

## **Minutes of the Medical Center Caucus- September 2015**

Dr. Mark Danielsen brought the meeting to order at 12:05 p.m.

### **1 Reactivation of the Department of Professional Nursing**

Patricia Cloonan PhD, RN, Interim Dean of the School of Nursing & Health Studies presented a plan to reactivate the Department of Professional Nursing that has been dormant for some time. In essence, this will split the Department of Nursing into two departments. The Department of Nursing has grown very large due to the online nursing program and the School feels that faculty would be best served by having a separate department that serves the no online academic interests of the current Department of Nursing. The Department as a whole is in favor of the split into two departments. Faculty will be able to request which department they will reside in, although Dr. Cloonan thought that it would be obvious which department most faculty should enter. There are two faculty members on tenure track that have yet to gain tenure. Patricia assured the senate that the School is very supportive of tenure track faculty and will do every thing they can to ensure their progress towards tenure is not hurt by the change. There was a discussion of whether two departments are required as opposed to separation into divisions or the appointment of a vice-chair, as the hiring of a new chair will require a significant investment.

### **Resolution #1**

The Caucus approves the reactivation of the Department of Professional Nursing  
Passed Unanimously

### **2 Update from Elliott Crooke, Associate Dean of Faculty Affairs**

Dr Crooke stated that a working group is working on clarification/tweaking the description of the Faculty Tracks at GUMC. An update will be presented to the Caucus in October. Issues on faculty work focus, assessment. It will also be made that transfer between tracks can occur but is not a faculty right. Details will be discussed at an upcoming meeting. The Department of Medicine uses the research track to tenure track method and concern was expressed that changes could hurt this successful program. Faculty Affairs has an advisory committee that meets monthly is open to new members. Details are on the Faculty Affairs web site. Jeff Love is running a 6-month MOOC for clinicians – How to Teach in the Medical Realm. Dr Crooke stated that MedStar does give support for Faculty Affairs. There was a suggestion that there should be a yearly fee. Great dissatisfaction with GUMC's CV Professional was expressed. Faculty affairs is looking at new software, one major issue is the ability to transfer current into a new system.

### **3 GU Faculty Salaries Compared to the AAMC's Data on US Medical Schools in the NE.**

It was noted that salary levels at GUMC are low compared to the AAMC averages. The current 2% increase does not address this discrepancy. Indeed the 2% was supposed to be readdressed each year by the Budget Oversight Committee, but this has not occurred. Indeed the current plan was not designed to address the pay discrepancies; this was stated in the pay increase guidelines.

### **Resolution #2**

The Caucus will convene a Faculty Compensation Committee that will develop a proposal to tie average faculty salaries to national norms.

### **4 Graduate Tuition and Support of PhD students**

Sue Mulrone discussed the idea of a line item for PhD students derived from graduate (master's tuition). Full details of the proposal will be available at a coming meeting

## **5 MedStar Faculty Employment Policies**

Steve Evans will be invited to discuss this at a future Caucus meeting.

Committee Appointments were discussed and individual faculty nominated.

### **Current Status as of October 6, 2015**

#### **Open Committee Appointments**

##### **Approved/Accepted Appointments**

Graduate School Executive Committee

George Luta

Shared Resources Oversight Committee

Jan LaRocque (NHS)

Stefano Vicini

Research Committee

Bob Glazer (Lombardi)

Dan Pak (BGRO)

Research Integrity Committee

Kepher Makambi

Graduate Advisory Committee

Jennifer Whitney

Medical Student Admission Committee

Nassim Zecavati MD, MPH

Director, Pediatric Neurology Education