

Minutes of the Medical Center Caucus  
April 5, 2011  
in Neonatal Conference room, Bess Building, 3<sup>rd</sup> fl, 3036  
(for approval on May 3, 2011)

**Senators Present:** Christine Colie, Mark Danielsen, Mary Ann Dutton, Carolyn Ecelbarger, Ladan Eshkevari, Karen Gale, Mira Jung, Kenneth Kellar, Alexei Kondratyev, Ludise Malkova, Maria Luisa Marquez, Eileen, Moore, William Rebeck (minutes), Andrea Singer, Vanessa Sheppard, Offie Soldin, Miriam Toporowicz (presiding)

**Senators Absent:** Michael Adams, Parag Bhanot, Robert Clarke, Michael Pishvaian

**Guests:** Rhonda Friedman, Marko Moscovitch, Nina Scribanu

Miriam Toporowicz **called the meeting to order** at 12:04 pm

1. **Minutes** from the meeting of March 1, 2011 were approved.
2. **Clinical Faculty Committee of the Caucus** (Andrea Singer). There was a discussion of issues that were specific to clinical faculty, with the thought that the medical center caucus might be a forum for these issues, given their importance to the running of the medical school. These included:
  - The Medstar Professional Practice Evaluation has a very minor academic component, so faculty members are not being rewarded for commitments to teaching.
  - The salaries of clinical faculty are likely not close to the mean of comparable institutions, and thus Medstar might not be retaining young faculty members, nor attracting new faculty members, and some more senior faculty members are not being paid at levels appropriate to their experience. Salary study was suggested.

There was consensus that the medical center caucus could weigh in on these issues for the good of the medical school.

3. **Committee Report: Committee on Appointments and Promotions** (Marko Moscovitch). Dr. Moscovitch provided a general overview to the running of CAP in the medical center. He reported that there was a general change in qualifications used for faculty evaluations, given the types of science that can now be done and the difficulty of getting funding for individual labs. First, it is now thought to be more important to be a good collaborator, whereas before it was necessary to be an independent “star”. Second, there is now less emphasis being given to attaining excellence in all three aspects of the faculty position – scholarship, teaching, and service; weakness in one aspect is often overlooked. Main differences in committee reviews happen between tenure and non-tenure tracks. He recommended that anyone applying for promotion or tenure should talk to present or past members of CAP for advice.

Approximately a third of CAP recommendations do not get UCRT approval, which seems to be in no less number at the Main Campus. CAP does not receive the results of UCRT approvals. The caucus thought it might be important to get some

statistics about how recommendations from CAP were treated by the University Committee on Rank and Tenure. Dr. Moscovitch was going to bring this request to CAP to determine if they thought this information would be helpful to the workings of CAP.

**4. Committee Report: Medical School Admissions** (Nina Scribanu). Dr. Scribanu presented an overview of the medical school admissions process. Over the past few years, there has been an increase in the numbers and quality of the applicants, and the applicants were more committed to community service. There has been an emphasis on diversity. There is a serious problem in attracting underprivileged and diversity candidates. It was thought this was due to a lack of ready financial aid, and perhaps to a dearth of a diverse faculty. There is also a problem recruiting interviewers, such that students interviewing only have one interview with a faculty member. Georgetown University Main Campus feeds many candidates to the School of Medicine.

**5. Elections** (Vanessa Sheppard). Dr. Sheppard reported on the current nominations for senators, noting that two of the senators who were up for re-election had decided not to run. Miriam Toporowicz asked whether the caucus would approve of her serving on the Nominating committee for election of Senate Officers; this was approved. Dr. Toporowicz reported the results of the caucus preferences for the next caucus chair. There was also a reminder about the need for applicants to the various committees that will be discussed and nominated at the next caucus meeting, and will be presented to the full faculty senate soon thereafter

**6. Chair's report** (Miriam Toporowicz). Dr. Toporowicz spoke with **Dr. Federoff** about Vicennial Medals for clinical and for part-time faculty, which have apparently stopped. She reported the caucus's work on multi-year contracts. Also discussed Hospital Board. Reiterated the need to have good numbers on faculty and its distributions. Meeting with **President DeGioia** addressed issues about the conversations between Medstar and University for a new hospital, and the concern of the LCME about salaries from Medstar not being disclosed nor analyzed. President DeGioia agreed to visit the Caucus again, a date to be selected. Reported on Coffee/Tea with the EVP for which an increased number of senators and faculty would be desirable. The caucus will benefit from a revamped structure including a Vice-Chair, permanent elections and nominating committee, a secretary and somebody in charge of keeping committee appointments and timings updated.

**7. New Business.** Discussion about a **Caucus Service Award**, (which last year went to Dr. Marilee Cole). There was consensus that this award should continue on a regular basis (although not necessarily every year), and the matter was turned over to the Nominating committee.

**8. Meeting adjourned** at 1:40pm