MEMBERS PRESENT

Anesthesiology:
Biochemistry Molecular Biology:  Dr. Brewer, Gelinas, Kinzy, Stock
Dermatology:
Emergency Medicine:  Drs. Chin, Wei
Family Medicine:  Drs. Clark, Like, Looney, Jahn, Laumbach, Lin, Pellerano, Swee, Tallia
Medicine:  Drs. Bajpai, Bhowmick, Gabriel, Geng, Kostis, Mann, Mehan, Philipp, Terregino, Thomas, Walker, Weinstein, Willett, Wondisford
Neurology:  Drs. Balashov, Golbe, Mouradian, Sonsalla, Wong
Neuroscience and Cell Biology:  Drs. DiCicco-Bloom, Dreyfus, Glendinning, Pintar, Suss, Varia
Obstetrics, Gynecology and Reproductive Sciences:  Drs. Balica, Buniak, Ebert, Merjanian, Pradhan
Ophthalmology:
Orthopaedic Surgery:
Pathology and Laboratory Medicine:  Drs. Goodell, Kim, Salaru, Wadsworth, Winkelmann
Pediatrics:  Drs. Brooks, Chefitz, Craig, Drachtman, Hegyi, Kelly, Knox, Neal, Pan, Reichman, Sorrentino, Weiss, Whitley-William
Pharmacology:  Drs. Fan, Rabson, Roth, Walworth
Physical Medicine and Rehabilitation:  Drs. Cuccurullo, Dunn
Psychiatry:  Drs. Kaufman, Keane, Kim, Lebeau, Manowitz, Menza, Miskimen, Rashid, Saks
Radiation Oncology:
Radiology:
Surgery:  Drs. August, Barone, Eisenstat, Haimovich

1. The minutes of the September 21, 2015 Faculty meeting were approved - Sherine Gabriel, Dean

2. Dean's report – Dean Sherine Gabriel presented the following comments:

ANNOUNCEMENTS

• In November, Rutgers launched its 250th year-long celebration. In conjunction, the medical school will be celebrating the 50th anniversary of the first entering class.
• Dr. Leonard Lee, professor and interim chair of surgery, was quoted in an article in *The Record* on technological advances of robotic surgery. Dr. Lee specifically discussed the da Vinci robot, used for minimally invasive procedures.

• Dr. Deborah Spitalnik, professor of pediatrics and executive director, The Boggs Center on Developmental Disabilities, spoke at the White House on November 17 at the 40th Anniversary of the Individuals with Disabilities Education Act (IDEA). She and other experts spoke about the history and progress of IDEA to celebrate this landmark legislation.

• Dr. Robert Like, spoke with WHYY-FM/Newsworks, an affiliate of NPR, about the addition of military health on the USMLE exam and changes to medical school curricula.

• Dr. Paul Lehrer, professor of psychiatry, spoke to the BBC, giving his perspective on the history of stress-reduction techniques, including those taught by one of his mentors, Edmund Jacobson, considered the man who invented relaxation.

**FROM THE OFFICE OF COMMUNITY HEALTH**

• The HIPHOP Promise Clinic held a successful 10-year anniversary celebration at the Zimmerli Museum, raising $23,000.

**FROM THE OFFICE OF EDUCATION**

• Robert Wood Johnson Medical School has been selected to join the American Medical Association's Accelerating Change in Medical Education Consortium. The medical school is one of 20 medical schools chosen this year to join the initial 10 schools in the program. The medical school was chosen for its project to incorporate medical students and other health-profession learners into care-coordination teams of the Robert Wood Johnson Partners Accountable Care Organization.

**FROM THE OFFICE OF RESEARCH**

• In fiscal year 15 Robert Wood Johnson Medical School faculty received more than $37 million in research grants from the National Institutes of Health, an 18 percent increase over fiscal year 14 in which faculty received $31.3 million.

• Dr. Lisa Denzin received an NIH R01 grant for $3.2 million, with Dr. Tatyana Golovkina, at the University of Chicago, titled, “*New Retroviral Restriction Factor*,” which will study the determinants of viral infection.

• The Graduate School of Biomedical Sciences - New Brunswick/Piscataway Division awarded the second annual Aaron Shatkin Graduate Scholarships, in memory of Dr. Shatkin, founding director of the Center for Advanced Biotechnology and Medicine. The $3,000 scholarships were given to Katherine Morgan, MD/PhD student in the laboratory of Sharon Pine, PhD; Heather McGowan, MD/PhD student in the laboratory of Zhiping Pang, PhD; and Swapnil Devarkar, PhD, student in the laboratory of Smita Patel, PhD.
FROM THE CLINICAL ENTERPRISE

- Strong demand for RWJMG services results in estimated 400,000 patient calls/year
- Demand for surgical services on the rise with 7% and 14% incremental growth for adult and pediatrics
- Pursuit of innovative managed care strategy with an eye on value maximization for our faculty using advanced analytics and statistical modeling
- New patient portal for 2016 featuring enhanced capabilities for patients
- Anesthesia and Neurosurgery Chair searches nearing completion
- Everbridge® mass notification system for enhanced emergency preparedness

Rutgers Robert Wood Johnson Medical Group New Patient Visits
(July 2013 to October 2015)
Operational Alignment Metrics July-September

<table>
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<tr>
<th>Metric</th>
<th>July</th>
<th>August</th>
<th>September</th>
<th>Target Reached</th>
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<td>83%</td>
<td>88%</td>
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<td>3%</td>
<td>2%</td>
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FROM THE ADMINISTRATIVE OFFICE

Rutgers Robert Wood Johnson Medical SchoolFor the Four Months Ending October 31, 2015

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UPCOMING EVENTS:

Master Affiliation Agreement Town Hall
December 17, 2015 - CAB 1302
6:00pm
A Town Hall Meeting will be held at the medical school on December 17, at 6 pm to explain the major points addressed by the Master Affiliation Agreement with the hospital.
3. **Update regarding review of Appointment and Promotion Guidelines and RWJMS Bylaws** - David August, MD, Chair for the Advisory Committee on Appointments and Promotions

The primary goal of the A&P Committee is to support the Faculty, the Medical School, and the University by rigorously evaluating all appointment and promotion portfolios so that they present faculty members in the strongest possible light.

The A&P Committee recognizes that the most recent RBHS Policies and Guidelines Governing Appointments, Promotions, and Professional Activities of the Faculty were developed in a top-down fashion that has been influenced by constraints imposed by Rutgers policies and procedures concerning these matters.

Furthermore, the A&P Committee recognizes that the most recent RBHS Policies and Guidelines Governing Appointments, Promotions, and Professional Activities of the Faculty contain many elements that address terms and conditions of employment that were negotiated between the AAUP and the Administration. The Committee’s responsibility is to focus on the criteria for appointment and promotion and the implementation of those criteria in the A&P process.

The A&P Committee has worked closely with the Dean of the Medical School to understand these guidelines and to begin a process to implement them within RWJMS in a manner that encourages high standards, recognizes exemplary achievement, and respects faculty prerogatives.

In the Committee’s interpretation, the definitions of the academic tracks within the new Policies and Guidelines differ substantially from those in the old Guidelines, but the criteria for assessing scholarly productivity and clinical contributions are substantially unchanged, and in some cases expanded. Furthermore, the Committee feels that all current faculty tracks and foci can be accommodated within the new Guidelines.

It is the Committee’s understanding that Rutgers processes and procedures for tenure track decisions will be implemented immediately. It is the Committee’s view that the new criteria that inform these decisions are essentially the same as the previous criteria used by the Committee.

The Committee has already begun to apply the criteria for our previous academic tracks within the context of the new Policies and Guidelines in a way that will allow us to undertake our deliberations in a fashion similar to our former deliberations to assure transparency, consistency, and continuity.

In response to a request from the Dean, the A&P Committee is available to work closely with an ad-hoc committee to review the bylaws and present their findings at a future faculty meeting with an appropriate motion at that time. If such a motion passes, this information will be distributed to the faculty for review and comment and the matter will be turned over to the Rules of Procedure Committee for their review and recommendations in accordance with the bylaws.

