

Faculty Council Meeting

December 12th, 2012, 5:30 pm

Dean's Conference Room

Members Present: Krista Denning, MD (Anatomy & Pathology), James Denvir, PhD (Biochemistry & Microbiology), Rameez Sayyed, MD (Cardiovascular Services), Ross Patton, MD (Family Health), Shannon Browning, MD (Internal Medicine), Deji Olajide, MD (Internal Medicine), Sona Shah, MD (Neuroscience), Tigran Garabekyan, MD (Orthopaedics), Pat Kelly, MD (Pediatrics), Todd Green, PhD (Pharmacology & Physiology), Benjamin Lafferty, MD (Psychiatry), Dustin Robinson, MD (Surgery), Brenda Dawley, MD (Ob/Gyn), Audra Pritt, MD (Pediatrics)

Members Absent: Yousef Shweihat, MD (Internal Medicine), Bonnie Beaver, MD (Surgery), Sydnee McElroy, MD (Family Health)

Agenda: To discuss recommendations from the Promotion and Tenure regulation task forces.

Dr. Sona Shah (chair) began the meeting at 5:32 pm.

The Patient Care task force met and discussed clinical concerns over the proposed guidelines, and provided the following recommended changes:

- The group noted that levels 1 and 2 are attainable, but need more clearly defined parameters.
- Level 1— all 6 considered are mandatory, but each bullet could use more detail because of the vague language. For example, a participant noted that “peers” should specify who the peers are. The group recommended peers being defined as Marshall departmental peers, with the evaluations provided ahead of time so a faculty member can know what is meant by “competency.”
- Level 2— peer rating should be departmental peers with questionnaires provided ahead of time. Also, the document says “Clinical productivity meets chairs expectations.” The group recommended that the benchmarks of productivity should be predetermined at time of appointment.
- Level 3— the group recommended that faculty meet 4 out of 6 rather than all 6 expectations, and recommended to add more detail to the patient satisfaction section as to what is expected (make sure benchmarks are set in beginning).
- The group discussed the need for predetermined measures for each individual department so the faculty know what to expect.
- The group also noted they recommended outreach clinic to the service category.

The group discussed what the mechanism should be in place to determine the parameters for measurement.

- The group recommended that it be made clear at the time of appointment what is expected of you.
- A participant noted that patient satisfaction should be separated between those who have resident clinic and those who do not, and pointed this as an example of why parameters should be modified for each department.
- The group recommended there still be a final approval by a neutral body to hold standards in check. The group discussed several options before recommending that the final approval should come from the Dean.
- The group decided that the individual departments should be able to decide their regulations, and then have final approval from the Dean to ensure all of the regulations are reasonable and balanced.

The group discussed the current responsibility of the faculty to initiate their promotion and tenure process.

- The Council recommended that Chairs and Departments be required to make every effort to inform each faculty member on the process, as well as the responsibilities, benefits, and consequences of each track.
- The Council recommended a supplemental document to go along with the initial contract outlining this information. The group noted the importance of counseling new faculty on their options, and noted that it would cut down on later confusion.
- The group noted that this would be applied to faculty hired after the adoption of the recommended changes, and faculty would still be held under the guidelines they were hired under.

The group discussed the proposed task of filling the vacant Faculty Senate slots sent from the main campus.

- The Council decided that the departmental chairs should elect their representatives, and voted to decline that opportunity.

The Council scheduled the next meeting for January 8th at 5:30, with the remaining P & T task forces meeting individually before then.

The meeting adjourned at 6:45 p.m.