

College of Medicine Faculty Council Minutes

November 21, 2017

Present

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

Not Present

Ken Campbell
Stefan Kiessling
Paul Sloan

Invited Guests: Dean DiPaola, Dr. Michael Rowland, Dr. Chipper Griffith, Dr. Chris Feddock, Dr. Rebecca Dutch, Cecilia Page, Dr. Paula Bailey, Dr. Jim Geddes and Roxie Allison

The Meeting was called to order at 5:01pm

Dr. Michael Rowland (Invited guest) addressed the Council on faculty retention and the exit interview process for departing faculty. Faculty are currently offered an in-person confidential exit interview or an anonymous, online questionnaire upon departure. Costs of faculty turnover were discussed, including the financial costs of recruitment, time commitment for faculty serving on recruitment committees, effect on faculty morale and the loss of intellectual capital. Dr. Rowland discussed ways to improve engagement and retention by improving support of faculty, providing ongoing faculty mentoring activities and increasing protected time for career development and scholarly activities. Dr. DiPaola requested continued feedback from faculty regarding this important process.

Dr. DiPaola (Invited guest) provided an update on Department Chair recruitments. Dr. DiPaola announced Dr. Seth Himelhoch accepted the position as Chair of Psychiatry, starting January 1, 2018. The search committee for Chair of Pharmacology and Nutritional Sciences is conducting Skype interviews and planning on-site visits. The Toxicology and Cancer Biology Chair search committee has identified a candidate to bring on site before the year's end. A strategy for filling other vacant Chair positions is currently being developed.

Drs. Chris Feddock, Rebecca Dutch, and Chipper Griffith presented proposed modifications to the Rules of the Faculty as a follow up from the October Faculty Council meeting. Dr. Feddock shared revisions of the Rules of the Faculty for Admissions Committee, Curriculum Committee, and Student Progress and Promotion Committee. Clarification changes and modifications were reviewed and it was noted that Dr. Davy Jones provided important input to the process. Dr. Dutch presented a draft for the Biomedical Education Curriculum Committee to be inserted into the faculty rules. The Faculty Council unanimously voted that these changes be submitted to the General Faculty for final approval at the next General Faculty meeting.

Cecilia Page and Dr. Paula Bailey (Invited guests) presented the Values Roll-Out as a follow up from the August FC meeting. UKHC staff are participating in the training. Web Based Training is expected to be live in Spring 2018. Strategies for moving forward with COM faculty were discussed. Council members suggested having peer facilitators. Dr. Bailey and Cecilia Page will suggest characteristics for these facilitators and send to faculty council.

Dr. Jim Geddes (Invited guest) updated the Council on budget update/academic investment- Identified present funding sources and the impact of an upcoming decrease of state funds (10% in FY 2018). Discussed cost of the new research building “RB2”- including the addition of new faculty. Ideas to adjust for the 10% decrease of state funds were discussed, including increasing effort on grants, increasing support from gifts/endowments, developing education initiatives with increased revenue (*i.e.*, professional masters, online courses), and the possibility of the conversion of some faculty 12 month effort contracts to 9 or 10 month effort contracts. *

Dr. Geddes provided an update on BEST initiatives- Please see slides for details (posted on FC website). Business plans are being developed regarding research space management. Guidelines and policies for evaluation of clinical trials office, research centers and programs are being developed. Enhancing the DOE approval process is being discussed. Plans for shared administrative services with Department Administrators and a dedicated grants administrator are being discussed.

Scheduling the next General Faculty Meeting- The Council agreed that the next general faculty meeting should be in January subject to the Dean’s calendar. January 31st at noon in Pavilion A was chosen based on the Dean’s calendar and room availability. Zoom invitations will be included to boost electronic attendance.

No new business was brought forward at this time.

The meeting adjourned at 6:48pm.

***Administrative Note:** The Faculty Effort Subcommittee of the Productivity Advisory Group is examining policy on both calculation of DOE activities and the period of assignment of the DOE.

see blue.