Minutes: Faculty Council 01/31/2012

Present: Drs. Kiss, Walker, Roth, Walworth, Stock, DiCicco-Bloom, Ayers, Hegyi, Weiss (Vtel)

Absent: Drs. Millonig, Kim, and Aisner

The meeting was held off the regular schedule in order to meet prior to the next Faculty meeting scheduled for February 6, 2012.

The minutes of the December meeting was approved.

Nancy Walworth presented a report of the Executive Council held on January 26, 2012, at which Denise Rodgers, the recently appointed Interim President of UMDNJ, was present.

Dr. Rodgers highlighted that an Executive Order from the Governor was needed before implementation of the merger of RWJMS with Rutgers University can proceed officially. She also believed that the Governor would issue one order rather than several Orders to cover the complete reorganization of UMDNJ, rather than simply the RWJMS/CINJ/SPH transfer to Rutgers.

A critical concern of Dr. Rodgers' was accreditation, particularly since the State in the context of the Advisory Committee report indicated that a reorganized UMDNJ should afford more autonomy to various units. Accreditation agencies do not look favorably upon influence from outside parties in how schools are run.

Dr. Rodgers expressed her view that it is unlikely that the July 1, 2012 deadline would be met for merging RWJMS with Rutgers. Dr. Rodgers liked the idea of changing the name of UMDNJ, saying it would be refreshing and better reflect the scope of the University.

Dr. Rodgers also stated that there was no reason for the identity of the members of the Integration Teams not to be released. Dr. Rodgers asked for confidence that the people on the integration teams are the correct people. It was commented that it would be nice to know who these people are to have confidence in them.

Additional discussion of the Executive Council report was held. Council members noted that it is difficult to provide feedback when it is not clear what topics are on the agenda of the Integration teams. The Dean had mentioned that these topics are not necessarily of concern of the faculty, for example issues of contracts. It was discussed that Faculty are in fact interested in contracts, for example within Ob/Gyn. The Dean has asked the Faculty to direct any concerns regarding the integration process to him.

A suggestion was made to invite Dr. Christopher Molloy of Rutgers to meet with the Faculty Council. Dr. Walworth will follow up.

A short discussion was held regarding the surprise proposal that Rutgers Camden, and Rutgers Business and Law school would be included in the proposed reorganization of medical education in NJ and mentioned that the initial response of Rutgers to this proposal was posted on the Rutgers website (http://medicaleducation.rutgers.edu/).
An email was received by members of the Executive Committee of the UMDNJ Faculty Senate (proposed) notifying of a hearing of the Senate Higher Education Commission the following Monday (January 30) in Trenton. The question was raised as to whether the Faculty Council would want to make a public statement regarding the interests of the RWJMS faculty. It was decided that a statement be prepared for submission for the public record from the Faculty Council, as the UMDNJ Senate is preparing a separate statement. It was agreed that the viewpoint of RWJMS faculty could and should be a separate submission to this body. The Faculty Council statement would be based on previously prepared documents regarding our expectations and concerns on the merger. One particular point should be stressed, namely the need for this to move ahead quickly for the recruitment and retention of faculty and ultimately stability of RJWMS.

A report from Larry Golbe and Don Winkelman was presented on the UMDNJ faculty Senate (proposed). It was highlighted that the Senate is still not recognized in the By Laws of UMDNJ nor by the Board of Trustees. The Senate is asking to have a seat on the BOT, and approval of this might not be a high priority of the BOT. Discussion was raised whether we should remain in this body. Ultimately, it was decided that it is important to maintain a voice for RWJMS.

Dr. DiCicco-Bloom presented the Draft of the Faculty Council Rules and Regulations. The issue of the 3 Camden members was raised. Removal of these members results in an even number of members (6 clinical, 6 basic science). It was discussed that this would be acceptable and could be recommended to the task force charged with addressing the RWJMS by-laws in light of the Camden faculty.

The final item on the agenda was the Salary Policy, being implemented by RWJMS starting March 1, 2012. An email was presented to the Faculty council from Marcia Hahn, Director, Division of Grants Policy, Office of Policy for Extramural Research Administration, OER, NIH, DHHS, stating the “for the majority of NIH research programs, no minimum effort requirement exists.” There are specific exceptions for programs that do have a minimum, including the Pioneer Award and some initiatives specific to New and Early Stage Investigators. In addition “there is no requirement that comparable salary be requested; often individuals have other sources of salary support, so effort might be devoted without any requested salary or with only partial salary requested.” Marcia Hahn wrote “one would hope they (institutional policies) are in line with applicable NIH policy and reflect what is best for the proposed science.”

These two statements highlight that the Salary Policy of RWJMS is not based on NIH policy: In particular, the minimum effort of 25% on RO1s and the linkage of effort with salary. It was raised as a major concern that the school would present a policy that implies that it is based on NIH policy, which it is not.

The possibility of inviting the Associate Dean for Faculty Affairs and the interim Senior Associate Dean for Education to future Faculty Council meetings was discussed. It was noted that an invitation to the Dean is in order as well as the bylaws require a meeting with the Dean once a year for the Faculty council.

Points to follow-up with the Dean:

1) Releasing the members of the Integration Teams, as the President said it would allowed.

2) Verifying the invitation to Chris Molloy to meet with the faculty council.