

**College of Medicine and Life Sciences Council Meeting
Minutes**

Place: HEB 105

Date: Tuesday, April 15th, 2014 at 5:00 p.m.

Council Members and Other Faculty Present: David Giovannucci (Grad Council Rep), Marthe Howard (research council rep), Isabel Novella, Jason Huntley, Youngsook Yoon-Krawczyk, Lawrence Elmer, Deepak Mukundan, Jennifer Smirnoff-Poling, Sheryl Milz, Jacob Bieszczad, Marlene Porter, Kandace Williams, Ajay Singla, Jennifer Hill, Associate Dean Dr. Iman Mohamed, Jolene Miller (Library Sciences), Sandeep Vetteth (Medicine), Michael Rees (Urology/Pathology), Phyllis Gaspar (Nursing), Kris Brickman (Emergency Medicine), Associate Dean Dorothea Sawicki. [Note that not all attendees signed in]

Council Members Absent: Jacob Bieszczad, Beata Lecka-Czernik, Joseph Margiotta, Gregory Filatoff, , Joseph Ryno, David Weldy, , Alexei Fedorov (excused), Srini Hejeebu, Deepak Malhotra, Jodi Tinkel, James Willey, , John Wall, John Geisler (excused), Mustafa Khan, Kenneth Muldrew, April Gardner, Edwin Sanchez, Guillermo Vazquez, Alina Rais, , Krishna Reddy (excused), Reginald Baugh (excused), Thomas A. Schwann (excused), Munier Nazzal

Note that while attendance of representatives is recorded for voting purposes, these meetings are intended as a forum for all COM faculty.

Agenda Item	Discussion	Action
Call to Order		<ul style="list-style-type: none"> By Council President Porter at 5:03 p.m.
Minutes		<ul style="list-style-type: none"> February minutes were approved
Faculty Workload Survey	<ul style="list-style-type: none"> Secretary Hill briefly mentioned how questions for survey were assembled. Copies of the results were distributed to attendees. 	<ul style="list-style-type: none">
Address by Mr. Pyles on Metrics System	<ul style="list-style-type: none"> Metrics began to be collected in 2009 by request of Dean Gold with input from faculty committees Have been attempting to standardize and simplify since then Productivity target is 30 SHEs (equivalent of 15 lecture hours per week for two semesters – standard workload on main campus) 	
Q&A	<ul style="list-style-type: none"> Comment (C): no recent input by faculty R: chairs were consulted and Dr. Gold got feedback from individuals Q: What is the goal of the metrics system? R: Dr. Gold sometimes used in department budgeting, Dr. Jacobs would examine (1) when faculty came up for promotion/tenure or (2) in response to a request for a salary 	<ul style="list-style-type: none"> A committee will be formed to revised metrics; volunteers will be solicited from faculty via email

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	<p>increase or (3) if a department requested additional faculty hires</p> <ul style="list-style-type: none"> • C: Mr. Pyles should take a closer look at the survey results. The RAC originally put together the academic metrics. The credit basic scientists get for teaching was recently reduced...why? R: RAC identified items for metrics but did not assign value to them • C: If they have no concrete purpose, school should get rid of the metrics. • C: Oversimplified system makes faculty focus only on what provides points, for instance publishing in fast but not top-tier journals. A problem if it affects tenure. Book chapters are not reviewed; peer review should get more points. • R: We can have a faculty committee revise the metrics • C: If the Dean wants assessments he should ask the chairs. • C: Both faculty and chairs need to develop the metrics • Acting Dean McGinnis: Need to retain the metrics to permit comparisons with main campus. They need to have an objective and provide repeatable data. • C: Clinical faculty are not allowed to put down rounds 	
<p>Mr. Morlock address on budgeting for next fiscal year</p>	<ul style="list-style-type: none"> • He and Provost are working on a plan regarding set asides for new hires, rollover from retirees will be used • Budget hole now closed, at least on paper; remaining risks include state share of instruction, enrollment, occupancy, negotiation of 3 union contracts • Long term depreciation of facilities due to lack of upkeep – only 50% funded currently including with state funds, must be fixed in next 3-4 years • Explained that hospital has a 10% cash flow margin that is used to support medical school faculty salaries (clinical and basic), pay off bond, and partially cover facility depreciation • Will be providing new incentives for increased externally funded research. Previously 30% of 	<ul style="list-style-type: none"> •

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	<p>indirects returned to colleges. Implementing a new policy that for amount of overall increased external funds brought in by a college, will receive 70% of those indirects for discretionary use by dean</p> <ul style="list-style-type: none"> • Will be re-implementing carry forward of incentive accounts across fiscal years. Will return all funds appropriated since 2010 to those accounts. • The RCG committee that currently evaluates hiring requests to see if a position request comes forward to look at the area to see if there were ways of getting the work done without filling the position is being eliminated. The other standard hiring approvals will still be needed. • Expecting to be able to give a 2% cost of living raise to faculty in coming year 	
Q&A	<ul style="list-style-type: none"> • C: Clinical IT desperately needs help R: no funds currently available to tackle EMR in hospital • Q: What would happen if campuses split? • R: Hospital has 44% debt to equity ratio and academic side (both campuses) has 38-39% debt to equity ratio, so the clinical borrowing capacity would drop significantly 	Action
Adjourn		<ul style="list-style-type: none"> • By Council President Porter • Next meeting of COM Council will be Tuesday Tuesday, June 17, 2014 5:00 p.m. - 6:00 p.m. • HEB 105
Minutes Submitted	<ul style="list-style-type: none"> • By Secretary, Jennifer Hill, on May 9th, 2014. 	