

CoM Faculty Council
June 20, 2017 in MN 136

Minutes

Basic Sciences	Clinical
Jones, Davy	Bailey, Paula
Kelly, Tom	Erickson, Deborah
Kilgore, Michael	Iocono, Joe
Peterson, Martha	Jicha, Greg
Sullivan, Pat	Kiessling, Stefan
	Martin, Julia
	Sloan, Paul

In attendance

Guests: Dean DiPaola, Michael Dobbs, Paul Kearney, Nathan Vanderford

The Meeting was called to order at 5:05.

Dean DiPaola addressed the council in regards to the recent Press-Ganey Faculty engagement results.

Discussion focused on an increased role of faculty input regarding issues potentially related to continued low engagement scores at UK. The Dean has proposed establishing a Faculty-based advisory committee to guide recommendations moving forward. He further asserted that this group will need to focus on College-wide issues, but also take into account “local” department/center issues as part of any productive efforts moving forward. There was general consensus that this issue needs to be addressed in a new way, engaging at the faculty level. The Faculty Council will continue to engage on this issue in a continuing advisory capacity.

Michael Dobbs, Co-Chair (with Roxie Allison) of the faculty-based Productivity Advisory Committee established by Dean DiPaola presented the recommendations of the group that have been agreed upon by the Dean and UKHC administration in regards to Productivity & Performance bonuses for FY 2018.

The primary goals of this committee were to implement immediate short term changes to the policies that determine such bonuses for all faculty focused on the issues of increased fairness, equity, and transparency. The committee agreed that the changes put forth will increase the number of faculty engaged in a productive manner, and that the metrics used to determine such bonuses met the established goals of increasing fairness, equity and transparency. These metrics take into account previously limited inclusion of instructional, administrative and professional development accomplishments in the rewarding of bonuses. The Faculty Council also applauded the Dean for leveraging his discretionary Academic Enrichment funds to fully support the academic bonus pool under the proposed implementation strategy. Detailed information on the revised productivity/performance bonus metrics will be provided in in each faculty members annual anticipated remuneration (AAR) to be sent out this summer, and are open for general faculty commentary and discussion at the next General Faculty Meeting planned for August 2017.

James Liao, Associate Professor of Surgery, Division of Plastic and Reconstructive Surgery returned again (initially engaged at the 4/17 FC meeting) to address the council on draft guidances for allowance of Medical Missions to be considered as fulfilling Professional Development obligations and privileges on a faculty member’s DOE. The proposed recommendations could possibly become guidance for Department Chairs in consideration of such allowances. The Faculty Council unanimously endorsed the set of guidances proposed and hopes that all Chairs and administrative arms of the college will consider these guidances in relation to their department member’s engagement in domestic and foreign mission trips. The guidances as drafted by

Dr. Liao are attached for your general information, although the Faculty Council acknowledged that they are not within our purview to adopt or reject as modifications to general university, college, department, or faculty rules. The Faculty Council advised Dr. Liao to next discuss the proposed policy recommendations with Dean DiPaola.

Paul Sloan & Deborah Erickson presented the report of the FC subcommittee on the Clinical Title series to the Faculty Council. The Faculty Council reiterated the advisory nature of this subcommittee. Potential recommendations include elaborations on the existing University Policy/Procedures for Appointment/Promotion of Clinical Title Series Faculty, including DOE alignment and methods for gauging geographic recognition. The faculty council suggested minor revisions prior to circulating to the Dean and administration as well as the general faculty for review and comments in the next few weeks. This report will be open to General Faculty discussion at our next general faculty meeting planned for August 2017.

Approval of Doctoral Degree Program change in requirements for a graduate degree in the Department of Toxicology and Cancer Biology to reduce the number of required courses by one and increase elective course by one to allow a greater degree of flexibility in educational programming for students engaged in this program: The Faculty Council unanimously approved this program change proposal submitted by Dr. David Orren, Program Director, Department of Toxicology and Cancer Biology.

The next General Faculty Meeting has been tentatively scheduled for Tuesday August 29th from noon-1pm. We hope to address the recommendations from the Dean's Productivity Advisory Committee, the draft Clinical Title Series recommendations, among other important topics. Please make every effort to attend.

No new business was brought forward at this time.

The meeting adjourned at 6:34