

## University of Kentucky, College of Medicine Faculty Council

July 17, 2018

**Minutes****Present**

Davy Jones  
Wally Whiteheart  
Lee Blonder  
Paul Kearney  
Stefan Kiessling  
Kristy Deep  
Martha Peterson

**Not Present**

Julia Martin  
Amy Meadows  
Gaby Gabriel  
Ken Campbell

**Invited Guests:** Dr. Michael Dobbs, Dr. Chipper Griffith, Dr. Susan Smyth, Dr. Tom Kelly, Dr. April Hatcher, Dr. Donna Wilcock, Dr. Lon Hays, Dr. Julia Stevens, Dr. Phil Kern, Dr. Isabel Mellon, Dr. Michael Rowland, Kim Warner, Jeff Sullivan, Matthew Sanger, Liz Hillard, Dr. Victoria King

**The meeting was called to order at 5:00pm.**

**Dr. Whiteheart opened the meeting with the following announcements:**

Newly elected members of faculty council were welcomed- Dr. Lon Hays (Psychiatry), Dr. Donna Wilcock (Physiology), Dr. Julia Stevens (Ophthalmology and Visual Sciences) and Dr. April Hatcher (Neuroscience) will begin their terms on September 1.

Dr. Paul Sloan from Anesthesiology will be taking a one year sabbatical effective September 1. Dr. Frederick Ueland from Obstetrics and Gynecology will serve on Faculty Council for the last year of Dr. Sloan's term.

**Michael Dobbs, MD, Associate Dean for Statewide and Clinical Initiatives** provided an update on the changes to the Clinical Title Series (CTS), initially endorsed by FC in June 2017. It has been further vetted through the COM Appeals, Promotions, and Tenure (APT) Committee, the clinical chairs, the council of chairs, the Office of Faculty Advancement, and the Dean's leadership committee. The COM APT committee has built a revised CV template for CTS faculty. The purpose of these CTS guidelines are to assist with individual faculty members as they seek promotion in the COM as well as inform and assist the COM and department APT committees as they review CTS faculty for promotion.

Feedback was given that the President of the University establishes the criteria for promotion of a faculty member, and these guidelines are intended to elaborate on these established criteria. It is advised that the CTS final document incorporate this statement for clarity.

For CTS faculty in non-consultative specialties without the opportunity to build a referral based practice (emergency medicine, primary care, anesthesiology, hospitalist specialties, community- or VA-based surgery) the COM APT committee may define local reputation as within one's own department and regional as beyond one's own department.

**Tom Kelly, PhD presented on Team Science, promotion and tenure considerations:** Team Science is defined as scientific collaboration by more than one individual in an interdependent fashion. There has been a national growth of team science due to an emerging emphasis on multifactorial problems requiring scientists with diverse skills and knowledge, expanding infrastructure and resources and the growth of the science of team science. At UK there has been a growing investment in team science, as evidenced by the COM's initiatives such as COMMITTS, VIP/ Ignite, and grant success of centers and institutes that emphasize a collaborative/interdisciplinary approach.

Traditional promotion criteria for faculty have focused on achievements as independent investigators, such as grants as PI, first/senior authored publications, and individual awards. Many institutions have created new promotion criteria for team scientists, and UK governing regulations promote flexibility within the regular title series track.

**Recommendation:** given that every educational unit should have statements of evidence that are used as criteria for promotion and tenure- ensure that criteria for effective/transdisciplinary/translational team science are included in department statements of evidence. This has been endorsed by Provost's office and COM research leadership team.

Discussion was centered around the importance of the burden being placed on the candidate and the department chair to document achievements and contributions that relate to the statements of evidence in CVs and letters of support. Also needed are outside evaluations of the dossier by expert team scientists. COM APT committee already incorporates this approach and team science is discussed often. Also, it was suggested to add team science language to the CTS documentation previously presented by Dr. Dobbs.

FC endorsed the team science recommendation given the following recommended language changes- "criteria" be changed to "metrics" or "evidences"; and the word scholarship should be added to team science to read as "team science and scholarship". Also, the importance of making this change effective across all departments was emphasized.

**Kim Warner, Director of Human Resources Business Partners & Enterprise Learning** presented the new position review process (slides included on FC website). The project planning began in August 2017 and went live June 4, 2018. The purpose of the project is to improve time to hire. The new system (position review) is seen as phase one for improving the time to hire, there is still more progress to be made.

Position review addressed specific concerns identified by University faculty and staff by creating an objective, data driven tool to assist in decision making, allowing positions to flow faster to posting. There is a status tracker added to easily view and find requests. There is a 24 hour turnaround time in most areas, a clearer budget section, fewer request types, and increased system intuition.

The position review committee (PRC) is comprised of people through the University and UK HealthCare. PRC reviews certain positions based on a scoring system that reflects current funding for the position, whether or not it exists in the organization or needs to be created, and the need. PRC also reviews cases of termination with cause or other issues of separation. Questions or concerns can be directed to [positionreview@uky.edu](mailto:positionreview@uky.edu) or directly to Jeff Sullivan, Liz Hillard, or Kim Warner. See slides on the Faculty Council website for more information.

**Chipper Griffith, MD, Vice Dean for Education, presented an LCME update.** The LCME Survey package is being submitted on July 23, 2018, the challenge is that we have to submit this package not knowing the results of the 2018 Graduation Questionnaire (GQ), which will be a focus of the LCME site visitors. We get those results in early August, so we have had to anticipate what those results might be in our LCME survey responses. There will be a mock site visit held on campus in September and will involve the faculty and students that will be involved in the official review. The reviewers will request faculty members based on a variety of demographics including gender, diversity, rank, and department, but the COM can select them and help them prepare.

Question- how does this relate to a basic science faculty member? Answer- your involvement in academia/scholarship within your department has been documented for LCME to review.

Faculty will be notified, via email from the Dean, about important policies that they need to be aware of before the site visit. Please review these emails carefully when you see them.

**Isabel Mellon, PhD, Department of Toxicology and Cancer Biology** answered questions regarding the approval of the Professional Master's Degree in Forensic Toxicology and Analytical Genetics. This program has been reviewed and approved by the curriculum committee, but individual courses will still need to be

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approved. The target demographic are Bachelor of Science students in chemistry, biology, and forensic science. The master's program will include concentrations in DNA and chemistry. Faculty Council unanimously endorsed this program.

**Dr. Whiteheart led a discussion about the DOE analysis and revisions suggested by the council at the June 19, 2018 meeting.** The council notes that the lack of recognition for teaching medical students in a clinical setting is a critical DOE issue that must be addressed moving forward as the DOE guidelines are revised. The council will request an update from the Productivity Advisory Group regarding their progress on this specific issue at a future date.

The next General Faculty Meeting is tentatively scheduled for September 25, 2018 at noon in HG611. Refreshments will be provided and the agenda will include an update of the LCME mock site visit and final preparations for the formal visit. More agenda items will be included and a "Save the Date" will be sent out to all faculty as soon as the date is confirmed.

Dean DiPaola will talk about the COM transdisciplinary research strategy at the Faculty Council meeting on August 21, 2018.

**The meeting was adjourned at 6:23 pm.**

Presentation materials referenced above can be found at the Faculty Council Website:  
<http://med.uky.edu/faculty-council>

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