Minutes
Faculty Council
December 11, 2012

Present:
Drs. Ayers, Kim, Pintar, Roth, Walker, Walworth

Absent:
Drs. Aisner, Boyarsky, DiCicco-Bloom, Kiss, Stock

Note: A quorum of seven was not met, and the previous two months of minutes could not be approved nor the proposed Faculty Council Rules and Procedures. The minutes will be circulated for approval via e-mail.

The meeting opened with Nancy Walworth, President of the Faculty Council presenting.

This was the first Faculty Council meeting since August. We are behind on the transitional meeting, due to the delay in election of new members. In addition, the scheduled meeting of October 30 was canceled due to Superstorm Sandy.

Three members have been elected to the Faculty Council for 2012-2013. They include John Pintar (Neuroscience and Cell Biology), Andrew Boyarsky (Surgery), and Joseph Aisner (Medicine, re-elected for a second term). One additional member must be elected from the Department of Biochemistry and Molecular Biology. The Nominations and Elections Committee has provided nominees to fill this slot and the individuals are being contacted to confirm their willingness to be on the ballot. The ballot should be out next week, with two weeks of open voting. Hopefully, the new member will be identified in time for the next Faculty Council meeting. After this is completed, we can elect the new President, Vice-President and Secretary for the current year.

With the reorganization of the basic science departments, there are now only three departments considered as preclinical. The RWJMS Bylaws state that six members of the Faculty Council are to be elected from clinical departments and six from preclinical departments. The results of the restructuring therefore require that two representatives from each of the three basic science or preclinical departments serve on the Faculty Council. A discussion was held about possible alternatives to the current description of the Council composition, which might allow faculty in clinical departments who primarily conduct research to represent basic science faculty on the Council. Faculty job titles are coded by the University as either basic science or clinical. Therefore, it is possible that these codings could be used to determine representation on the Faculty Council, and perhaps on other standing committees as well.

To consider this possibility, additional information is required. This would include:

1) An explanation of how coding is determined
2) Verification that individual faculty agree with the coding
3) Analysis of the percent of faculty coded as clinical versus basic science to define how this would reflect on Faculty Council membership

Other possibilities were also discussed. The Bylaws might be changed to require representation to be 4 clinical, 4 preclinical, and 4 from anywhere in RWJMS. Another possibility is to include the basic science faculty in Pathology and Laboratory Medicine, and Environmental and Occupational Medicine in the pool of basic science faculty. The final option is to leave the rules as they are since faculty with leadership skills, regardless of their responsibilities in any given department, will emerge and have the opportunity to be elected to the Council. It was proposed that these options be brought to the next faculty meeting for a discussion.

Discussion was held regarding the effects of Superstorm Sandy on the infrastructure of RWJMS. On the clinical side, it was noted that refrigeration for vaccines was not on back-up power. For the Research Tower, it was discussed that faculty do not know whether they have emergency power and where it is located, if it does exist. Nancy Walworth requested at the previous faculty meeting that faculty representation be included on the Task Force formed to investigate Hurricane Preparedness. A meeting of the Task Force, chaired by Robert Prodoehl and Sharon Holswade is scheduled for January 8, 2013 with Department Chairs and Institute Directors or their designees.

Integration Updates:
Membership of Integration Committees remains mysterious though the leaders are identified on the integration website. Communications have been sent out every two weeks or so about committee charges, but specifics about their activities are still limited.

Regarding the integration of faculty governance, the leadership group of the UMDNJ Faculty Senate (proposed) has been meeting with Dr. Rodgers and plans to meet with the Rutgers faculty senate in early January. Larry Frohman, who leads the UMDNJ Senate (proposed), forwarded information that the Rutgers Senate aims at reducing it size. The Rutgers Senate contains faculty, students, staff, administrators and alumni and therefore has a different function and composition than the Faculty Council. Previously, RWJMS Faculty Council members had met with the Rutgers New Brunswick Faculty Council, but at the time, the integration plan for UMDNJ units with Rutgers was much more limited. The Council agreed that we should meet again with them.

The national search for the Chancellor of Biomedical and Health Sciences is likely to begin soon. While the Chancellor is to be selected following a national search, statements from Rutgers indicate that the provosts for each campus will be from current faculty/administration.

We have yet to accept the Rules and Regulations of the Faculty Council authored by Manny DiCicco-Bloom. Once the Rules are accepted, there are several items of note: officers are supposed to serve for a 1-year term, but the first set has served for 15 months. Also, the Rules state that members can be replaced if they do not attend 4 consecutive meetings or fail to attend half the meetings. Once approved, it should be made clear to elected
members that this is a possibility as we sometimes have difficulties achieving quorum. The Bylaws state that “recommendations” need to be approved by the faculty at a faculty meeting with a vote. Thus, we need to clarify what constitutes a “recommendation” as per this definition versus points of concern that we wish to communicate to the Dean in a timely manner.

The Faculty Council was contacted regarding the change in fringe benefit rate for state employees, which is set by the State. The impact on grant budgets for grant-funded positions is a concern for faculty who are paying staff as well as portions of their own salaries from budgets that have already been set. Clarification is needed as to whether the new rate is only for grants going forward or if they are planning to backdate the rate on grants already spent.

The Council was made aware that 10 female faculty in Newark had won a private suit against UMDNJ for salary equity. Whether there is salary equity here at RWJMS has not been investigated.

An update was made regarding the Promotion Guidelines, which are scheduled to go out soon for faculty vote. Questions were raised regarding next steps beyond faculty approval. Does it go to the board of Trustees? Additional questions were raised about information regarding the Rutgers appointments and promotions process and whether the Newark and Piscataway campuses follow comparable steps in the process. Clarity regarding the process upon merger with Rutgers will be important for recruitment of new faculty.

A brief summary of the current negotiations process between the AAUP and UMDNJ administration was presented, informing that three negotiation sessions have occurred and dates for three more sessions in January and February are being finalized. Through discussion, the possibility of Professor II, which currently exists at Rutgers was viewed as a positive addition to what is currently at UMDNJ.

The next meeting was planned for the 3rd Tuesday of the month, January 15, 2013.

Possible Discussion Points to communicate to the Dean:

1) Tenure, appointments, promotion comparison with Rutgers
2) Faculty participation on Emergency Task Force
3) Clarification on fringe benefits
4) Clarification on coding of faculty as basic science or clinical faculty.