

Dean's Council (DC)

February 16, 2009

Minutes

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

Excused: Mr. Gillon, Dr. Kuchel, Dr. Laurencin, Dr. Nissen

Guest: Dr. Jacob

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

1. The minutes of the meeting on February 9, 2009 were unanimously approved with one correction.
2. The Dean's Council continued the discussion on guaranteed salary support for tenured faculty. Dr. Koeppen clarified for the DC the Dean's perspective on the reasons for addressing this issue. First, there are two primary circumstances in which a tenured faculty member's salary should perhaps be reduced: (a) faculty who have General Fund support and are identified through the merit review process as having unsatisfactory performance, either overall or in a particular domain (our post-tenure review process currently has this effect), (b) faculty who have General Fund support in the TE category of their CREATE profile and are either unwilling or unable to identify other activities that are of value to the School (e.g. additional teaching, funded research, clinical care, or administrative work). Secondly, Dr. Laurencin feels it is critical to establish our policy on salary for tenured faculty in writing prior to any partnership being finalized with Hartford Hospital so that the salary expectations will be set by the School of Medicine.

A plan was outlined that seemed to be acceptable to all present. It will be written up, discussed again at the next Dean's Council meeting, and then, if consensus continues, it will be sent to the Dean. If he is accepting of the proposal, it will be submitted to the Oversight Committee for consideration as a Bylaws revision. This would require a discussion in all Councils, a faculty forum, a faculty vote, and a vote by the Board of Directors. Dr. Jacob will investigate whether the proposal would also have to be considered by the Board of Trustees.

3. Dr. Koeppen distributed the aspirational goals for the School of Medicine that have been drafted. At our next meeting, the DC will discuss how to proceed with implementation.

The meeting was adjourned at 4:55 p.m. The next meeting will be held on Monday, March 16, from 3:30-5:00 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Mary Casey Jacob, Ph.D.