ATTENDANCE

<table>
<thead>
<tr>
<th>Robert Small, President</th>
<th>Doug Gould</th>
<th>William Pease</th>
<th>Vijay Pancholi</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hugh Allen</td>
<td>Nicholas Kman</td>
<td>Fred Miser</td>
<td>Michael Tweedle</td>
</tr>
<tr>
<td>Paul Janssen</td>
<td>Georgia Bishop</td>
<td>Babak Khabiri</td>
<td>Grant Morrow</td>
</tr>
<tr>
<td>Kathy Waller</td>
<td>Victoria Lawson</td>
<td>Robert Snapka</td>
<td>Alan Harzman</td>
</tr>
</tbody>
</table>

Guests: Daniel Martin and Robert Ruberg

❖ PROMOTION AND TENURE

- Drs. Martin and Ruberg presented the revised promotion and tenure proposal. It includes the original proposal from early this year along with changes based on the “Promotion of Academic Clinicians” document that Dr. Lucey’s work group put out at the end of the summer.

- Master Clinician
  - Metrics will be determined by each department. Each department will choose whether or not to participate in this path. Example metrics: quality, mortality, system changes that show outcomes
  - National and international reputations not needed for associate and full professor (unlike standard clinical track).
  - Their impact may be national in the sense that their patient care raises the impact of the university on a national scale. Recognition for the institution is a proxy for individual national recognition.
  - A limited number of faculty in each department would be on this path.
  - Suggested 0.9 FTE time spent in clinical activity, whatever that means.
  - For some faculty (e.g. auxiliary FP faculty) there may not be an advantage to this pathway.
  - Issues raised:
    - Couldn’t someone with an educational or research focus who is clearly contributing to the organization’s national success make the same argument regarding national impact?
• Would anyone request more clinical work in order to move into this pathway?
• The term “Master Clinician” is awkward and carries negative implications about the clinical abilities of those not on that track.
  ➢ Dr. Small will start an online discussion via blog to gather further feedback. See e-mail from him regarding log-on instructions.
    o http://osucomfc.wordpress.com
  ➢ Please send any comments also to Dan Martin.
  ➢ The College Assembly will likely vote on this in January.

❖ ATTACHMENTS

  ➢ P&T Document

These minutes are highly paraphrased and condensed. Any misrepresentation or omission of an individual’s comments is unintentional and will gladly be corrected.

Respectfully submitted,

Alan E. Harzman, MD