Recommendations to the Dean following the September 13, 2011
Faculty Council meeting

1. The Council requests that the administration formally address Standing Committee membership with regard to the impact of the change in status of RWJMS-Camden faculty who have converted from full title to adjunct positions, and the proposed reorganization of the basic science faculty and consequent reduction in the number of basic science departments. The Council makes the following specific suggestions and encourages the administration to:

   1. Solicit input from Chairs of Standing Committees as to what mechanisms should be implemented in the short term (prior to any formal changes to the Bylaws) for Committees to carry out their designated functions as stated in the Bylaws;
   2. Give consideration to retaining Camden faculty input on Committees that directly address student affairs and curricular issues, including the Academic Standing Committee (requires 3 elected Faculty from Camden) and the Curriculum Committee (2 elected from Camden, 1 Dean’s appointment from Camden);
   3. Place on the agenda for the October 19 Faculty Meeting (rescheduled from September 29), the issue of Standing Committee membership, including presentation of a plan for specifically addressing how the reduction in numbers of faculty will affect quorum requirements and operations of affected Committees;
   4. Determine whether an interim policy regarding Committee membership need be implemented on an "emergency" basis until formal changes to the Bylaws can be initiated.

2. The Council notes that the first meeting of the UMDNJ Senate will be held on September 26, without formal representation of RWJMS. The Council asks that the administration expedite distribution of the electronic ballot to determine whether the Faculty supports the Council’s proposed mechanism for electing RWJMS Senators to the UMDNJ Faculty Senate.

3. The Council notes that the implementation plan for the reorganization of the basic science departments is slated to be discussed at the October 19 Faculty Meeting. As the reorganization plan includes an increase in the total number of faculty in each of the new departments, concerns are raised regarding the level of administrative support that will be available within each department. The initial implementation plan included a timeline for creation of a centralized "grant support team". Questions of concern include how much flexibility department chairs will have in determining the number of administrative personnel required to carry out the business of each department; and which administrative responsibilities will remain with departments and which will be centralized. The Council respectfully requests that the proposal for departmental administrative support be presented at the Faculty Meeting.

4. The Council requests that the administration discuss the formula by which the state allocation for teaching is allocated to departments based on teaching hours. With the reorganization of preclinical departments, it is presumed that departments will want to maximize their teaching hours in order to maximize their opportunity to receive state
funds. An unintended consequence of the dissociation of the newly introduced medical school curriculum from departmental responsibility coupled with the reassignment of faculty to new departments is that departments may "compete" with one another for teaching hours with the result that experienced faculty who have taught one discipline for many years may be replaced with inexperienced faculty in order to retain the teaching allocation for that subject matter within the department.

5. A Council member raised the issue of promotion criteria for non-tenure track faculty. The Council recognizes that it is the responsibility of the Appointments and Promotions Committee to develop those criteria in accordance with the Bylaws of RWJMS and UMDNJ. Council members requested that the Chair of the A & P Committee be invited to the next Faculty Council meeting to discuss the manner in which promotion criteria are communicated to non-tenure track faculty.