

Dean's Council (DC)

December 15, 2008

**Minutes**

Present: Dr. Albertsen, Dr. Egan, Dr. Gould, Dr. Koeppen, Dr. Kuchel, Dr. Lalande, Dr. Nissen, Dr. Pappano, Dr. Simon, Dr. Wolfson

Excused: Dr. Fortinsky, Mr. Gillon, Dr. Laurencin

Guests: Dr. Conn, Dr. Jacob, Dr. Kurtzman

The meeting was called to order at 4:38 p.m.

1. The minutes of the December 2, 2008 meeting were unanimously approved.
2. Department of Traumatology and Emergency Medicine Review

The Dean's Council continued their discussion of the Department of Traumatology and Emergency Medicine review. Drs. Scott Kurtzman and Alasdair Conn, review team members, joined the meeting via conference call. After explaining the process, Dr. Koeppen asked whether there were deficiencies or sensitive issues not noted in the report that they would like to share with the DC. Dr. Kurtzman responded that the team was very impressed with the department. It is a unique department that seems to be functioning well. Although there are minor issues that need to be addressed, there were no areas of concern that could not be expressed in the report.

The meeting was then opened up to questions. It was noted that one area of concern mentioned in the report was mentoring of junior faculty, specifically in areas of academic pursuit. Dr. Kurtzman explained that the review team felt this was not a major issue of concern but is an area that could be strengthened. He noted that at times, Dempsey faculty felt disadvantaged by their distance from Hartford Hospital where opportunities for academic pursuits, such as funding for research, are available. However, some of the faculty based at Hartford Hospital were unaware of these opportunities. Hartford Hospital faculty also have available to them financial support to attend educational meetings, whereas Dempsey faculty are required to cover expenses through personal finances. They were asked about medical student education at one of the community hospitals and the differences in quality between the various sites. Again, the review team did not consider this a major issue, although Dr. Kurtzman acknowledged that some students did perceive that they were not getting the exact educational experience at that particular site as at other sites. However, based on feedback the students provide about their rotations, they thought it was a good experience. It was noted that the report mentioned patient care

deficiencies at Hartford Hospital that were being investigated at the time of the review. Dr. Kurtzman said the team was made aware of this but did not find anything in their review. They were asked about the disparity of clinical work hours between Dempsey and Hartford Hospital faculty. Dr. Kurtzman again noted that Dempsey faculty felt disadvantaged by being further away from the department leadership and that disparity of clinical work hours has resulted in attrition of faculty at the Dempsey site. However, it was pointed out that Dempsey faculty are required to cover a portion of their salaries through clinical revenue; this may not be the case at Hartford Hospital and may explain the disparity.

Dr. Koeppen thanked the members for their time, and the Dean's Council began discussing their recommendations to Dr. Laurencin. Regarding the issue of medical student education, Dr. Koeppen explained that because the School of Medicine uses multiple sites for rotations, they must ensure that the student experience is comparable at all sites. It was suggested that data be provided which shows how students perform in emergency medicine at the various sites. Dr. Koeppen will request the data from Dr. Regan. He and Dr. Jacob will also begin drafting recommendations to the Dean. These will be forwarded to the Dean's Council for review.

### 3. New Business

Dr. Koeppen announced that Dr. Laurencin will be charging the DC with developing a policy on salary support for tenured faculty. The current practice is to guarantee full salary support. In light of the current climate, Dr. Laurencin feels this practice should be reviewed. If DC recommends that full salary no longer be guaranteed, it should make recommendations about what the guarantee should be, what variables might lead to a decrease in salary support, and what the review mechanism will be. Depending upon the policy that is developed, the existing Post-Tenure Review Policy and Minimum Guaranteed Salary Policy #2004-03 will need to be reviewed for changes.

The meeting was adjourned at 5:00 p.m. The next meeting will be held on Monday, January 19, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli