

University Faculty Senate Medical Center Caucus

Agenda and Minutes of Monthly Caucus Meeting, Tuesday September 3rd, 2014 (Approved October 7th, 2014

Members present: Mark Danielsen, Daniel Djakiew, Mary Ann Dutton, Carolyn Ecelbarger, Rebecca Evangelista, Robert Glazer, Brent Harris, Jan Larocque, George Luta, Maria Luisa Marquez, Eileen Moore, Sue Mulrone Aruna Natarajan, Kathryn Sandberg, Cesar Santos, Vanessa Sheppard Andrea Singer, Ken Tercyak, Scott Turner

Members absent: Pamela Saunders

Guests:

Elliott Crooke, Jett McCann, Miriam Toporowicz, Gloria Massaro, Irene Jilson

Agenda

- 1 Update from Faculty Affairs, Elliott Crooke
- 2 Planning session for the academic year
- 3 Publicizing Caucus Activities, Vanessa Sheppard
- 4 Committee Appointments
- 5 Updates and Other Business

Minutes

Update from Elliott Crooke

Retirement offers are going out to tenured faculty members age 65 and older with 10 or more years of service. There is a one-time buy out for the Medical and Main campuses and there is a phased retirement plan for Medical, Main and Law campuses. 26 faculty members are eligible on the Medical campus and a couple of these have shown interest so far. The deadline for responding to the offer is February 1st 2015.

Dr. Crooke discussed the upcoming Fall Convocation where the keynote lecturer, and the recipient of the Cura Personalis Award, is Helen S. Mayberg, MD, professor of psychiatry, neurology and radiology at Emory University School of Medicine. The Caucus was appreciative that this year's convocation was more representative of faculty composition than in previous years.

The preliminary fiscal results for the Medical Center are available. Dr Crooke was not prepared to discuss the results in detail but did say that Lombardi ran a significant deficit. Mary Glasscock will present the numbers to the caucus at its October meeting.

Conflict of interest in departments whose chairs are also Deans

The question arose as to whether there should be interim chairs in these departments. In Biochemistry, the chair, Elliott Crooke, is also Dean of Faculty Affairs. Dr. Federoff has stated that a search for a new Biochemistry Chair will occur shortly. Dr. Danielsen stated that he thought replacing Dr. Crooke with an interim chair would not be supported by the department given the immediacy of a chair search. Plans for a new Neuroscience chair are less advanced and the Caucus felt that an interim chair may be a wise move to prevent any conflict that Dr. Bayer might have with the Chair position and the Deanship of the Graduate School on the Medical Campus. It was agreed that faculty should be polled to determine whether there is a problem and how it should be addressed. The Caucus voted unanimously to poll the Faculty on this issue.

Expense of the Administrative Component of the Medical Center

Dr. Djakiew requested an analysis of administrative costs of the Medical Center and how these costs have changed over the last 5 years. It was agreed to invite Mary Glasscock in October to discuss this. Dr Crooke suggested that the costs should be shown before the Block Grant (the block grant is the amount the Medical Center is assessed for University-wide expenses).

Faculty Development at MedStar

There was a discussion on how the Caucus could help shape academic development within MedStar. It was noted that there is reluctance with some MedStar Faculty to apply for promotion because promotion is not valued by MedStar. It was agreed to invite Lisa Boyle, Neil Weissman and Jamie Padmore to discuss this, perhaps at the December or January meeting of the Caucus.

Tenure

There was a discussion of tenure at GUMC especially whether there should be limits on the ability to change from research to tenure track. Some departments routinely hire on the research track and then move faculty to the tenure track. It was suggested that all tenure-track positions should require an external search, even if there was an internal candidate. Dr. Crooke said that 20 to 25 research faculty had been let to go in the last 2 years due to the research funding crisis. It was agreed that the Caucus, with Dr. Crookes help, should have this as a major topic at an upcoming Caucus meeting.

The recent suggestion of Dr. Federoff's that there should be tenure without any monetary guarantee for non-Georgetown employed faculty was discussed at length. It was agreed that "meaningless" tenure was of little value and threatened the meaning of tenure for current tenure track faculty. However, there could be some support for this if it gave something of value to those with the title but no financial guarantee. There was general agreement that the institution of such a process would be extremely problematic, as it would undoubtedly involve the whole University.

Security

It was agreed that Elliott Crooke would address security issues together with Mary Glasscock at a future meeting.

Research Enterprise.

There will be a research retreat later in September. The Caucus will organize a Caucus meeting around this topic in the new year.

Communication

Vanessa suggested we set up a mechanism to communicate with faculty in general and agreed to set up a small committee to set up such a mechanism.

MedStar Gain Share.

Last year GUMC received over \$20 million from MedStar last year. Dr Federoff has suggested that some of this money be used for a pseudo endowment to support future development of the Medical Center. The Caucus supported this vigorously but it now looks as if none of the money will be used for a pseudo endowment. The caucus will address this with Mary Glasscock next month.

Faculty Salaries

GUMC faculty members are paid well below the going rates at similar organizations in the North East. The Caucus agreed to push for a mechanism to address this disparity.