

School of Medicine Executive Committee
Meeting Minutes
Tuesday, June 19th, 2012
Trivisible Room, 2nd Floor, RC2

Present

Members: Sharon Schear for John Cambier, Robert D'Ambrosia, Steve Daniels, Colleen Conry for Frank deGruy, Chip Dodd, Robert Freedman, Laurie Gaspar, Ron Gill, Tom Henthorn, David Barton for Randall Holmes, Herman Jenkins, Bob Sclafani for Mark Johnston, Richard Krugman, Todd Larabee, Robert Breeze for Kevin Lillehei, Claude Selitrennikoff for Wendy Macklin, Naresh Mandava, Dennis Matthews, Nanette Santoro, Richard Schulick, David Schwartz, Ann Thor, Andrew Thorburn, Ken Tyler, Richard Zane

Participants: Terri Carrothers, Tim Crombleholme, Jim Hill, Ben Honigman, Doug Jones, Steve Lowenstein, Ed McCabe, Philip Mehler (DHHA), Dan Meyers, Chris Nyquist, David Orlicky (Faculty Promotions), Chip Ridgway, Carol Rumack, Fred Suchy, Cheryl Welch, Nan LaFrance

Guests: Joan Bothner, John Harney, Shandra Wilson, Christina Finlayson, Michael Narkewicz, William Neff, Marian Rewers, Donna Brown, Jennifer Bruining, Mark Evans, Beth Lozano, Larry Novissimo, Steve Osswald, Jonathan Radin, Deanna Schroder, Gary Wylie, Steve Zweck-Bronner, Steffanie Emerson, Tom Beresford, Robert McIntyre, Jean Kutner, Randall Meacham, Mark Kochevar, Dalan Jensen, Mollie Young, Madeline Sembrat, Gary Brown, Kim Benson, Stephanie Farmer, Kate Beatty, Becky McGowan, Christopher Smith,

- I. Greetings – Dean Krugman welcomed everyone and reminded the committee that this will be a short SOM Executive Committee Meeting. The committee will be joined with the UPI Board members and the Department's Directors of Administration and Finance for a presentation by Navigant Consultants on the Strategic Plan for the SOM.
- II. **Approval of the Minutes** – The May 15th, 2012 SOM Executive Committee Meeting minutes were unanimously approved as written.

Executive Session

III. Approval Items

- A. **Approval of Faculty Promotions** – all unanimous recommendations were unanimously approved. Two non-unanimous recommendations were discussed; Wendbo Zhou, PhD-it was moved to table this recommendation until a later date after a discussion with the department chair. Robert Neumann, MD, PhD – was unanimously approved.
- B. **Sr. Clinical Appointments, Tenure and Promotions Committee Actions** – All Sr. Clinical Appointments, Tenure and Promotion actions were unanimously approved.
- C. **Promotion and Tenure Rules** - The Faculty Senate voted 23-0 for the proposed changes to the Promotion and Tenure rules.

1. In the Faculty Appointment section, this adds the provision that full-time faculty members may hold appointments in one of three series: the regular series; the research professor series; or the clinical practice series.
2. The SOM's definition of "scholarship" remains unchanged.
3. Promotion to Associate Professor – all series, the new rules state that 'positions in the clinical practice series and the regular tenure-eligible faculty series are not interchangeable.
4. There were no changes in the current provisions for granting extension to the 7-year probationary time clock.
5. There were no changes made in which the promotion criteria matrix is used to guide faculty promotion.
6. Clarifying language was added to the current promotion rule-full professors must demonstrate a national reputation.
7. Clarifying language is added regarding full professors demonstrating "continued achievement in their area of expertise".
8. No changes were made in the basic promotion criteria in the regular faculty series.
9. The clinical practice series is added to the SOM promotion rules a) Faculty members whose duties are focused primarily in direct patient care may be given titles in this series. b) There will be no instructors, senior instructors or assistant professors in the Clinical Practice series. Instead, faculty members who are appointed or promoted to the rank of Assistant Professor will hold regular appointments (or research series appointments, as appropriate). c) Faculty members in the Clinical Practice series are entitled to all rights and privileges of faculty members in the regular series, with the exception of tenure eligibility. d) The criteria for promotion or appointment to the rank of Associate Professor in the Clinical Practice series are clearly defined. e) The criteria for promotion or appointment to the rank of Professor in the Clinical Practice service are clearly defined. f) the Statement that faculty in the Research Professor series are not eligible for sabbatical assignment was deleted.
10. Tenure Awards were modified in three areas a) the requirement for the "long, continued, systematic study of phenomena or events" is modified; the new requirement is for the "rigorous, systematic study" b) The changes proposed seek to ensure that all types of scholarship will be considered during a review for tenure, so long as the high standards outlined in the section are met, and c) the language is clarified stating, 'tenure will be reserved for faculty members whose achievements in scholarship and teaching have been recognized by academicians outside of the University as well as by the faculty member's faculty colleagues.

A motion to approve was made by Dr. David Schwartz, seconded by Dr. Nanette Santoro. The vote was 13 to 5 with 1 abstention in favor of passing the new rules.

The Executive Session adjourned at 8:34AM

The combined meeting with the SOM Executive Committee and UPI Board members commenced at 8:45am with the consultants from Navigant.