General Medical Faculty Advisory Committee Quarterly Meeting

Minutes

August 7, 2017

1. Welcome – Andrea Zsombok, PhD, Chair of GMF
   All members of the newly elected GMF Advisory Committee and all from the University Senate in attendance introduced themselves.

2. Updates from the Dean – L. Lee Hamm, MD
   State of the School: good to fair compared to last year
   Research: Funding this past year (2017) was better than academic year 2016.
   Clinical: There have been a # of wins:
   - Merger with Lakeview and our collaboration with UMCNO and the VA are going well with many new recruits and faculty appointments
   Teaching/Education:
   - The LCME will visit in January 2019 – we will do a Self-Study throughout the current academic year in preparation.
   - The medical students seem to be satisfied overall, but maybe not as happy as we would like them to be
   - Student diversity is up
   - The Bylaws are under review to determine what needs to be changed
   - Intellectual property: The distribution of royalties should go to the school of origin (Medical School or SPHTM), but there is a proposal for it to go the Provost instead. The Dean has proposed that the first 2 million go to the school of origin (Medical School or SPHTM), and in the future, the Dean would like to change it to the first 5 million to the school of origin.
   - There have been a number of changes to the faculty handbook, which are under review.

3. Questions from the Faculty Advisory Committee
   1. Meaningful professional development including development from associate to full professor.
      - National challenge as the focus has been on the transition from assistant to associate professor for many years.
      - There is a push from the university level to work on this as well as the SOM.
   2. Sustained leadership development
      - There are many leadership development opportunities now to be taken advantage of: Grant Writing Workshops for groups or individuals, Leadership program in the spring, and university wide career development programs.
3. Professionalism
   - This is being discussed at a top level with promotions and dismissals.
   - There are more complaints with the grievance committee, which are being seen nationwide. Likely represent more long-standing issues than new ones.
   - A new committee is being formed, led by Drs. Marc Khan and Mary Killackey on ways to deal with stress. There is a high correlation to physician burn out and professional behavior.
   - Departments treat research, tenured and clinical tracks differently. Both tenured and non-tenured tracks are important.
   - Both clinical and research tracks are asked to serve on committees and are elected.
   - There is an expected balance between research, teaching and service for all faculty members. Many, if not most, are engaged in all 3 realms.

4. Plan for salary adjustments to close the existing gap between the basic science departments
   - Please bring specific examples to the Dean. This involves only base salary not clinical incentives.

4. Questions from the Faculty Senators
   1. New confocal microscope usage:
      - Very positive feedback. “Awesome addition!” The goal is to keep the cost low at $15/hr usage fee.
   2. More cheerful interior painting schemes
      - The Dean welcomes groups to form their own initiatives for improvements of décor. Discussed using art from students and faculty.
   3. Confusion over the purpose of Match Day
      - This serves as both a celebration and awards ceremony. We would be notorious if we stopped it.

5. Next steps:
   a. Discussion of revisions to the GMF By-Laws and Constitution
      - There is discussion with the Legal Department about revisions.
      - The first draft will be available at the October FAC.
      - Will require a General Faculty vote for approval.

6. Adjournment:
   Next meeting will be October 4th, 2017 in the Dean’s Conference Room (15th fl of Murphy)