

**Minutes of a
Medical Faculty Executive Committee Meeting
February 14, 2005**

Present: E. Adashi, J. Albina, B. Bock, A. Brem, B. Greenberg, E. Harrington, C. Jackson, K. McGarry, J. Murphy, J. Padbury (Chair), M. Phipps, J. Rich, W. Rakowski, R. Smith, S. Suner, W. Wu

The Chair opened the meeting at 8:07 a.m. Minutes of the 1/10/05 MFEC meeting were approved as submitted.

Dr. Padbury introduced Dr. Eli Adashi, the new Dean of Medicine and Biological Sciences, and gave him the floor. His main goal is to get the deanship in as best shape as possible, and he will begin by scheduling medical department get-togethers as social mixers. Later on, more in-depth visits with the departments will be scheduled, and the deanery will be divided into clusters designed to give him feedback about what is currently working in the departments and what is not. Dean Adashi views this process as an opportunity to share any and all concerns of all constituencies.

A web-based platform for people to voice their concerns will be created, and the Dean will be happy to hear about any productive or constructive issues. A search group is looking for development officers on a 3-month timeline. Dean Adashi has been meeting and will continue meeting with senior administrators one-on-one in the evenings over dinner, which he sees as an opportunity to meet the person behind the position and create a relationship. Clusters will be subject to internal and external reviews. By July 1, he hopes to have a good sense of what the Master Plan will be for the next five years.

Dean Adashi spoke about the relationship with the hospitals and hospital faculty issues in general. He noted that the Provost recently signed a partnership agreement with Lifespan, Core NE and Memorial. There will be monthly meetings of the partnership to discuss issues of mutual interest between the three areas. Dean Adashi looks forward with enthusiasm as the partnership grows.

Dr. Brem reported there was one issue of interest recently discussed by the FEC, the development of a sabbatical policy for full-time faculty on campus. Could the policy be open to academic medical faculty who are not campus-based? Currently, there is no sabbatical policy at all for hospital-based faculty. Such a policy would be of great benefit to those in research and would have great symbolic value which would allow for more research. Professor Rakowski noted that the current language in the proposed sabbatical policy states that it is open to "tenured" faculty members, and hospital-based faculty are not tenured. After some discussion about how such a policy could be implemented, Dean Adashi stated that the spirit of the suggestion is admirable and offered to take this issue up with senior administration.

At 8:50 a.m., the meeting was called to Executive Session for the purpose of discussion faculty grievances.

Regular business resumed at 9:15 a.m. at which time Dr. Harrington gave a progress report on the MFEC ballot election. She distributed a list of 35 hospital-based faculty members who expressed interest in serving on the MFEC. Six new faculty members will be elected, three replacing departing members and three filling new positions. A minimum of twelve candidates must be on

the ballot. Dr. Harrington recommended including three members who expressed interest in serving last year but who were unable to participate at that time. Discussion ensued with regard to the timeline for completion of the ballot as well as the requirements needed in terms of department, rank, and hospital in that order. It was noted that these criteria will not overrule the best person. Concern was voiced about not including all people who volunteer for the ballot, and it was suggested to have more than two people on a slate. Since some volunteers are department chairs who are ineligible to serve on the MFEC, it was suggested letters be sent to them explaining their ineligibility and thanking them for volunteering. The MFEC encouraged Dr. Harrington to consult with Dr. Belinda Borrelli who preceded her as the Nominations subcommittee chair last year.

Dr. Padbury announced that the MFEC Overview presentation to the Pediatrics Department was cancelled and has not yet been rescheduled. As soon as it is, he will let the MFEC know. Dr. Padbury will be adding the arrival of Dean Adashi to the presentation.

The meeting was adjourned at 9:35 a.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary