Minutes: RWJMS Faculty Council 10/11/2011

Present: Drs. Millionig, Kim, Roth, Walworth, Stock, Walker, and Weiss (Vtel, Piscataway)

Absent: Drs. Aisner, Ayers, DiCicco-Bloom, Hegyi and Kiss

The requirements for a quorum were adjusted in light of the fact that the members from Camden are no longer on the Faculty Council.

The minutes from September were approved.

Presentation by David August. The Faculty Council had invited David August, as Chair of the Advisory Committee on Appointments and Promotions (A&P Committee) to speak to the group regarding methods used to disseminate criteria for promotions, particularly for non-tenure track faculty. This was a particular concern of Faculty Council members from clinical departments. The presentation covered additional areas, including the newest draft of promotion guidelines prepared by the Committee that will be presented to the Dean. Briefly, there will be one tenure-track (Investigator track) and three non-tenure tracks (Research Educator, Clinical Educator, and Research Scholar) each of which allows promotion within the track. The Committee is aiming for a July 1, 2012 implementation date. Regarding the dissemination question, several paths were outlined for how information is presented relating to promotion criteria. 1) Current guidelines are on the web; 2) Dr. August presents at department meetings; 3) Dr. August has met with chairs and division chiefs; 4) Feedback is given to every Chair and division chief after each A&P Committee meeting if a negative decision was reached; 5) Dr. August is willing to discuss questions with any faculty directly.

It is clear that the Departmental Chairs and Division Chiefs have a large responsibility for mentoring their faculty with respect to promotions. Faculty Council members made additional suggestions for improving communication regarding criteria, which include 1) making the information on the web more readily accessible; 2) presenting possible exemplar CVs of people who have been recently promoted to specific ranks.

UMDNJ Senate. The method of selecting RWJMS representatives to the UMDNJ Senate was approved by an electronic vote of the RWJMS Faculty, completed on October 5, 2011. The Nominations and Elections Committee formulated a slate of candidates and solicited additional nominees by e-mail from the Faculty, sent on October 7, 2011. That call closes on October 13 and the electronic ballot will be sent soon thereafter to elect 6 Senators from the Faculty. As per the approved proposal, one RWJMS representative to the UMDNJ Senate will be from the Faculty Council. As the terms of the Faculty Council do not coincide with the terms on the UMDNJ Senate, it was suggested that we take nominations from the open rank, rather than by the positions within the Council (e.g. President). Nancy Walworth was nominated and elected to represent the Faculty Council on the UMDNJ Senate. The Rules and Procedures committee of the Faculty Council will need to address terms of representation in the future.

As the Senator representing GSBS at RWJMS Dr. Stock attended meetings of the UMDNJ Senate and reported that it is critical to have RWJMS representation. At the
recent meeting, it was decided to have a supermajority rather than 2/3 vote for measures to go forward. The central New Jersey schools will have 7 representatives from RJWMS, 1 from GSBS and 3 from SPH, which constitutes 1/3 of the 33 members. The interests of central NJ may be distinct from those of other schools of UMDNJ and need to be represented in any documents representing the views of the UMDNJ Faculty as a whole. It was hoped that any such documents would include constructive ideas on how to more forward given the recommendations of the UMDNJ Advisory Committee. The Board of Trustees has not yet recognized the Senate, and one potential bottleneck in the approval process is the request that the Senate be represented on the Board of Trustees.

Website. Nancy Walworth will be meeting next week with IT and Patricia Hansen, Director of Communications and Public Affairs, to discuss the website of the Faculty Council. One of our main goals is to disseminate information. The possibility of sending an email with highlights of Faculty Council meetings with links to the minutes was raised. A second suggestion was that there would be a box for comments or feedback to allow for two-way conversation.

Executive Council. With the Faculty Council now represented at the Executive Council, highlights of the previous Executive Council meeting were presented. It was noted that the Faculty Council had alerted the Dean of concern over the apparent vacancy of the position of Associate Dean for Faculty Affairs, particularly as the vacancy had not been communicated to the Faculty. The Dean announced that David Swee will be appointed as Associate Dean for Faculty Affairs and Development. Terri Kinzy, Interim Senior Associate Dean for Research, presented three new research policies, concerning Indirect Cost Sharing, Research Space Allocation and Salary Recovery (from research grants). The Council noted that these policies could be of general interest to the faculty. It was pointed out that the Research Committee was not involved in the development of these policies, rather committee members provided their comments in response to the policies, some of which were accommodated. The Bylaws were consulted to verify that the Research Committee functions to advise the Dean, not to set policy. The Council discussed mechanisms by which the information presented at Executive Council meetings is shared with the faculty. It was noted that the Dean relies on those present, particularly Department Chairs, to disseminate information. Suggestions to improve dissemination included distribution of highlights from the Executive Council meeting, such as votes taken, policies approved, etc, either by e-mail or by posting on a website. When this matter was brought to the Dean's attention prior to today's meeting, he was receptive to such ideas, and to the inclusion of Executive Council highlights as a standing agenda item for Faculty Council meetings.

Dean's Response to last month's recommendations. Following the September meeting, the Faculty Council raised with the Dean the issue of Standing Committee membership in light of the loss of the Camden faculty. In follow up discussion with Alice Lustig, Dr. Walworth was told that the Executive Council approved at its May meeting a mechanism to allow committees to function without Camden faculty members. However, it was apparent that this information had not been communicated with all Chairs of the Standing Committees.

The Faculty Council asked for a description of how administrative staff would be reorganized in light of the proposed departmental reorganization. The Dean indicated
that the plan would be discussed at a faculty forum for the Piscataway campus in November.

The question of how money was allocated for medical school teaching was raised. In follow up conversation with Alice Lustig, Dr. Walworth learned that the allocation had been presented to the Department Chairs in the past and is reportedly based on the model used by the University of Maryland.

New business

The RWJ Medical Group is implementing a new funds flow model to incentivize clinical faculty to increase patient efficiency. Although this might be beneficial to the Medical Group, the question of how this will impact the ability of clinical faculty to fulfill their teaching obligations was raised. The teaching metric needs to be clear, especially since clinical faculty now do more teaching in the M1/M2 curriculum.

The Rutgers Faculty Senate has written to us asking to establish communications with the RWJMS Faculty Council.