

Dean's Council
August 16, 2010
Minutes

Present: B. Gould, B. Koeppen, D. Henderson (for K.N.), L. Puddington, M. Sanders, R. Simon

Absent: T. Babor, D. Gillon, G. Kuchel, C. Laurencin, L. Wolfson

Guest: L. Bernstein (Oversight Committee Observer)

The meeting was called to order at 4:00 PM

1. Minutes of the July 19, 2010 meeting were unanimously approved.
2. The position paper developed by the clinical chairs and center directors for appointment and promotion of affiliated and community-based faculty was reviewed (see attached). A motion was made and seconded to endorse the proposal (vote: unanimous in favor)

The meeting was adjourned at 4:05 PM. The next meeting will be held on Monday, September 20, 2010 from 3:30 – 5:00 PM in the Walker Academic Affairs Conference Room (AG-070)

Respectfully submitted: B. Koeppen

Attachment

**Clinical Chairs and Center Directors
Consensus Recommendations Regarding
Academic Appointments and Promotions
for Affiliate Institution Faculty
and for Community-based Faculty
June 9, 2010**

*Submitted for the group by
Robert A. Cushman, MD*

Context

The Clinical Chairs were asked to develop a consensus proposal regarding general principles or criteria they should use when recommending University of Connecticut School of Medicine (UCSOM) academic appointments for Affiliate (and, by extension, Community-based) faculty. The topic takes on particular significance at this time because:

- academic appointments are felt to be important to recruitments at the affiliate institutions,
- each of the affiliate institutions is seeking to raise the quality of its academic (education and research) environment, and
- there is an interest in increasing the convergence of academic initiatives across the newly announced “UConn Health Network” initiative, and
- the inter-institutional affiliation agreements need to address the issue of academic appointments.

The critical question was whether the academic work which is the basis for a UCSOM academic appointment must be directly UCHC-linked (ie. for education, teaching UCSOM medical students and/or residents/fellows from UCSOM-sponsored programs, or for research, collaborating with UCHC-based research faculty), or if any educational and/or research activity which enhances the affiliate institution’s academic environment should be sufficient.

After extensive discussion on several occasions, the following guidelines are recommended by the Clinical Chairs, with endorsement by the Clinical Center Directors who contributed to the discussions. It should be reiterated at the outset that the affiliation agreements already define that the clinical Department Chairs/Directors at the affiliate hospitals should carry the status and title of Vice-Chair in the corresponding UCSOM academic department, and as such are responsible for ensuring the coordination and oversight of the academic activities of both Affiliate and Community-based faculty

Affiliate Faculty^A

1. Instructor or Assistant Professor (Affiliate X) – Appointments at these ranks are appropriately requested and granted to new faculty recruited to affiliate institutions if, in the opinion of both the recruiting Department Chair/Director at the affiliate institution and the Department Chair of the UCSOM department, they will be making contributions to the academic missions of the affiliate institution and the UCSOM.^B

The anticipated teaching responsibilities should be at least at the level defined in the UCSOM Bylaws for appointment in the Community-based Faculty track. While the anticipated trainees do not have to be only in UCSOM-sponsored programs, there must be at least some UCSOM-related teaching/research anticipated for a University of Connecticut academic appointment to be applicable initially, and to be renewed annually.

2. Associate Professor/Professor (Affiliate X) – Initial appointment at senior rank, or promotion to senior rank, should parallel the definitions above and in the existing Bylaws. That is, initial appointment at senior rank may be appropriately requested for a mid- or late-career individual whose prior academic work in other settings meets the UCSOM Bylaws criteria for Associate Professor or Professor and who will be expected to make contributions to the academic mission of the affiliate institution and the UCSOM. The performance criteria for promotion in this Affiliate faculty track should continue to be identical to the criteria for paid faculty of the UCSOM (which take into account the amount of time available for Research, Education, and Administration in assessing the volume/scope of the products being evaluated in the promotion decision), and go through the same SAPC process.^C

Community-based Faculty

The criteria for appointments into this faculty track were recently revised in 2008-2009, and are not felt to need further changing at this time. However, there are potential implications for promotion to senior rank in this track.^{D,E}

The current impression of the Clinical Chairs and Center Directors is that these principles would NOT entail revisions of the UCSOM Bylaws (Appendices A & B), but this should be evaluated and discussed by the SAPC and/or then the Education and Dean's Councils before formalizing into affiliation agreements.

Explanatory Notes

A. *The Affiliate Faculty track is specifically defined to be for those persons employed at least 80% FTE by affiliate institutions (or their subsidiary corporations which are so-designated in the affiliation agreements). All other non-UConn-salaried faculty (eg. private practice [even if affiliate-hospital-based], FQHC-employed, and affiliate-employed but at <80% FTE) are in the Community-based Faculty track.^D*

B. *To be clear on this, in the opinion of the UCSOM Department Chairs, simply being hired by the affiliate institution into a 100% clinical (or research) role, in the absence of any defined teaching responsibilities at the UME, GME, or CME levels with UCSOM-linked trainees/programs (or collaboration with UCHC researchers/trainees) , would not, in and of itself, warrant a faculty appointment.*

C. *It is worth noting here that the educational and/or research activities which are proposed as the basis for promotion may be focused on trainees and/or projects at the affiliate institution which do not have direct linkage to UCSOM and its trainees, but have*

demonstrated value to the overall academic environment of the affiliate institution. There IS still the expectation, as noted in #1 above, that there must be at least some ongoing UCSOM-related teaching/research activity for a University of Connecticut academic appointment to be sustained/renewed annually.

D. The promotion of Community-based Faculty to senior rank has historically been evaluated by the SAPC using different standards than those delineated in Appendix A & B for the Paid and Affiliate Faculty. However, the fact that this can create differential expectations for academic rigor expected for promotion between faculty across clinical departments at the affiliate institutions, when same-institution (and even same department) colleagues may span the Affiliate and Community-based tracks as currently defined, is itself one of the issues that the academic Chairs and the affiliate institutions' Vice-Chairs will need to address explicitly and transparently. It may also be helpful for the SAPC to weigh in on this, and to consider bringing the respective criteria closer (by "raising the bar" for Community-based Faculty promotions, which MAY ultimately require change(s) in the explanatory language in the Bylaws Appendices.

E. One other exception (truly more a clarification rather than a revision/exception) regarding Community-based Faculty promotions/appointments at senior rank was that, for a clinician:

- (a) who works at a Connecticut hospital which does not have an affiliation agreement with UCSOM, or who is employed by a private practice/group but not a formally-affiliated institution, and
- (b) who serves their discipline actively by
 - (i) serving the professional society at the local or national level, and/or
 - (ii) consistently delivering CME in their local environment, and/or
 - (iii) assuming significant responsibility for coordinating systematic CQI initiatives within their local institution/environment,

a faculty appointment at a rank commensurate with the individual's cumulative academic work across their career could be considered appropriate if the UCSOM Department Chair felt that it was warranted. It was felt that the Chair could and should utilize the appointment to benefit the UCSOM directly, as well, but that the explicit, direct service to UCSOM does not have to be pre-defined in order to first grant an appointment. The Chair should, however, establish expectations for subsequent, ongoing academic contributions to UCSOM in order to sustain/renew their UCSOM academic appointment.