

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

November 15, 2018

### **Call to Order**

The meeting was called to order by the president, Dr. Lawrence Pfeffer, at 12:05 PM on November 15, 2018, in the Coleman building, Room A101.

### **Attendance**

The following members were present:

Mark Bugnitz, MD, Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, Denis DiAngelo, PhD, Mary Peyton Gupta, MD, Rebecca Anne Krukowski, PhD, KU Malik, PhD, DSc, Haavi Morreim, JD, PhD, Lawrence Pfeffer, PhD, Reese Scroggs, PhD, Burt Sharp, MD, Laura Sprabery, MD, Jerome Thompson, MD, MBA, Joe Willmitch, MPAS, PA-C, Thad Wilson, PhD, George Cook, PhD

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

Scott Strome, MD, Polly Hofmann, PhD

### **Approval of minutes**

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

### **Business**

The DFAC discussed proposed changes to CAPT procedures under Part IV, Section 5 of the CoM Bylaws, and additionally some proposals regarding a new track for clinical faculty. Responses among the DFAC have been positive. The idea is to recognize that there may be different criteria for promotion and for different kinds of contribution, as identified in the clinical versus research tracks.

Dr. Strome proposed that the proposal be circulated among the faculty in various departments for feedback, perhaps including Town Hall meetings. He suggested working with Dr. Gonzalez, Vice Chancellor of Academic, Faculty and Student Affairs, who is working with a committee regarding changes to the Faculty Handbook. The first step should be to run the proposals by Dr. Gonzalez, to ensure that DFAC's proposed changes will be compatible with ongoing Handbook work in this area.

Dr. Cooper indicated that the the Faculty Senate has now established a subcommittee on non-tenure track faculty, and that this work is just recently commenced.

Dr. Strome indicated that the proposed clinical education track could help to address some of the medical students' concerns regarding the ways in which they are integrated into the medical practices during their clinical years. Our scores from students have recently declined, particularly in terms of how students fit into the clinical teams, how residents are teaching them, etc. Dr. Strome is asking the departments, both clinical and basic science, to figure out ways to address this problem. The COM needs to place additional

emphasis on teaching. The question was raised regarding pressures on faculty to meet RVU demands, and the time that seeing patients may come at some expense to teaching students. Teaching should be fun, he noted and does not warrant extra compensation – because that's what faculty are paid to do.

On the other hand, faculty members' lives are complex. Their work heavily focuses on hospitals, which have considerable authority over their professional lives. At the same time, departments are demanding that faculty meet productivity expectations that may be unrealistic, and which can take time away from teaching. Dr. Strome indicated that departments will be evaluated on the basis of teaching, clinical mission, research, and community service. RVUs matter, but they should be just a component of what we do, driven by us as the CoM, rather than by any hospital.

One aspect is the extent to which residents are involved in, and committed to, teaching. If residents are actively teaching, and make the students be and feel part of the team, then students' experience is better. That said, our data show that faculty are also a key to teaching effectiveness. Additional discussion focused on students' level of commitment to doing the work of learning, e.g. coming to class, versus the value of independent learning and other styles for gaining an education.

LCME review of the CoM will return in about 3 years. Our goal is not just to improve our scores, but also to improve the culture and improve students' experiences.

Dr. Strome then turned to DFAC function, and means of communicating with members' respective department faculties. Yesterday Dr. Strome's office established a position in the Department of Medicine, for web-based information, to disseminate news stories and the like. The DFAC might consider doing something analogous, perhaps as a monthly news letter. A number of new grants have been awarded during this quarter, for instance, and some new faculty have been added. Departments could post brief news blurbs, perhaps with links to larger stories.

For future DFAC activities, items can be obtained from last year's White Paper, with priority discussions about what should be done, first.

### **Next Meeting**

The next meeting of the committee will be held on December 20, 2018, at 12:00 Noon in the Coleman building, Room A101.

### **Adjournment**

There being no further business, the meeting was adjourned at 1:20 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD  
Secretary