

Dean's Council (DC)

May 2, 2007

Minutes

Present: Dr. Albertsen, Dr. Arnold, Dr. Deckers, Dr. Ford, Dr. Garibaldi, Dr. Jacob, Dr. Koeppen, Dr. Lalande, Dr. Nissen, Dr. Pappano, Dr. Simon

Excused: Mr. Gillon, Dr. Gould, Dr. Kenny

Guest: Dr. Dworkin

The meeting was called to order at 4:35 p.m.

1. The minutes of the April 4, 2007 meeting were unanimously approved.
2. Appointment of Dr. M.C. Culbertson as Professor (CCMC) of Pediatrics

Dr. Dworkin presented the request to appoint Dr. M.C. Culbertson to the rank of Professor (Connecticut Children's Medical Center) of Pediatrics based on non-academic grounds. He provided an overview of the letter of support previously distributed to the DC. Dr. Culbertson was recruited to Connecticut Children's Medical Center (CCMC) as Medical Director of the Emergency Department and Head of the Division of Emergency Medicine in the Department of Pediatrics. Prior to the Senior Appointments and Promotions Committee's (SAPC) formal review of Dr. Culbertson's nomination, Dr. Dworkin was advised that because of Dr. Culbertson's lack of national recognition, the nomination would not be approved, and he was advised to consider withdrawing the application and pursuing the appointment through the Dean's Council based on non-academic grounds. The request is based on the following reasons -- the circumstances that led to Dr. Culbertson's recruitment; the critical importance of recruiting a senior leader of stature from a prestigious medical school; the willingness of Dr. Culbertson to assume leadership at a time of great need and challenge for the CCMC; the importance of Dr. Culbertson's effective leadership of a clinical service of enormous regional importance; Dr. Culbertson's status as a full Professor of Pediatrics in a prestigious medical school (the University of Texas Southwestern Medical Center). Dr. Culbertson was recruited to CCMC at a challenging time for the hospital due to negative publicity, which made it difficult to attract a leader of stature with the necessary credentials to guide the department through changes. Dr. Culbertson is an established leader who served as the Interim Medical Director of the Emergency Department of Children's Medical Center in Dallas. His success here is critically important, and Dr. Dworkin is concerned that if his appointment as Professor is denied, his status within the department will be undermined. Dr. Deckers added that

Dr. Culbertson's recruitment has brought some stability to the CCMC. Although he does not meet the academic grounds for appointment at senior rank, he was primarily recruited for non-academic reasons, and Dr. Deckers is concerned that denial of his appointment would send the wrong message about valuing his very effective leadership to date at a critically important point in time within a fragile unit that is of enormous importance in this region.

Following discussion, a motion was made to approve the appointment of Dr. M.C. Culbertson to the rank of Professor (CCMC) of Pediatrics. The motion was approved with one abstention.

3. Revisions - School of Medicine Bylaws, Appendix A

Dr. Jacob presented proposed revisions to Appendix A of the School of Medicine Bylaws (Guidelines for Appointment to Junior Faculty Rank and Joint Appointments). Although this is the only portion of the Bylaws the Dean has sole and complete control over, Dr. Deckers asked that the proposed changes be presented to the Dean's Council for discussion. Dr. Jacob noted that the revisions were also circulated to all department chairs, and she received only positive comments. There are two primary changes of substance. The first is the addition of an adjunct faculty category, which is similar to the community-based category but geared towards non-clinicians. She noted that there has been an increase in the number of requests for volunteer faculty appointments for basic scientists. If approved, the promotion guidelines will be revised to include criteria for this category. The second major revision changes the "non-paid" faculty category to "non-salaried." This revision makes it possible to give faculty appointments to those who contribute to the School's academic mission but are paid in another capacity.

The Dean's Council voted unanimously to approve the proposed revisions.

4. Revisions - Compensation Plan Principles

Dr. Simon presented proposed revisions to the Principles of the Faculty Compensation Plan. There are two major changes. One is deletion of the specific FTE (0.2 FTE) required for inclusion in the plan. The second revision pertains to departure of an individual prior to the time of a clinical payout. The principles were revised to state, "... that individual's eligibility for payout is dictated by the applicable policy of the Clinical Plan."

The Dean's Council voted unanimously to approve the proposed revisions.

5. GCRC Move to Dowling North

The letter sent from the Research Council (RC) regarding the proposed move of the General Clinical Research Center (GCRC) from its current location on the main floor to Dowling North was discussed. Dr. Koeppen explained that space is the purview of the Board of Directors, who chose to delegate space management to the Executive Vice President for Health Affairs. In reviewing overall Health Center space needs, a number were identified on the clinical and research sides. Dr. Deckers decided to relocate the GCRC from its current location and proposed creating a clinical research center in Dowling North. This would enable the necessary expansion of the Emergency Department. Dr. Koeppen noted that this is not an original idea; similar moves have been made by a number of schools with GCRCs. The move would result in an increase in space for the GCRC, although renovations would be required. The dental portion of the GCRC will be accommodated in the main building if their equipment is unable to be moved to Dowling North. The underutilization of the current GCRC space was also noted.

This plan came to the attention of the Director of the GCRC, who brought it to the attention of the RC. Dr. Koeppen, who is a member of RC, explained to them that allocation of space is not within their purview, but they are contesting this decision and feel they should have been involved in the discussions.

It was noted that the GCRC is a NIH funded initiative, and Dr. Koeppen was asked whether they approved these plans. He explained that changes to space must be pre-approved by NIH, but this has not been done because a definite plan does not yet exist. Although there was agreement among DC members that Councils cannot be consulted on every space move since these decisions often need to be made quickly, some thought the Space Management Committee would have been the appropriate body to vet these plans. It was also noted that if RC is dissatisfied with the plan, they do have the option of filing a complaint with the Space Appeals Committee.

The Dean's Council agreed to send a letter to RC reminding them that space management is the purview of the Executive Vice President. It was also suggested that RC be encouraged to take a broad institutional perspective when dealing with these types of situations. Dr. Koeppen will draft a response and circulate it to the members.

6. Ad Hoc Committee to Develop Policy on Interactions with Pharmaceutical Representatives

The Clinical, Education, and Research Councils have chosen the following representatives to serve on the ad hoc committee charged with developing a School of Medicine policy pertaining to interactions with pharmaceutical representatives:

Clinical Council: Dr. Thomas Manger
Dr. Kourosh Parham

Education Council: Dr. Jacqueline Nissen
Dr. Richard Soucier

Research Council: Dr. William White
Dr. Leslie Wolfson

Dr. Koeppen asked the DC to consider nominees to supplement the group, as well as the most appropriate person to chair the committee. He also suggested adding students to the committee and noted that there are three students who feel this is an important issue and have offered to serve. The committee composition will be finalized at the next meeting. Dr. Koeppen also distributed the AMSA 2007 PharmFree Scorecard, which is a ranking of U.S. medical schools' policies on pharmaceutical company access and influence. He noted that the University of Connecticut was graded "F" (i.e. no policy, no discussion or school has decided not to form a policy; students encouraged to interact with industry representatives).

The meeting was adjourned at 6:00 p.m. The next meeting will be held on Monday, May 21, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli