Minutes
Faculty Council
Tuesday March 17, 2015

Present: Drs. Brewer, Boruchoff, DiCicco-Bloom, Kim, Roth, and Walworth

Absent: Drs. Aisner, Ayers, Boyarsky, Jacinto, Kiss and Pintar

The meeting was called to order in the absence of a quorum. Verbal votes for approval of the minutes were taken and absent members were contacted for approval. The minutes were approved on Wednesday March 18, 2015.

Updates were obtained from the previous RBHS Faculty Council, RU Senate and Executive Council meetings. Highlights of these meetings include:

1) The RBHS Faculty Council met to specifically discuss the current Appointments and Promotions protocols being followed by the individual RBHS schools. All schools expressed uncertainty regarding what should be and actually are being followed. Variations existed among schools regarding the input of the Provosts to the A&P procedures. It was mentioned that the legislation for the integration of legacy UMDNJ into Rutgers maintained the By-Laws of the individual schools. The role of the Provost are not defined within individual school By-Laws and therefore until the new A&P guidelines are approved, remain optional for their function at the school level.

Concern was also raised regarding the criteria being used once an application leaves the local school committees. Promotions are being blocked even though they were supported locally.

Concern was raised regarding the effect of the unclear A&P guidelines on upcoming LCME evaluations.

2) A summary of the RBHS Faculty Council meeting and its concerns was also presented to the Rutgers University Senate held on Feb. 20, 2015.

3) At the RWJMS Executive Council, an update of the various searches were presented. It was reported that the search for Chair of Anesthesia was on the fast track, the search for Chair of Pathology was at its tail end, and the search for Dean of RWJMS had identified 3-4 candidates. Concern was raised regarding the protocol used for the search for the Chair of Pathology, as this was occurring through NJMS, not RWJMS and that the Chair would be spanning the two Medical Schools. Discussion was held regarding how a single person could report to two different Deans. It was stated that a new position within RBHS administration was being considered to whom a systems Chair would report to, rather than an individual Dean.

Relating to the combination of departments, the RWJMS FC was informed that an Committee on Academic Unit Organization was charged by President Barchi Rutgers to examine the overlap of other departments. For membership of this committee, please see http://universitystrategy.rutgers.edu/implementation/committee-academic-unit-organization. A related RBHS task force is describe at http://rbhs-stratplan.rutgers.edu/sites/rbhs-
stratplan/files/Strategic%20Plan%20Initiatives%20Integration%20Reorganizing%20Basic%20Sciences%20141008.pdf

4) Dean Gracias had given two town hall meetings the week of the RWJMS FC. Questions regarding concerns of the RWJMS FC were asked relating to equity issues. The RWJMS FC was concerned about compression equity, with new faculty are being hired at salaries higher than current employees. The Dean reported that new faculty was being hired based on national surveys for physicians in academic settings. The question was asked what was the targeted percentile relative to these national standards that RWJMS was employing. The answer was that it depends on the department. The Dean stated that the hemorrhaging of faculty at RWJMS had stopped but that was not the perception of faculty attending the RWJMS FC.

5) An important action item regarding the representation of RWJMS on the RU Senate was discussed. Apparently, the RU Senate is calculating the representation of RWJMS faculty based on full-time faculty on “state lines”, which is 183 (one Senator/60 FTE Faculty=3 Senators). From the understanding of RJJWMS faculty, we do not have “state lines” and that the existing “state lines” only refer to a limited number lines used to pay fringe benefits. Therefore, the RU Senate needs to readdress the correct number of Senators from RJJWMS based on alternative calculations for full-time faculty (estimated to be 622 Faculty=10 Senators). The candidates for Senators need to be identified by April 15 for the election. If the number is based on the “state lines” the number of Senators will have to be reduced. The Senator representing the RWJMS FC is currently John Pintar, whose term on the FC ends August 2015. If Dr. Pintar is not re-elected to the FC, a new representative to the Senate from the FC needs to be identified.

6) A candidate for President of the RWJMS FC has stepped forward. Candidates for the Vice President and Secretary position need to be identified. Election ballots will be sent via email for current RWJMS FC members to vote.

7) The Dean of RWJMS is required by the By-Laws to meet once a year at the RWJMS FC. To date, this meeting has not occurred. Arrangements to contact the Dean for the April 14, 2015 meeting will proceed.

8) The By-Laws requires that the RWJMS FC meet quarterly. Discussion was held to reduce the number of meeting to four times a year, to facilitate better attendance.