

Minutes
February 12, 1999 Meeting
Medical Center Caucus

Present:

Senators

Cole (Chair), Danielsen, (Secretary), Glazer, Houser, Lauerman, Nelson, Myers, Regan, Siva Subramanian, Kellar, Lauerman, Mcgrail, Wientzen, Young, Tracy

Guests

Bates (Chair, Faculty Senate), Dretchen, Haramati, Massaro, Weisel

Absent

Breall, Harter, Kromer, K. Myers, Spiegel, Sribnau

Excused

Zuccarelli

The meeting was called to order at 5 p.m. by the Chair, Dr. Cole. The following items were discussed:

1. Request by Dr. Wiesel to promote acting Chairs in Medical Departments to Full Chairs.

2. Distribution of the Minutes for the meeting of January 99

The minutes were distributed and corrections requested.

3. FPG Governance

A committee and subcommittee has been set up. Attached to these minutes is the membership of these committees and their charges.

4. Representation of the Medical Center Faculty in the University Senate

A petition from the Medical center faculty, to the President and Board of Directors of Georgetown University, the university Faculty senate and the constitution review committee was presented to the Caucus. The petition was signed by 137 faculty. It reads:

"We the undersigned members of Georgetown University Medical Center Faculty wish to express concern over our lack of proportional representation in the University Faculty Senate. The Senate has voted on

several important resolutions, which may directly effect the future of the Medical Center. We respectfully request that immediate action be taken by Georgetown University to insure that we have representation in the Senate that is directly proportional to the total number of our entire faculty without regard to track."

A lively debate ensued. The medical Center currently has 20 Senators, there is a proposal on the table that this should be raised to 28 to represent over 700 full time faculty of all ranks in the Medical Center. Approximately 425 faculty on the main campus have 40 representatives, the Law School's 100 faculty are represented by 10 senators.

A number of arguments against the petition were stated. 137 of over 700 faculty is not a great fraction of Medical Center community. This argument was raised over the petition to remove Dr. Sam Wiesel from office where a similar number of faculty signed the petition. The board is unlikely to intervene given the disastrous handling of the grievance over the compensation plan. Is one for one representation really needed? Will the potentially imminent merger with another entity require a reassessment of the Medical Centers representation on the senate. The other campuses may perceive this as a direct threat to their dominance in the Senate and thus the petition may invoke a backlash so that the current proposal of 28 Senators will fail to be approved.

Currently, Medical faculty have 13 faculty, basic scientists have 7, under the new proposal this will be changed to 15 and 10 respectively and 3 for the School of nursing.

The following resolutions were passed unanimously:

- 1 "The Medical Center Caucus of the University Senate endorses the increase in its representation in the University Faculty Senate from 20 to 28."
- 2 "The Medical Center Caucus of the University Senate supports proportional representation of faculty in the University Faculty Senate."
- 3 "The Medical Center Caucus of the University Senate requests that the question of proportional representation be revisited in the future".

5. Update on the University Board mandated committee on compensation policy

Senators reported on the deliberations of the above committee. The only agreement was that the old compensation policy should be rescinded. This motion was passed 15 to 0. There was an attempt to grandfather current faculty against future compensation policies but no agreement could be reached. The

idea of a compensation policy will be revisited at a later date (the Medical Senate representatives voted against this motion).

The Grievance, which has now become a lawsuit, was not addressed. However, the rescinding of the policy has no direct effect on the lawsuit, which is going ahead.

The ability of the board to suspend the grievance was not addressed but Dr. Bates was of the opinion that now that the compensation policy was likely to be abandoned, talks could begin on this issue.

The Caucus discussed whether tenured clinical faculty should have a guaranteed income that includes money from medical practice. Some senators thought that they should not, instead they should have an academic component guaranteed. It was pointed out that it is not always easy to separate components of salary. In addition, any alteration in historic guarantees of tenure would amount to a breach in contract and thus would have to have the support of each individual faculty member.

6. Moral at the Medical Center

Dr Siva Subramanian brought up the low moral of many faculty at the medical center that has led to many faculty leaving to join other medical centers. He asked the Caucus to consider ways in which the Caucus could improve moral.

The issue was discussed in some depth with the conclusion that the Medical Center needs a leader with vision and with the ability to convey that vision to the faculty. Furthermore the caucus agreed that faculty within Departments should begin planning how they, as a Department, would like to fit into a merged Hospital.

The following resolution was passed unanimously:

""The Medical Center Caucus of the University Senate directs Dr Siva Subramanian to meet with Dr Sam Wiesel, to express its concern regarding low faculty moral, and to discuss ways in which the leadership of the Medical Center and the Faculty Senate could increase the moral of the faculty at the Medical Center."

7. New Role of Dr. Mark Lippman

There was agreement in the Caucus that the role of Dr. Mark Lipmann in the administration of the Medical Center was unclear. There was some discussion as to whether he was taking over the role of Chairs in evaluating faculty and whether this was some form of post tenure review. One senator suggested that the faculty should submit to Dr. Lippman without further clarification of his role in the Medical Center. Other senators disagreed.

The following resolution was passed with one abstention:

"The Medical Center Caucus of the University senate expresses concern over the undefined role of Dr. Mark Lippman in the administration of the Medical Center. The Caucus requests clarification of his responsibilities and duties and directs the chair of the caucus, Dr. Michael Cole, to contact Dr. Sam Wiesel for clarification."