

University of Kentucky, College of Medicine Faculty Council

August 21, 2018

Minutes**Present**

Davy Jones
Wally Whiteheart
Lee Blonder
Julia Martin
Kristy Deep
Martha Peterson
Gaby Gabriel
Ken Campbell
Amy Meadows
Paul Sloan

Not Present

Paul Kearney
Stefan Kiessling

Invited Guests: Dean DiPaola, Dr. Jim Geddes, Matthew Sanger, Dr. Lon Hays, Dr. Fredrick Ueland

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

Dr. DiPaola (invited guest) addressed the council on the COM Dean's office organization strategy. Outside consultants have been meeting with select faculty and staff and interviewing stakeholders to give input on the current structure. They will be giving an executive summary of recommendations to the Dean. The purpose is to make our organization function at its best to serve our faculty. The Dean said he would provide updates to the council and at the next General Faculty Meeting.

Dr. DiPaola next addressed the COM transdisciplinary strategy to grow research and impact clinical care (Strategic Research Priorities). The goal is to continue to improve the research component of the COM- it has the potential to improve education and clinical components of the COM as well. The transdisciplinary strategy launch began in 2016 and has grown significantly since.

Dr. Geddes (invited guest) presented the draft proposal for compensation of research-intensive regular title series faculty.

The proposed model is component-based. Faculty members will receive a base salary with an additional variable component based on extramural support, instruction, service, and administration. Base salary would be 70% of the 50th percentile of the AAMC or the current salary, whichever is greater. The threshold for Wethington awards would transition from 30% to 50% extramural salary support over the next two years.

Question- is COM getting the revenue for the teaching we are doing? Answer- funding from tuition does support salaries. However, the funding the college receives does not increase with additional teaching within existing programs. There are ongoing discussions with the Provost about this.

Dr. Whiteheart asked for nominations for a new member for the Productivity Advisory Group to replace Joe Iocono, MD – The council nominated Mimi Behar, MD in Pediatrics.

Dr. Whiteheart announced Faculty Council has been asked by the Dean (in accordance to AR 6.2) to submit four nominations to serve in the Sexual Misconduct Hearing Pool and two nominations to serve on the Sexual Misconduct Appeals Board for the University by October 1. Nominees will participate in a two-day training and will be chosen at random to participate in a hearing panel in sexual misconduct case involving students, staff members, or faculty members. The Board appointees will be chosen at random to decide on appeals. It was discussed and agreed upon that a call for self-nominations should be sent to the COM faculty and the council members should make themselves available for questions regarding this process. The call for nominations will close prior to the next Faculty Council Meeting on September 18th to ensure time to provide the Dean with nominees by the deadline.

The next General Faculty meeting is scheduled for September 25, 2018 at 12pm in HG 611. It will follow a similar structure to the last meeting where refreshments will be provided. Council members are asked to remind colleagues to use the microphones on the desk to ask questions so people listening on Zoom can hear discussion.

Agenda items identified-

- Final LCME update before the site visit in October
- The Strategic research priorities and organizational strategy update from the Dean
- An update on the regional campus expansion
- Clinical department compensation committee representative to discuss the guiding principles and process of the ongoing work.

Outgoing Faculty Council members were recognized and thanked for their service over the last three years:

- Martha Peterson, PhD
- Stefan Kiessling, MD
- Ken Campbell, PhD
- Amy Meadows, MD
- Paul Sloan, MD

No other business identified.

The meeting was adjourned at 6:04 pm.

The updated list of Faculty Council members effective September 1 can be found at the Faculty Council Website: <http://med.uky.edu/faculty-council>

see blue.