August 26th 2015 COM Faculty Council Meeting Minutes
Started at 7:30 am

- **Attendance**: Drs. Dean Connors (Anesthesiology), Katja Turner (Anesthesiology), Laurie Belknap (Family Medicine), Ajit Chaudhari (School of Health & Rehabilitation Sciences), Alison Walker (Internal Medicine), Jon Von Visger (Internal Medicine), Pierluigi Porcu (Internal Medicine), Jordi B. Torrelles (Microbial Infection and Immunity), Amanda Toland (Molecular Virology, Immunology, & Genetics), Georgia Bishop (Neuroscience), Brett Worly (Obstetrics and Gynecology), James Lang (Otolaringology), Vijay Pancholi (Pathology), Amy Gewirtz (Pathology), Andrej Rotter (Biology Chemistry and Pharmacology); Paul Janssen (Physiology & Cell Biology), Mary Fristad (Psychiatry & Behavioral Health), Welliver Meng (Radiation Oncology), Michael Tweedle (Radiology), Ronald Pelletier (Surgery).

- **Administration’s Attendance**: Dr. Robert Bornstein.

- **Absent**: School of Health and Rehabilitation Sciences, Plastic Surgery, Pediatrics, Orthopedics, Ophthalmology, Neurology, Neurological Surgery, Emergency Medicine, Biomedical Informatics.

- From 7:30 am to 8:00 am - Items discussed:
  - Introduction of the new COM FC President, Dr. Katja Turner.
  - Make the COM leadership aware that the COM FC has the right representatives from each department.
  - Call to collect Topics of Interest/Discussion.
  - Discussion of the COM Assembly (Summary of COM reports provided by the Dean Dr. E. Christopher Ellison via email on 08.19.15 to all COM faculty), main topics discussed:
    - COM Dean’s announcement of his retirement on June 30th 2016.
    - COM CFO’s announcement.
    - Dr. Sheldon Retchin provided his input about the current state of the COM.
    - Explanation of how the COM government works, who reports to whom:
      - CFO reports to Dr. Retchin and Financial officers at the COM Financial Plan
      - Dean reports to Dr. Retchin.
      - CEO reports to Dr. Retchin.
      - Comprehensive Cancer Center to the Provost.
      - The James Hospital to the University President.
      - Legal System to Dr. Retchin.
      - HR System to the CEO System.
      - The Practice Plan to the Dean (but the Dean will not run it).
      - P&T to the Provost, the Dean, then to Dr. Retchin, and finally to OSU President.
  - Intellectual Property, requested update to the university policy. Questions about what is being done with this policy and the distribution of earnings related to inventions and patents.
  - Discussion about using COM FC as a tool to assist in the development of COM task forces. The purpose is to provide opportunities for COM Faculty to participate in COM committees. Multiple options were discussed and solutions provided.
COM Administration Invited Speakers: Ms. Kate Dillingham and Dr. Robert Bornstein.

Discussion about COM Faculty Exit Interviews:

- Performed 65 interviews between Oct. 28, 2014 and July 10, 2015. Of these, 34 were completed (52.3%). Interviews were an online survey or face to face.
- Demographics: A ratio of 70:30 (Men: Women).
- 27 faculty resigned (of these 23 went to private practice) and 7 retired (1 Associate with tenure, 29 Assistant clinical track and 4 Assistant tenure track).
- Interviews were composed of 11 questions about compensation issues, faculty being treated, recommendations to improve, etc.
- Of the interviewed faculty that resigned, in the positive note: i) 64.7% said that they were fairly compensated; ii) Overall professional experience was good (6.6); iii) Agree that it is a fine place for education; and iv) Majority of them will recommend COM. However, in the negative note faculty found that: i) Academic activity was not valued; ii) No appreciation for research; iii) Constant negative message to faculty (just produce harder and more); iv) No able to manage family and work time; v) Lack of career development.
- Of the interviewed faculty that retired, in the negative note: i) Academics seem not matter; ii) Culture change; iii) More politics; and iv) Harder to navigate relationships.
- Overall feedback: In the positive note: Great environment, great colleagues, great teaching, and great students. In the negative note: Lack of recognition, lack of support from leaders, too many politics, too much bureaucracy, and the necessity of a balance between live/work are the main reasons for leaving.
- Overall message: Treat faculty with respect, attention to career development, make easier to work here, more transparency, stop the change of culture (i.e. previous culture for teaching, mentoring, research to recently only focus on production and making dollars..., this change of culture has been going on for the last 15 years, solutions?).
- Ways to improve the disconnect: i) Explain why of the decisions; ii) Request more input in decision making; iii) Increase confidence in leadership; iv) Articulate an emotional connection with faculty in mission/direction/vision.

Open questions to Ms. Kate Dillingham and Dr. Robert Bornstein about:

- HR: Discussed how to clarify compensation measures and contracts.
- Situation of Exit interviews in comparison to our national peers.
- Clinical Excellence Track.
- Protection time.

Other Items: i) New Survey coming in Nov. 2105; ii) Contacted IT support to update COM FC website.

Finish at 9:01 am.