

Minutes of the Medical Center Caucus- 05/07/13

Dr. William Rebeck brought the meeting to order at 12:05 p.m.

Members present: William Rebeck (presiding), Mark Danielsen, Mary Ann Dutton, Carolyn Ecelbarger, Ladan Eshkevari, Rebecca Evangelista, Karen Gale, Alexei Kondratyev, Ludise Malkova, Maria Luisa Marquez, Eileen Moore, Prosper N’Gouemo, Vanessa Sheppard, Andrea Singer, Ken Tercyak, and Miriam Toporowicz.

Members absent: Parag Bhanot, Christine Colie, George Luta, Michael Pishvaian, and Scott Turner.

Guests: Elliott Crooke, Ken Dretchen

Agenda:

1. Minutes – Minutes of the April meeting were approved.
2. Biomedical Tracks – Elliott Crooke presented information about new proposed tracks for full time faculty who are not employees of Georgetown University but who are also not clinicians. Currently, these individuals (about 10), who contribute to the university mission but do not qualify for Clinical Educator or Clinical Scholar Tracks, can only be given “Adjunct” titles. These new tracks are based largely on the Clinical tracks, and would be titled “Biomedical Educator” and “Biomedical Scholar.” Like others, these appointments would have to go through the Committee on Appointments and Promotions. There was discussion about how often individuals who are given annual appointments are actually reviewed to determine whether they continue to contribute to the university mission. It was decided that more attention to these individuals should be given so that faculty appointments are only held by individuals who have the time and inclination to contribute to the university. It was also decided that the descriptions of the biomedical tracks should be sent to caucus members, who will vote on their establishment via e-mail.
3. Elections update – The election results were reported by Mark Danielsen and reviewed by George Luta.

Basic Science

There was one open position. Professor Daniel Djakieu (Biochemistry) won the election. Bob Glazer was runner up and will fill any vacancy that arises during the year.

GU Clinical Science

There were three open positions. Professor Pamela Saunders (Neurology) was elected and professors Carolyn Ecelbarger (Medicine) and Mary Anne Dutton (Psychiatry) were re-elected.

MedStar Clinical

There were two open positions. Professor Maria Marquez (Pediatrics) was re-elected. The second position remains vacant, as there was no other candidate that had 5 nominations. The caucus has identified two candidates and the position is expected to be filled by the Medical Center Caucus in a subsequent meeting.

4. Committee appointments – Several appointments to committees remain to be made. The important Committee on Appointments and Promotions remains open, and there were suggestions for Rhonda Friedman, Dan Pak, and Max Riesenhuber. The chair will contact each about their willingness to serve, and all remaining nominations will be circulated to the caucus via e-mail.
5. GUMC Executive Committee – Ken Dretchen addressed the caucus about the Council of Chairs, and their input to the EVP. He invited all members of the caucus to the next meeting, June 7 at 1:00 in the Warwick Evans room. The caucus is considering whether regular meetings between the Council of Chairs and the Medical Center Caucus will promote better communications between faculty, chairs, and the EVP. This approach is hoped to help in the absence of the EVP calling meetings of the Executive Committee.
6. Search Committee for the Associate Dean for Faculty Development – The caucus was requested to name someone for this search committee. Ken Tercyak volunteered, but there was a request for information about the current make-up of the committee. Decisions about this committee will be made via e-mail.
7. Distinguished Scholar-Teacher Awards– There was a request for someone to serve on a nomination committee for this new award. Karen Gale volunteered.
8. Faculty Performance Evaluations – There was a discussion of the draft of a proposal by a working group for post-tenure review that could result in up to 20% reductions in salary if faculty members had sustained poor performance reviews. This proposal was criticized on several grounds. There was a discussion about how tenure can currently be revoked for gross incompetence. There would presumably be differences in how this process was used by different department chairs. The amount of work for a process involving so few people would be very large. This approach would be different than what was used on the main campus. This system might have an effect on recruitment. In support of the proposal, there were discussions about whether a faculty member had ever tenure revoked, and that faculty morale is may be adversely affected by underperforming faculty members. There was also thought that there should be some time taken to see how the new process for bonuses and merit increases works over the next couple years.

The motion below was passed unanimously:

“The medical center caucus does not support the recommendations of the Working Group on Faculty Performance Management. Any process of post tenure

review should be uniform across all campuses, should be presented to the University Senate as a whole and should conform to the faculty handbook”

9. Future caucus chair – Mark Danielsen will chair the next caucus meeting. He suggested that we use the June meeting to talk about important issues to be considered over the next year. Miriam Toporowicz thanked Bill Rebeck for his service as chair over the past two years.
10. Meeting adjourned at 1:30