

Minutes

January 05, 2000 Meeting

Medical Center Caucus

Present:

Medical Center Senators

Cole (Co-chair), Danielsen (Secretary), Glazer, Haramati, Myers, Kromer, Lauerman, Mcgrail, O'Donnell, Regan

Guests

Bates, Dretchen, Massaro, Subramanian.

Absent

Breall, Collea, Evans, Harter, Hauser, Nelson, Sanz, Spiegel, Tracy (Co-chair), Zuccarelli

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

Compensation Policy

The caucus discussed the lack of a compensation policy for faculty who do not derive their income from the practice of medicine. It was reported that in the basic science departments some faculty were given raises based on their income from grants, a clear breach of the recent settlement of a faculty grievance regarding faculty compensation. Many faculty have not received raises for more than 3 years. Many of these faculty have been denied raises even though such raises are built into their grants.

The following resolution was passed unanimously

The Medical Center Senate Caucus moves that Michael Cole bring to Dick Bates and Jack DiGioia the concerns expressed by the caucus regarding the lack of a uniform compensation policy for faculty who do not participate in a practice plan, for the purpose of determining which committee should consider the matter further and make recommendations.

University Status of Current Clinical Faculty After the Takeover.

There was a discussion of the meaning of tenure to physicians after the merger, the role nontenured clinical faculty should play in governing the Medical School, including membership of the Committee on Faculty. Strong objections were voiced by some faculty to the current practice of membership of nontenured

faculty in the Committee on Faculty where they can vote on the tenure status and promotion of tenure track faculty. Others pointed out the key roles clinical faculty (tenured and nontenured) play in the Medical Center and that a mechanism has to exist whereby they have a voice in the running of the medical school. The overriding concern of those present was that the practice of Academic Medicine at Georgetown could be jeopardized by the merger unless strong commitments were made by the University and MedStar to its health.

Teaching and New Faculty

Concern was raised that new faculty were being hired in some departments to replace those faculty moving to new departments. Of particular concern was that reportedly some of these faculty were hired on three year contracts in teaching positions. Since such positions are usually tenure track, caucus members raised the possibility that this was a way of side stepping the tenure process. Michael Cole and Ken Dretchen were asked to investigate.

Ken Dretchen stated that faculty moving to new departments retain a commitment to teaching in their previous department, that is the reorganization should be revenue neutral

Caucus Meetings

The Medical Caucus will meet the first Wednesday of each month at 5:00 - 6:30 p.m. in the Physiology conference room. The dates will be:

February 2 (Microbiology conference room Med-Dent NE 301)

March 1

April 5

May 3

June 7

July 5