

Dean's Council (DC)

September 5, 2007

Minutes

Present: Dr. Albertsen, Dr. Arnold, Dr. Egan, Dr. Fortinsky, Mr. Gillon, Dr. Gould, Dr. Jacob, Dr. Koeppen, Dr. Lalande, Dr. Loew, Dr. Nissen, Dr. Pappano, Dr. Simon

Excused: Dr. Deckers

Guests: Mr. Kleinman, Ms. Lyle

The meeting was called to order at 4:30 p.m.

1. The minutes of the August 20, 2007 meeting were unanimously approved.
2. Prohibition of Sexual Harassment Policy

Ms. Lyle and Mr. Kleinman presented the proposed Prohibition of Sexual Harassment Policy. The revised policy that was first presented to the DC on April 4, 2007 was further revised to apply to "romantic" as well as sexual relationships between faculty, administrative and/or staff supervisors and their students/trainees, as well as between residents. It was clarified that the term "resident" applies to all trainees (i.e. residents and fellows in graduate medical education programs). The revised policy also reflects the responsibility of the Office of Diversity and Equity in implementing the policy. Ms. Lyle noted that the policy currently in use does not address consensual relationships but explained that research has shown the importance of educational institutions addressing such relationships because of the power difference between faculty and trainees. The revised policy also aligns the Health Center with many other universities. She explained that the purpose of the policy is to protect the institution and to protect individuals from abusive relationships with those in more senior positions. While some objected to the term "romantic" in the policy, it was explained that while it is understood that romantic relationships will exist, the issue is management of any conflicts that might occur. One suggestion was to revise the section "Application to Medical and/or Dental Residents" to reflect that such relationships shall be reported to the program director rather than the department chair.

Following discussion, the Dean's Council voted 6:3 in favor of endorsing the policy. The policy will be presented to the School of Dental Medicine. It was suggested that it also be shared with department chairs and program directors prior to implementation.

3. Modeling of the Research Incentive Plan

At the August 1, 2007 meeting, the DC conditionally accepted the Research Incentive Plan proposed by the Research Council. Also at that meeting, it was agreed that Dr. Simon would prepare a modeling of the Plan, which he presented at today's meeting (Attachment A). Dr. Simon described the steps he took and the assumptions he made in preparing the plan, and then presented the data showing what the payouts would have been if this Plan were in effect for that time period. He explained that the model he presented was based on the following: it was for a one year period; he used data from the first six months of fiscal year 2007; it was modeled on the basis of \$900,000 annual payouts and \$450,000 semi-annual payouts. Dr. Simon explained that he adjusted the graduated percent of SSOG recommended in the Incentive Plan for the number of people in the pool. It was also noted that Part C of the Plan, which allows the Dean to reward exceptional merit, is independent of this model.

Following discussion, the Dean's Council unanimously approved the Research Incentive Plan with one abstention. For clarification, Dr. Koeppen was asked to revise the Research Incentive Plan to clearly state that the available payout between Parts A and B is equal (i.e. between tenured/tenure track and in-residence faculty - Attachment B).

4. Procedures for Abstaining from Voting and Recusals

Dr. Koeppen presented revised rules for Dean's Council abstentions and recusals (Attachment C). The DC unanimously approved the proposal.

5. Election of Dean's Council Chair and Vice Chair

Dr. Koeppen again reminded the DC of the Oversight Committee's opinion that Chairs of Councils should be non-administrators. It was also noted that this is not a requirement of the Bylaws, and the DC expressed their desire to have Dr. Koeppen continue in this role. However, a motion was made and unanimously approved that the Dean's Council Chair and Vice Chair be elected on an annual basis, thereby abolishing the succession system. Following discussion, the DC voted unanimously to retain Dr. Koeppen as Chair, and Dr. Pappano was unanimously elected Vice Chair.

The meeting was adjourned at 5:40 p.m. The meeting scheduled on Monday, September 17, is cancelled. The next meeting will be held on Wednesday, October 3, from 4:30-6:00 p.m. in the Medical Dean's Conference Room, AG-078

Respectfully submitted,

Lynn Donatelli