

Dean's Council (DC)

May 12, 2009

Minutes

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

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

Guests: Dr. Aneskievich, Dr. Grant-Kels, Dr. Jacob, Dr. McDonald, Dr. Nash

The meeting was called to order at 8:05 a.m.

1. Department of Dermatology Review

Drs. Wolfson and Koeppen, the Dean's Council's primary and secondary reviewers, presented the Department of Dermatology review report. Dr. Jane Grant-Kels, the department chair, is a dynamic leader who single-handedly created a Department of Dermatology and Dermatopathology. She also recently established a residency program. Dermatology is primarily a clinical department, and the services provided are excellent. The Department is comprised of 12 Assistant Professors, 5 Associate Professors, and one Professor. Research activities consist primarily of drug studies, but a basic scientist who does melanoma research was recently recruited to the Department. The Department has a track record of scholarly activity as demonstrated by their publications in dermatologic literature. Regarding education, the department engages in the teaching activities of the Medical School, graduate medical education, and continuing education. Although a few concerns regarding teaching were noted in the report, none of them were significant. It was noted that Dr. Grant-Kels was charged by Dean Deckers to build a clinical Department of Dermatology to be an economic engine for UMG. She has been extremely successful in accomplishing that goal and in recruiting excellent clinical faculty. However, in her response to the report, she points out that revenue generated by the department has never been reinvested in the department to enhance their teaching and research enterprise. Dr. Nissen noted that with the establishment of a residency program, the department will now be required by the RRC to participate more in scholarly activity.

Dr. Grant-Kels joined the meeting. Dr. Koeppen explained the process and asked if there was anything she would like to say relative to the review and her response to the report. Although Dr. Grant-Kels did not find the review to be an unpleasant experience, some of her faculty found it to be contentious. She also felt it was inappropriate to include in the report faculty salary information and how it compared to the AAMC 80th percentile. Otherwise, she thought the process was a good

experience that resulted in some very helpful suggestions, some of which she has already implemented, such as a passport for rotating medical students and dermatology residents. The review team also recommended developing a faculty recruitment strategy for a funded research scientist which, as noted above, has also been accomplished, and which she hopes will attract other researchers. Dr. Grant-Kels also strongly supports the recommendation that some of the revenue generated by the department be reinvested in the department to support activities such as research projects and symposia. The residency program is doing very well, and they have an excellent applicant pool to choose from. She noted the difficulty in recruiting good dermatologists into an academic environment because the private practice setting is so lucrative, and she believes an incentive plan for the entire practice is needed. When asked why so many of her faculty are at the Assistant Professor level, she explained that senior faculty have been lost to private practice due to burnout. When asked what else she would like to see come out of this process, she responded that she would like department chairs to be given more authority. Although she knew that both recruitment of a basic scientist and establishment of a residency program were needed, she was not given the necessary resources to accomplish either. She also believes a review process should recognize the value every faculty member brings to a department and the institution.

Drs. Nash, Aneskievich, and McDonald, members of the review team, joined the meeting. The members were somewhat surprised by the offense some of their remarks caused and noted that their intention was to help educate the Chair regarding future directions the department should be taking. It was again noted that historically, the department has been a clinical enterprise engine of success, which was more or less their charge, but is only one part of the triad. They should now capitalize on some of those resources and begin completing the other parts of the triad, i.e. research and their emerging teaching abilities. It was noted that one of Dr. Grant-Kels' primary concerns was difficulty recruiting and retaining faculty because of the private practice atmosphere, and Dr. MacDonald, who is Chair of the Department of Dermatology at the Warren Alpert Medical School of Brown University, was asked how his department deals with that. He indicated that departments need to be more competitive in terms of salaries to attract basic researchers and clinicians. His department has a two tier system consisting of active clinicians who generate revenues that help support a handful of research scholars, who are primarily involved with research and small amounts of teaching, and teaching scholars, who are clinicians and outstanding teachers. This was a model the team thought could be helpful to Dr. Grant-Kels as she tries to bring her department to a higher level of research and teaching. They were asked why some of the faculty found the process contentious. They believe that was a result of discussions they had regarding goals for academic advancement. Some faculty were content with their current

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contributions to the department while others were eager to take on more responsibility.

The review team members were thanked for their participation. The Dean's Council will begin developing recommendations to the Dean at their May 18 meeting.

The meeting was adjourned at 9:30 a.m. The next meeting will be held on Monday, May 18, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli