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

March 6, 2006

Call to Order

The meeting was called to order by the president, Dr. Stan Kaplan, at 12:07 PM on March 6, 2006, in the Hyman building, Room 101.

Attendance

The following members were present:

Louisa Balazs, MD, PhD, Martin A. Croce, MD, Maggie DeBon, PhD, Allen S. Edmonson, MD, Art Geller, PhD, Stanley Kaplan, MD, Leonard Lothstein, PhD, E. Haavi Morreim, PhD, William R. Morris, MD, Linda K. Myers, MD, Larry Pfeffer, PhD, Renate Rosenthal, PhD, Claudette Shephard, MD, Christopher M. Waters, PhD, Robert S. Waters, PhD, Thad Wilson, PhD

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

Gerald Byrne, PhD; Andrew Kang, MD; Pat Wall, MD; Bill Owen, MD

Approval of minutes

The minutes of the previous meeting were approved as written. Minutes had previously been distributed by electronic means. A hard copy of the minutes was available for review by the members.

New Business

Pres. Kaplan asked the group for two nominations for the Nominations Committee, as Robert Waters and Stan Kaplan are about to rotate off. Raj Taghow and Andrea Elberger will be members, and so two clinical faculty will be needed. Dr. Martin Croce has agreed to serve, so one additional clinical member is needed.

Old Business

Drs. Andrew Kang and Gerald Byrne updated the Executive Dean search committee activities. As previously indicated, the committee is comprised of people from UT's campuses across the state, not just Memphis-based members. At least 20 applicants' CVs have been collected to date, and a good candidate pool has emerged. The closing date for receiving CVs is March 10. Baker-Parker Executive Search Firm has been receiving and processing the CVs to ensure that each person nominated is interested in the position and has provided a list of references. Soon the committee will meet to narrow the list to 6-8 finalists who will be invited to meet with the committee itself.
Baker-Parker will provide a "preferred list" of the entire group. The committee, too, will create its own list of preferred candidates. By assessing these listings the committee will narrow its roster of candidates to the list of 6-8. At that stage, the identities of candidates will still be confidential. If the list of top candidates exceeds 6-8, it is quite possible that this number could be enlarged.

The committee will then recommend to the Chancellor 3-4 candidates for interview on the campus, probably sometime during the latter part of April. Each candidate will come in for two days and meet with several key leadership groups of faculty and administrative staff.

Dr. Owen indicated that, because there will be a Town Meeting later this week, he was not inclined to go into additional details about the search. However, he did indicate that he is familiar with some of the applicants accumulated to date. He indicated that the candidates are, overall, very high quality. Some are sitting deans in very prestigious medical schools, others are presidents of comparably high-quality institutions, and the like. Chancellor Owen indicated that the quality of the applicant pool appears to reflect interest in the kind of growth and transformation that is now under way at UTHSC. Many of these candidates have reputations for building strong programs.

Dr. Owen indicated that his goal is to have a new person on board by July 1. He also indicated that it would be acceptable for a suitable Executive Dean to bring in an entire team, not just him- or herself.

In terms of functions, the Executive Dean will align and integrate activities across campuses, while the Dean here in Memphis will focus on campus-based activities. LCME has identified the UT College of Medicine as being a single institution, notwithstanding its multiple locations across the state. Each individual campus Dean will be responsible for developing a budget. "Top-down" budgeting will be replaced by a greater emphasis on "bottom-up" budgeting: what one needs to meet one's needs plus appropriate amounts for growth. At that point, when the budgets are submitted, senior administration on the campus will align the various budgets. That budget is then bequeathed to that College, and each College will be required to live within its means. One campus will not be able to 'raid' the funds of another campus, within the College of Medicine.

Examples of programs that need to be better integrated include the Cancer Center (with around 5 components statewide), the Biodefense program, and the Department of Family Medicine (also with several subprograms statewide). The Executive Dean will be responsible to integrate these programs better, so that they can each seek funding as a single entity, not a collection of sometimes-competing separate entities. Dr. Owen noted that the University of Texas, University of Illinois, University of Kansas and several other institutions face comparable challenges with the need to integrate diverse campuses.

Dr. Wall indicated that he anticipates that greater integration can improve all three campuses.

Next Meeting

The next meeting of the committee will be held on April 3, 2006, at 12:00 Noon in the Hyman building, Room 101.

Adjournment
There being no further business, the meeting was adjourned at 1:00 PM.

Respectfully submitted,

E. Haavi Morreim, PhD
Secretary