

Dean's Council (DC)

July 5, 2006

Minutes

Present: Dr. Deckers, Dr. Ford, Dr. Gould, Dr. Jacob, Dr. Kenny, Dr. Koeppen, Dr. Lalande, Dr. Pappano, Dr. Simon, Dr. Strongwater, Dr. Weber

Excused: Dr. Arnold, Dr. Garibaldi, Mr. Gillon

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

1. The minutes of the June 7, 2006 meeting were unanimously approved.
2. Appointment of Faculty Member to the Space Management Committee

Dr. Koeppen explained that in the past, the Chair of the School of Medicine Council served as the School of Medicine faculty representative to the Health Center Space Management Committee. Since Council no longer exists, the Dean's Council was asked to make that appointment. Faculty were asked to self-nominate, and the Dean's Council was also asked to submit nominations. The length of term also needs to be set.

The following people were nominated and agreed to serve:

Dr. David Han - Associate Professor, Cell Biology
Dr. Victor Hesselbrock - Professor, Psychiatry
Dr. George Kuchel - Associate Professor, Medicine
Dr. Joseph Lorenzo - Professor, Medicine
Dr. Douglas Oliver - Professor, Neuroscience
Dr. Carol Pilbeam - Professor, Medicine
Dr. T.V. Rajan - Professor, Immunology

Dr. Hesselbrock was elected by the Dean's Council to serve a three year term.

3. Election of Faculty Member to the Compensation Appeals Committee

The following faculty were nominated to fill the two seats on the Compensation Appeals Committee vacated by Drs. Lynn Kosowicz and Jeffrey Spiro:

Dr. Carl Malchoff - Associate Professor, Medicine
Dr. Susan Tannenbaum - Assistant Professor, Medicine
Dr. Thomas Trojian - Assistant Professor, Family Medicine
Dr. Lori Wilson - Assistant Professor, Surgery
Dr. George Wu - Professor, Medicine

All of the nominees agreed to serve if elected. All names will be on the ballot, and a faculty-wide election will be conducted.

4. Approval of Operating Guidelines for Public Issues Council and Oversight Committee

The Operating Guidelines for the Public Issues Council and the Oversight Committee were unanimously approved and will now be posted. The Research Council will be drafting their operating guidelines soon.

5. Research Incentive Plan

Dr. Koeppen explained that the Research Incentive Plan was created about three years ago. One of its purposes was to increase salary support on grants in order to free up general fund dollars, which could be reallocated to other purposes. That occurred to a degree but has not continued, and there was agreement that the plan should be revised. Dr. Deckers charged the Institutional Research Policy Advisory Committee (IRPAC) with revision of the plan; they referred it to the Research Council, who referred it to the Dean's Council. Prior to leaving the meeting, Dr. Deckers expressed his commitment to a Research Incentive Plan, which he feels should be a Health Center plan. He also believes that the plan should be a bonus which accrues to those who are doing superior work. Dr. Koeppen noted that this is essentially what the Research Council recommended in the minutes of their April 18, 2006 meeting (distributed with the agenda). They, too, want to retain the Research Incentive Plan but recommend changing it from a formula-driven plan and developing new criteria by which superior research performance can be recognized. They also recommend using the money allocated to the plan as a bonus pool.

The Dean's Council decided to appoint a task force composed of Drs. Kenny, Koeppen, Lalande, and Simon, who will draft recommendations regarding the plan which will be brought back to the Dean's Council and eventually forwarded to the Research Council for development. Their recommendations will address the following points: (1) eligibility criteria; (2) specific criteria that would have to be met to earn a superior rating; (3) size of the bonus. It was noted that one of the goals of the plan is to get more salary support on grants, and a suggestion was made to include in the plan a disincentive, such as dollars, space, organizational support, etc.

In the meantime, Dr. Jacob will send a broadcast message to all faculty seeking feedback on the plan and informing them that it is being revised.

6. Development of Policy Regarding Interactions with the Pharmaceutical Industry

Discussion began regarding implementation of an institutional policy regulating interaction between faculty, students, residents, etc. and pharmaceutical industry representatives. This issue was brought to the attention of the Education Council by Dr. Bona, who was concerned about the influence of pharmaceutical companies on students and residents. The Education Council felt there was merit in regulating these interactions with learners, but also felt it was a broader issue. It was noted that some residency programs, such as Internal Medicine, have their own internal policies. Dr. Simon also noted that the State has policies in place; it was further noted, however, that students and residents are not State employees.

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The Dean's Council agreed that this is an important issue, but they must seek additional information before going forward. Dr. Strongwater will ask Dr. Jeffrey Gross, Chair of the Pharmacy, Therapeutics, and Drug Safety Committee, to provide the Dean's Council with a recommendation.

The meeting was adjourned at 5:40 p.m. The next meeting will be held on Wednesday, August 2, from 4:30-6:00 p.m. in the Medical Dean's Conference Room, AG-078.

Respectfully submitted,

Lynn Donatelli