4. **Nominations for Standing Committee** - Secretary of the Faculty, John Walker

Nominations were taken from the floor to fill the vacancies on the Chair Search Committees

**Search Committee for Chair Obstetrics, Gynecology and Reproductive Sciences** - The
Nominations and Elections Committee nominated Meigra Chin, Lauri Goodell, Eric Jahn, Kenneth Kaufman, Michael Kelly, Paul Manowitz, Sally Radovick, Thomas Scanlin, David Sorrentino, Harvey Weiss, and Robert Zachow. Sonia Garcia Laumbach and Jeffrey Levine were nominated from the floor.

Search Committee for Chair Pediatrics - The Nominations and Elections Committee nominated Gloria Bachmann, Paul Copeland, Robert Eisenstein, Lauri Goodell, Kelvin Kwong, Yi-Horng Lee, Catherine Monteleone, Theodore Petti, Archana Pradhan, Todd Rosen, Ranita Sharma, and Rachana Tyagi. Elizabeth Clark and Emanuel DiCicco-Bloom were nominated from the floor.

5. Faculty Council Report – Monica Roth, Faculty Council President

Summary of RWJMS FC meeting October 13, 2015 with invited guest Dean, Sherine Gabriel

The subjects of some of the questions asked of the Dean are as follows:

- Budget: Presentation by Phil Mesisca on budget update
- Priorities for school going forward
- Joint Chairs
- New recruitment in the basic sciences
- School Morale
- RWJMS Bylaws
- A&P Guideline
- Rutgers Physical Master Plan and RBHS
- Out-of-cycle increments
- Salary Compression
- Access to statisticians

Next meeting will be held tomorrow, Tuesday December 15, 2015 at 5 PM in CAB 1302 with Vtel to the DCR in Piscataway. Invited guest will be Provost Jeff Carson. Please send me any questions you have regarding the A&P guidelines or come and participate.

Minutes of prior Faculty Council Meetings may be viewed on the Council website. Faculty wishing to place items on the agenda of an upcoming Council meeting may contact either Ruthe Geardino. (Ruthe.Geardino@rutgers.edu), or Dr. Monica Roth roth@rwjms.rutgers.edu

6. Procedure for Considering the Proposal for the Appointment and Promotion Guidelines
– Chair, Rules of Procedure Committee, Paul Manowitz, PhD

Procedure for Considering the Proposal for the Appointment and Promotion Guidelines:

The administration has presented a proposal entitled "Rutgers Biomedical and Health Sciences Policies and Guidelines Governing Appointments, Promotions, and Professional Activities of the Faculty" (filename: RBHS Promotion Guidelines_FINAL Nov 2015.pdf). There is a three-lock-step process for considering, reviewing, and adopting guidelines for appointments and promotions.
• The first step is the development of recommendations by the Appointments and Promotions Committee.
• The second step is the presentation of the A&P's recommendations at a Faculty meeting and a vote on the recommended guidelines by the Faculty.
• The third step is to align the final approved guidelines and the RBHS RWJMS bylaws.

Decades of past practices and procedures at RWJMS give the RWJMS Advisory Committee on Appointments and Promotions the responsibility of recommending to the Faculty written criteria and procedures for appointment and promotion. These past practices and procedures give the Faculty the responsibility of approving criteria for such appointments and promotions.

These past practices are derived from the RBHS RWJMS Bylaws:

• "The (Advisory Committee on Appointments and Promotions) shall establish written guidelines for the award of each academic rank with the approval of a majority of the membership of the Faculty” (RBHS RWJMS bylaws, Article III, Section 4.1)

• "Under the Dean, the Chancellor, the President and the Board of Governors, the Faculty shall have duties and powers with regard to academic matters, including but not limited to the following: ... 3.7 Establishment of written criteria and procedures for appointment and promotion to each academic rank for faculty, in accordance with Article III, Section 4 of these bylaws ... " (RBHS RWJMS bylaws, Article 1, Section 3.7)

A motion that the proposed guidelines (file name: RBHS Promotion Guidelines_FINAL Nov 2015.pdf) be referred to the Advisory Committee on Appointments and Promotions for its recommendations to approve, approve with amendments, or reject the proposed guidelines and that these recommendations be presented to the Faculty at a future Faculty meeting for its consideration. The motion was second and carried with none against and no abstentions.

New Business

7. Dean Gabriel asked for new business. Being none, the meeting was adjourned.

Respectfully submitted,

John A. Walker
Secretary of the Faculty