plan and create a merit plan. Their charge, as they understood it, was to simplify and revise the incentive plan, which had become very cumbersome. They were also under the impression that Dr. Deckers would accept the plan if it was approved by the Dean's Council. He explained that members of the Research Council are upset that the plan they have proposed is being discarded after a great deal of work to reach consensus and obtain approval by the Dean's Council. He encouraged Dr. Deckers to meet with the Research Council to discuss this further. Dr. Deckers indicated his willingness to do so.

4. Education Council Proposal Regarding New ACGME Requirements

Dr. Koeppen explained that the Accreditation Council for Graduate Medical Education (ACGME) has initiated new institutional policies. One new requirement is that the sponsoring institution must provide sufficient resources to ensure the effective implementation and support of its programs, including sufficient financial support and protected time for Program Directors and key faculty to carry out their educational and administrative responsibilities. He explained how residency programs are funded. Residents are employed by the Capital Area Health Consortium, and hospitals receive significant funding from the Center for Medicare Services (CMS) in support of residency and fellowship programs. A resolution prepared by Dr. Nissen that ensures the School of Medicine and the affiliated hospitals will abide by the new accreditation guidelines was presented for approval. It was noted that non-compliance puts the institution's accreditation at risk. The resolution, which was endorsed by the Education Council, was unanimously approved by the Dean's Council.

5. Prohibition of Sexual Harassment Policy

Mr. Kleinman and Ms. Lyle again met with DC to address concerns regarding the proposed Policy on Prohibition of Sexual Harassment. Ms. Lyle explained that the policy approved by the DC on September 5, 2007 was revised. That draft included a separate section pertaining to residents, fellows, and postdocs which was deleted because it treated groups of employees differently, and one of the categories (postdocs) are union members. The DC continued to have concerns with the policy, particularly the section pertaining to student/academic supervisor/faculty relationships and the reference to "romantic" relationships. They asked Ms. Lyle and Mr. Kleinman to define the terms "student/trainees" and "staff supervisors" and bring the policy back to DC.

6. Proposal for General Fund Support for Faculty

Dr. Koeppen presented a proposal to provide General Fund support for all faculty in recognition of their teaching contributions. The policy excludes Instructors, those being paid through contracts, and part-time faculty employed less than 40 percent. Two spreadsheets were distributed -- one showing how General Fund dollars are currently being spent, and the other showing faculty who have no General Fund support. He noted that currently General Funds are allocated for education and research, but many faculty are not contributing to either. The proposal recommends that eligible faculty receive five percent salary support from the General Fund, but this percentage is negotiable. Faculty who provide educational effort greater than five percent can request additional support. Such requests will be evaluated on a case-by-case basis. He also noted that implementation of the proposal would bring the institution into compliance relative to time and effort reporting on grants. Dr. Koeppen also suggested adding "S," for subsidy, to the CREAM profile to provide a better management tool for how General Fund dollars are spent. Dr. Deckers added that this is an educational institution and faculty have an obligation to teach, to some extent, pro bono. Some felt the five percent support was excessive and that one to three percent was more appropriate. It was also noted that there are a number of clinical faculty who have no General Fund support. Dr. Jacob pointed out that generally, new clinical faculty hires are provided at least 10 percent General Fund support for education, so implementation of this proposal could result in a change in that practice. Following discussion, the DC supported the proposal in principal, but it will be worked on further and brought back at a future meeting.

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The meeting was adjourned at 5:03 p.m. The next meeting will be held on Monday, December 17, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli