

## FACULTY SENATE MINUTES

October 4, 2016

ATTENDANCE: Abbas, Agud, Allnutt, Anderson, Ashley, Baker, Barney, Brewster, Brown, Bush, Dalloul, Gaskill, Geyer, Gilmore, Hicock, Hopkins, Hosig, Kaufman, Lyon, Mackey, Noiro, Polanah, Puckett, Robinson, Rosensweig, Safaai-Jazi, Savla, Schenk, Sirgy, Spotila (alternate), Sultan, Tegarden, Viehland, Vogelaar, Wemhoener, Young, Shadle, Watson

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### 1. APPROVAL OF AGENDA

### 3. VISIT FROM THE VTCSOM PERSONNEL WORKING GROUP

Presentation and discussion on plans for integrating the School of Medicine faculty

#### **Dr. Jack FINNEY**

- MOTIVATION: VTCSOM was the original vision for this public/private partnership, but due to accreditation problems, the school of medicine was originally developed as a private SOM.
- STRUCTURE: Leadership in place. The school is already incredibly successful; it will become our 9<sup>th</sup> College and the Roanoke Innovation corridor, a sort of CRC, will be added. All degree-programs will be VT based.
- INTEGRATION: Dozens of people are working out the logistics (finances, personnel, facilities, accreditations, etc.) so that VTCSOM can open July 1, 2018.
- **FACULTY APPOINTMENTS:** Multiple employers: Not all faculty members will be under the full purview of VT (e.g., some would not be Senators). There will be a good number non-tenure faculty, too. The anticipated number of TT faculty is 50 (most are already part of VT, in Biomedical Research especially).

#### **Dr. Cynda JOHNSON, Founding President and Dean, VTCSOM (since 2008)**

- **Faculty appointments (Ct<sup>ed</sup>):** There are 750 faculty now; 20 or 30 are “tenure-to-title” track, as in most other med schools.
- A Vet School partnership is already in place.
- Students: There have been 7 classes since 2008; 2014 is when the first class graduated, then integration process was launched. NIH funding and admissions rate are impressive; there are 42/year; it is necessary to build clinical capacity and facilities before increasing enrollment.
- Funding: SOM lives within its budget; right-sizing is key.
- There is no accreditation for PhD programs at this point (except with VT CRI).
- Research: Practice-based research is taught and encouraged, including for undergraduates (e.g., BA in Public Health).
- Diversity issue is being successfully addressed, since it is part of accreditation requirements.
- A shuttle between campuses is in the works.

Dean Johnson reiterated that Faculty Senate input is required as part of SACS accreditation.

## 2. BUDGET MODEL FEEDBACK DISCUSSION:

Much input was provided by senators on the floor on behalf of their respective departments. Recurring questions, concerns, and suggestions include:

- Second majors are not second-class citizens; why count only primaries? The same amount of resources is necessary to produce a major. Differentiating between students who pay the same tuition rate in terms of varying premiums appears troublesome.
- The impact of teaching is not immediately measurable.
- The model appears to disproportionately value competitiveness over collaboration.
- How will national bench-marking be done?
- A long-term view and qualitative measures are needed.
- Extension, Outreach and Service appear to be missing.
- Evaluating metrics themselves is key (Cf. Wells Fargo scandal).
- There is a risk of increasing the divide between the Humanities, and other disciplines with no sponsored research, and heavily-funded units.

➔ Many underscored a communication issue regarding the model itself and its development & implementation plan:

- 1) The model: The need for the Provost and Budget office to release the much talked-about “**47 performance metrics**” was near-unanimously emphasized. Advantages would be to appraise and test things out and get feedback before full implementation occurs; to have a multi-level review; and to cut the perception of top-down management.
- 2) The plan: “Moving target” issue: We are giving feedback on a model which we only know in parts and which has already been altered significantly!

These are but a few of the remarks that were voiced. The Faculty Senate will write a report based on the feedback received and forward it to the Provost’s office.

## 4. TASKFORCE DISCUSSION – President Monty Abbas:

Four taskforces were (partly) formed and charged with identifying problems and proposing solutions in order to enhance faculty engagement:

- **Education:** to revise the existing SPOT survey and propose other ways to value and evaluate teaching
- **Research:** to help implement the COR/CFA survey (conducted last year)
- **Scholarship:** to increase publication and impact
- **P&T:** to clarify P&T requirements and the related governance process; to shorten or move up the P&T timeline; to discuss the relevancy of metrics to be used; to define proper benchmarks with the help of each discipline, each department; to foster innovation not just follow standard or passé requirements.

## 5. COMMISSION UPDATES:

CGS&P has resolutions that were not forwarded to the Senate: The Chair/Secretary will be informed of the new procedure.

UC: One replacement is needed.

CUSP: A 2-year committee was created to oversee the implementation of the Pathways CLE.

Meeting adjourned at 6:56 pm