

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

April 3, 2017

### **Call to Order**

The meeting was called to order by the president, Dr. Denis DiAngelo, at 12:04 PM on April 3, 2017, in the Coleman building, Room A101.

### **Attendance**

The following members were present:

Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, Denis DiAngelo, PhD, Ian Gray, MD, Rebecca Anne Krukowski, PhD, Haavi Morreim, JD, PhD, William R. Morris, MD, Linda Myers, MD, Lawrence Pfeffer, PhD, Fruz Pourmotabbed, PhD, Reese Scroggs, PhD, Burt Sharp, MD, Laura Sprabery, MD, Ryan Sullivan, DVM

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

Susan Senogles, 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 attention to the revised Teaching Metric. An initial set of changes was proposed by DFAC in March of 2016, which were subsequently reviewed by administration. During DFAC's January 2017 meeting, Susan Senogles indicated that Dean Stern had sought input from several chairs in addition to Polly Hofmann and Susan Senogle. He then made a number of suggestions that reflect these suggestions and his own thinking. The proposed modifications to the DFAC version were then also sent to Vice-Chancellor Gonzales. They, in turn, offered several further amendments. During the January 9, 2017 and February 6, 2017 meetings, DFAC then reviewed these amendments and formulated its responses.

The administration accepted some of those DFAC proposals, and offered responses to others. During today's meeting the DFAC considered the three remaining items.

The first, designated as item #4, concerned the wording of "2c": the dean proposes that the category be changed to "Student laboratory teaching beyond that which is associated with a research project." The DFAC accepted this proposal.

Item #10 concerns section 4 on the Metric – specifically, the amount of time devoted to advising graduate students as a thesis or research advisor. Rather than allotting a fixed amount of time, such as 2.5 hours per week multiplied by 52 weeks, the dean proposes that, for this year, each faculty member record actual

time spent in this activity. At the end of this year the various amounts teaching time for graduate students will be evaluated, perhaps by a task force that will examine grad student training, much as the original teaching metric assesses broader teaching efforts. The DFAC accepted this proposal.

In connection with this item it was suggested that, given that actual hours should be reported this year, faculty should keep contemporaneous records – that is, they should keep track of the time spent teaching grad students, at the time the teaching is done. DFAC discussed the challenges and advantages of requiring contemporaneous record-keeping. One point is that the Board of Trustees has expressed increasing interest in documenting what faculty actually do, and faculty need to be able to show, concretely, what faculty do in exchange for their salaries. Another observation is that a complete accounting will provide UT administration with a more realistic idea how much time faculty actually spend on teaching graduate students. On the other side, some DFAC members noted that recording each instance of such teaching may be cumbersome and easy to forget, particularly for faculty who are not accustomed to such details.

Finally, item #14 concerns the denominator that will be used in calculating the percentage of time spent on teaching – the number of hours spent teaching (numerator), divided by (denominator) the amount of time available for teaching in a standard 40-hour week, also accounting for vacation and holiday time. DFAC had proposed 1792 as the correct number of hours. However, Vice-Chancellor Gonzales has indicated that 1800 hours is the campus standard, and will not be changed. The DFAC accepted this ruling.

Moving to the meeting's second topic, Susan Senogles then provided proposed changes to the College of Medicine Bylaws. DFAC will review them preliminarily at this time, and will vote on them during the May 1st meeting, prior to the CoM's annual meeting.

Some of the changes concern the fact that the physicians assistant program is now housed in the College of Medicine, specifically leading to a degree of Masters of Medical Sciences Physician Assistant. Historically, the first PA cohort graduated in Dec 2015 from the College of Allied Health Sciences; the second cohort graduated in Dec 2016, from the UT College of Medicine. Dr. Stephanie Storgion and is the chair and medical director of the Physicians' Assistant program. In November of 2016, the accreditation body for the PA program visited and, because of the many changes in UT's program, they placed the program on probation until 2019.

Dr. Senogles reviewed a number of other changes. Multi-year non-tenure track appointments for some non-clinical faculty are now available in certain circumstances. They are created at the front end of an individual's appointment, valid for up to 3 years so long as performance is meets or exceeds expectations, and funds are available. Following such a 3-year period, this sort of non-tenure track appointment then reverts to a year-to-year basis. The Bylaws need to recognize this new form of appointment.

Another change concerns the need for interim tenure review. Occasionally a faculty person will be hired with a much briefer-than-usual probationary period. If that period is three years or less, no interim tenure review will be required, although a standard tenure review will be required, as usual, at the time of considering whether to award tenure.

Another change states that the CoM henceforth recommends that voting on tenure and promotion be done anonymously. The DFAC discussed whether to recommend that anonymous voting be required for departments rather than merely recommended. DFAC discussed the question along various dimensions and, in the end, moved and voted by 11-3 to propose that, instead of "recommends," the Bylaws should say the CoM "requires" anonymous voting.

In two final business items, Pres. DiAngelo announced that candidates for DFAC President-Elect will be Larry Pfeffer and Fruz Pourmotobbed. The annual meeting will be Tuesday, May 23, at 4:00pm.

### **Next Meeting**

The next meeting of the committee will be held on May 1, 2017, at 12:00 Noon in the Coleman building, Room A101.

### **Adjournment**

There being no further business, the meeting was adjourned at 12:50 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD  
Secretary