Faculty Council Minutes
9-28-2011


Guests: Kate Dillingham

1. COMA Update
   - Dr. Rotter took us through the presentation to the COMA by Dean Lockwood. Dr. Gould will forward presentation to all FC representatives. Most of the discussion was a recapping information available on the slides.
   - As the Dean will rely heavily on NIH numbers, it was suggested to emphasize to the new Dean that NIH funding is the most profitable enterprise in the COM.
   - Dr. Rotter indicated Dean Lockwood’s desire to move from ‘excellent to eminent’, to surpass University of Michigan and shoot for Case Western as our target.
   - During discussion of action items – it was pointed out that there are projected to be 12 basic science retirements, therefore if there is to only be 12-20 new hires, it is a ‘break even’ from a faculty standpoint and doubling NIH income is difficult to envision given this scenario.

2. The following items were suggested as topics for Drs. Rotter, Harzman and Gould to bring to Dean Lockwood at their November meeting:
   - Is the investment of 14M, new or is this a continuation of an amount that has already been promised?
   - Provide clarification on the University’s obligation to provide $.40 match for every $1.00 of NIH funding – is this new or ongoing?
   - Provide more insight into the 10-year tenure clock, given that expectations for tenure are already so high.

3. Faculty Awards – Dr. Gould will forward criteria to all FC members. Dr. Rotter encouraged everyone to identify people and put them forward for nomination. Dr. Bishop indicated that Chairs can by nominated by the faculty.

4. Student Council Meeting – Dr. Rotter attended, students indicated a desire for relationships with faculty beyond formal mentoring experiences, perhaps we could provide them a list of physician volunteers that they could take to lunch.

5. Kate Dillingham – presented faculty survey information, she will provide all of the presentation slides to Dr. Gould for forwarding to the FC members. Some emphasized points are included:
   - There was an overall satisfaction rate of 70.8% on the educators and researchers survey; the lowest scoring items included: lack of adequate support staff; the lack of recruitment of quality postdoctoral scholars; and performance reviews are not helpful. Recommended actions included the establishment of strategic focus engagement sessions
The overall satisfaction rate of 70.7% was obtained on the physician partnership survey – which measures satisfaction and engagement together; lowest areas centered around communication and collaboration with leadership; focus groups were recommended.

It was suggested that this information be shared more widely with faculty – via the chairs and/or us.

Dr. Rotter suggested more ‘partnering’ and ‘collaboration’ in the decision making process.

We should strive to ensure that this information reaches faculty meeting agendas.

Administration should provide feedback on policies that have been implemented.

New Business

Dr. Rotter will invite various groups to attend FC meetings, including:

- University Senate representatives
- Students
- Past FC presidents
- Academic Affairs representative