

Dean's Council (DC)

September 15, 2008

**Minutes**

Present: Dr. Egan, Dr. Fortinsky, Dr. Gould, Dr. Jacob, Dr. Koeppen, Dr. Lalande, Dr. Laurencin, Dr. Nissen, Dr. Pappano, Dr. Simon, Dr. Wolfson

Excused: Dr. Albertsen, Mr. Gillon, Dr. Kuchel

The meeting was called to order at 3:35 p.m. Dr. Koeppen explained that Dr. Laurencin was delayed but would be addressing the DC at some point during the meeting.

1. The minutes of the July 21, 2008 meeting were unanimously approved with revisions.
2. Dr. Jacob provided the following updates.
  - a. Dr. Laurencin would like DC to continue their involvement in the department and center review process. Department reviews awaiting DC action are Traumatology and Emergency Medicine, Obstetrics and Gynecology, Community Medicine and Health Care, Family Medicine, and Cell Biology. A suggestion was made to assign DC members as primary and secondary reviewers responsible for carefully reviewing the self-study, the review report, and the department's response in order to be prepared to lead a challenging discussion when the review team and department chair meet with DC. DC unanimously supported the recommendation. A question was raised as to whether a financial assessment should now be part of the review process. DC decided to ask Dr. Laurencin his opinion when he joined the meeting.
  - b. Under the new organizational structure, the Deans of the Schools of Medicine and Dental Medicine report to the Provost. This has resulted in a change in the grievance process as follows. The Faculty Review Board (FRB) will report to the Provost; on matters of promotion and tenure, the Health Center Appeals Committee (HCAC) will report to the President; on all other matters, the HCAC will report to the Vice President for Health Affairs. The Vice President intends to delegate some first-line appeal decisions, such as those from the Compensation and Space Appeals Committees. Appeals against the Vice President will go to the Provost.

- c. Dr. Jacob explained changes to the promotion and tenure process that will become effective this academic year. The Senior Appointments and Promotions Committee (SAPC) will continue to make recommendations to the Dean. They will provide the Dean with detailed letters explaining both positive and negative decisions as well as the full nomination packet. The Dean will make a recommendation to the Provost, who will make a recommendation to the Board of Directors (BOD). Both the Dean and the Provost see their roles as oversight of the process. Negative and split votes will more likely be looked at closely to be sure faculty were given due process. The department chair and faculty member will be kept informed at each step, but must understand that senior appointments, promotions, and tenure awards are official only with BOD approval. She also noted that under the new process, a faculty member will be allowed to withdraw a nomination at any time prior to a recommendation by the Provost. This is allowed at Storrs, and the Provost has asked that we do the same.
    - d. Dr. Jacob then provided an update on the Dean's Council's suggestion that the Provost be asked to meet on a regular basis with a group of faculty from the Health Center as he does with the Senate Executive Committee at Storrs. The Provost was willing to conduct these meetings but only with the approval and involvement of the two Deans. She reported that Dr. Laurencin does not support the idea and would prefer that the Senate Executive Committee be asked to allow Health Center faculty to join their meetings with the President and Provost. DC agreed that Dr. Jacob should pursue this request.
3. Dr. Laurencin joined the meeting. The members introduced themselves and explained their roles on the DC. Dr. Koeppen explained that the DC sits at the pinnacle of the governance structure and is advisory to the Dean. He noted that one of the DC's roles has been to make recommendations to the Dean on department and center reviews. He explained that the review process does not include a financial analysis of the department or center under review and asked whether this piece should be added. Dr. Laurencin indicated that the financial data should be included as part of the process, particularly since changes will be occurring which will make department chairs very much accountable for their department's bottom line. Dr. Laurencin would also like to utilize the DC and faculty from the Dental School in helping to move forward the strategic plan process and in developing the strategic plan mission. A consulting firm will also be engaged to assist with this process, which he hopes will be under way in November. He spoke briefly about the Big Ideas Campaign, the University's fund raising campaign that kicks off in May with a goal of \$600-800 million. He also noted his plans to begin a national search for a development director to work for the Health Center. Finally, Dr. Laurencin spoke briefly about the town meeting scheduled on Tuesday, September 16, at which he will talk about the vision of the Health Center and the affiliation process.

4. DC was asked by the Oversight Committee to do a self-assessment on how they have functioned since their inception. One suggestion was to provide orientation sessions for new members to the Council to explain DC's function and the role of the various members. Otherwise, the general consensus was that DC had performed adequately, particularly in light of the transitions that have occurred during the past year.

The meeting was adjourned at 5:00 p.m. The next meeting will be held on Monday, October 20, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli