

## 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 4<sup>th</sup>, 2017 in the Dean's Conference Room (15<sup>th</sup> fl of Murphy)