

Dean's Faculty Advisory Council  
University of Tennessee, College of Medicine

**June 6, 2022**

### **Call to Order**

The meeting was called to order by the president, Dr. Mace Coday, at 12:03 PM on June 6, 2022, on the Zoom online platform.

### **Attendance**

The following members were present:

Kevin Beier, MD, EM, Suleiman W. Bahouth, PhD, Mace Coday, PhD, Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, Denis DiAngelo, PhD, Ian Gray, MD, Haavi Morreim, JD, PhD, Lawrence Pfeffer, PhD, Crystal Pourciau, MD, Reese Scroggs, PhD, Burt Sharp, MD, Claudette Shephard, MD, Thad Wilson, PhD

The following guest(s) was (were) present:

Alicia Diaz-Thomas, MD, Myra Sullivan, Scott Strome, MD, Fruz Pourmotabbed, PhD, Andrew Griffith, MD, PhD

### **Approval of minutes**

The minutes of the previous meeting were approved as written. Minutes had previously been distributed by electronic means.

### **Business**

The meeting began with a discussion of the Annual Meeting's "Survey on Survey Participation." DFAC discussion suggested that faculty have many surveys and mandatory trainings, and also expressed concerns regarding confidentiality versus anonymity. Dean Strome indicated that, when only a very small percentage of faculty fill out, e.g., an upward evaluation, it is difficult to take those seriously enough to serve as a basis for making changes in the CoM.

Dr. Terry Cooper then presented the recommendations of DFAC's Policy Subcommittee, regarding the idea of an 11-year timeframe for tenure. His report outlined a number of considerations that would need to be specified, before such an idea could be considered as a concrete proposal. Dean Strome then indicated that the ultimate goal of his proposal is to help faculty. The average age of a first R01 grant is estimated at around 43, which does not work well for new faculty hires who have just finished their training. He suggested that he would like further consideration on what to do here at the CoM, UTHSC - what should be the next steps.

In further discussion, the Research Committee anticipates gathering empirical data on the same topic, and plans to meet soon. Following that, additional DFAC deliberation and recommendations, followed by

consultation with the Faculty Senate and Vice Chancellor for Academic Affairs, would come prior to any concrete recommendation from the CoM administration.

Given that any change to tenure would have system-wide implications, it would also be important to speak with UT administration overall, including Linda Martin, who serves as Vice President for Academic and Student Affairs for the greater UT. Any change to the system would need her approval before it could go to President Boyd or to the University Council. An important question at that level would concern whether this sort of change could actually happen at the individual campus level. That is, the sequence would include: UTHSC campus and UT system administration, including CAO Russell, Chancellor Buckley and Linda Martin... or to the BOT Counsel and Secretary.

Dr. Strome then spoke briefly about the need to clarify our process for Distinguished and Emeritus professorships.

### **Next Meeting**

The next meeting of the committee will be held on July 11, 2022, at 12:00n CT / 1pm ET by Zoom.

### **Adjournment**

There being no further business, the meeting was adjourned at 12:54 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD  
Secretary