

**Faculty Council Meeting
Minutes
May 7, 2003, 5 PM, R1-106**

Present:

Michael Clare-Salzler (President), Shae Kosch (President Elect), Satya Kalra (Past President), Richard Condit (Secretary, Molecular Genetics), Donna Duckworth (Treasurer), Timothy E. Morey (Anesthesiology), Sue McGorray (Biostatistics), Linda Hensley (CHFM), Kevin Ferguson (Emergency Medicine), Manfred Diehl (Health Policy), Jim Hill (Medicine), Robert Mericle (Neurosurgery), Daylene Ripley (OB/GYN), Raymond Woo (Orthopedics), Sally Chesrown (Pediatrics), Hideko Kasahara (Physiology), Charles Bush (Radiology), Dan Driscoll (Incoming President Elect), Mary Ann Burg (Incoming Vice President).

I) Announcements

President Charles Young will present his shared governance plan to the faculty senate on Wednesday, May 7 at 10 AM. The faculty council will invite Dr. Young to a future meeting to discuss his plan and how it impacts on College of Medicine faculty.

II) New faculty council officers

Results of the faculty council officer election were announced. Daniel Driscoll is the incoming President Elect. Mary Ann Burg is the incoming Vice President. Gregory Schultz is the incoming Secretary. Sarah Chesrown is the incoming Treasurer. Drs. Driscoll, Burg and Chesrown were at the meeting for introductions. The current President Elect, Shae Graham Kosch, will advance to President, and the current President, Michael Clare-Salzler, will advance to Past President.

The current appointments end with this May meeting; the new officers will assume their duties starting with the June meeting. Given the importance and timeliness of issues currently confronting the faculty council, in particular revisions to both tenure and promotion policies and the compensation plan, the faculty council plans to continue meeting through the summer.

III) Proposed new guidelines for tenure and promotion.

A committee appointed by the Dean has been working since late February to draft new criteria for tenure and promotion for College of Medicine faculty. A draft of proposed criteria from this committee was provided to the faculty council for their comment.

Council representatives discussed the document at length, and a consensus emerged that the proposal contains numerous potentially serious deficiencies. The general sense of the discussion is embodied in two resolutions, both of which were passed unanimously by the representatives present:

1) The faculty council resolves that the draft proposal for criteria for tenure and promotion as it currently stands is unsatisfactory.

2) The faculty council requests that Dean Tisher prepare a draft document of new guidelines for tenure and promotion on all tracks to be presented to the faculty at large at a general faculty meeting, and that the faculty be polled by internet for their support or non-support of the draft document.

There was also a strong sentiment that new criteria, when implemented, should apply to faculty hired subsequent to the publishing of those criteria. Faculty who have been progressing toward previously established criteria for promotion and tenure should not be penalized by new guidelines.

In order to present to the Dean and the Tenure and Promotion Review Committee a coherent summary of perceived deficiencies in the current draft of new tenure and promotion criteria guidelines, and recommendations for addressing these deficiencies, a subcommittee of faculty council representatives was formed which will draft and submit a formal response to the draft guidelines within a week.

Respectfully submitted,

Richard Condit
Secretary

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