Faculty Senate Meeting - June 18, 2024

Introduction – Dr. Patrick Henn

- May minutes approved
- Faculty Officer 2024-2025 Results
    - President-Elect: Elizabeth Kudron MD, Assistant Professor, Department of Biomedical Informatics
    - Secretary: Jill Alldredge MD, Assistant Professor, Department of OB/GYN
    - Returning Officers: Tyler Anstett DO, Associate Professor, DOM and Past-President Patrick Henn MD, Assistant Professor, Department of Pathology

Dean's Update – Dean Riley

- Announcements – July 1 new dean starts, Dr. John Sampson
- Ongoing search for chair for Dept of Neurosurgery, search cmte led by Dr. Mandava
- Hospital Discounted Care Act – closes loop hole that allows practices/hospitals with patients eligible for Medicaid to steer in that direction rather than provide care under the Hospital Discounted Care Act
- Legislation signed by Gov Polis re: ban on concealed carry weapons in sensitive places (includes university campuses), Board is considering change in Reagent policy to comply with the new law.
- New class of PT students has arrived, 1-2 weeks away from PA students arrival, 5 weeks away from MD students
- Thanks to all of those that serve on the Faculty Senate

Faculty Senate Updates – Cheryl Welch

- Review of SOM Rules Changes 2024 Faculty Senate Voting Results
    - 96-100% approval across the board except 87% for "Role of the Dean of the SOM" and 89% for "Departmental Reviews"
- Faculty senators serve 2-year terms and current terms ends this year
- Each department entitled to 1 senator for every 40 faculty members holding rank of Instructor or above
- ¼ senators from Basic Science departments
- Current senators can be re-elected
- Next Faculty Senate Meeting in September

Promotion Task Force Recommendations – Dr. Miriam Post and Dr. Steven Lowenstein

- Promotions Task Force convened by Dr. Dyrbye in 2023, Chaired by Dr. Sunita Sharma
- Highlight some of the Task Forces key recommendations:

1. Involve the Department Evaluation Committee upon hiring new faculty at Associate or Full Professor (e.g. promotion dossier can be assembled and submitted prior to start date if there is a signed letter of offer, LOR used at time of hire may replace external referee letters), Dossiers for new hires will be reviewed by FPC as they are received (Sept-June)

2. SOM-level dossier reviewed (for appts & promotions) will increase to 10 months/year (submission deadline will remain 10/31 but earlier submissions will be encouraged to facilitate earlier reviews), Faculty approved for promotion will receive immediate notification (change in rank & Table 1 salary increases will take effect the following July 1)
3. Promotion Tracks and Titles – explore options for titles
4. Nomenclature for clinical (volunteer) faculty titles
5. Time clock for promotion to Associate Professor
   - Majority of faculty in survey felt time clock should be removed or had no opinion, OFA will pursue a change to SOM policies to enable faculty to request an indefinite waiver of the time clock with an accompanying SOM policy to require ongoing mentorship/support for faculty choosing indefinite waiver
6. Updating and streamlining the application process and dossier preparation
7. Opportunity to update and streamline data acquisition to avoid duplication of work between promotions and annual reviews

- Questions/Answers:
  - Q: Department vs SOM reviews (e.g. # of peer-reviewed publications to be promoted is a Division rule but not a SOM rule)
  - A: This is an opportunity. We do have to respect the differences but historically have not pushed the Divisions on this
  - Q: What about using CHAT GPT to write letters?
  - A: This hasn't been looked at. Dean Zimmer said that for the medical students machine learning should not be used for reflective writing.
  - Q: How does this affect people promoting this year or next year?
  - A: Want to get the word out and get the guide updated, Departments will be reached out to provide guidance on the new changes, suggestion to put it in the Dean's email