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

September 14, 2004

Call to Order

The meeting was called to order by the president, Dr. Chris Waters, at 12:09 PM on September 13, 2004, in F302 of the Coleman building.

Attendance

The following members were present:

Allen S. Edmonson, MD;  Art Geller, PhD;  Stanley Kaplan, MD;  E. Haavi Morreim, PhD;  William R. Morris, MD;  Ron Pfeiffer, MD;  Mildred Randolf, DVM;  Kenneth D. Sellers, MD;  Fran Tylavsky, DrPH;  Christopher M. Waters, PhD;  Robert S. Waters, PhD;  Thad Wilson, PhD

The following members were excused:

Claudette Shephard, MD

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

Karen Johnson, MD;  George Cook, PhD (representing the faculty senate);  Dino Palazzolo, EdD (Vice Chancellor)

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.

Old Business

The meeting began with a brief discussion about plans for the Third Annual Dean's Symposium. Thad Wilson has been attempting to secure corporate support, though as yet without substantial success. During the first year of the Symposium the Dean provided $1500 of support, which paid for the food; last year Methodist University Hospital provided the food and other support.

A new idea being explored is to have a poster session in addition to the two lectures. Because the main public library has limited space at the central public library, only a dozen or so posters can be accommodated. Because the CoM has around 14 departments, each will be allowed to bring one poster exhibit. However, if one or more departments do not provide a poster, this would permit room for additional participants from another department. Logistics for accepting poster displays are being worked out. Speakers this year will be James Dale, MD, and Lester Van Middlesworth, MD, PhD. The Symposium will be held Friday, October 29, 2004, from 3-5pm at the Memphis Public Library.
New Business

The majority of the meeting focused on a new element in the reappointment letters sent to full-time tenured or tenure-track clinical faculty in the CoM. There seems to be a concern about a paragraph in the appointment or reappointment letter for the clinical faculty of the CoM which states the following "Relinquishment and/or resignation of a UTMG appointment will result in the concurrent forfeiture of your UTHSC appointment including tenure (if applicable)". Dr. Dino Palazzolo spoke about this statement, indicating that this simply states the arrangement that has been in place for many years. He explained that UTMG and other clinics such as Campbell, Semmes Murphy, Family Medicine etc., are the clinical arm of the University. In order to attain and retain tenure, faculty must be in a full-time position with a 100% commitment to the University. The employment in both the clinical arm of the University and the University combined gives the faculty member a full time status of employment. Should a faculty member relinquish or resign from the clinical arm of the University, he/she will revert to part time employment, thus resulting in the forfeiture of position and tenure. In addition, the faculty member may seek outside employment to compensate the lost income, which he/she will be limited by the General Policies on Compensated Outside Services. This again could not happen if the faculty is 100% UT. The faculty may still remain with the University on non-tenure part time position.

Another concern of the faculty was the specifics of the salary and how it is indicated in the appointment letter. Dr. Palazzolo stated that an appointment letter should always include an amount as a base salary which may not be reduced. It can either remain the same or increase. The amount and purpose for additional payments must be mentioned as well as the conditions of these payments. A statement stating the following is and will continue to be mentioned in the appointment letter...

"This is to inform you that your base salary is $........ In addition you will receive the amount of $..... for serving as the Director of ....(whatever the additional duties are). At such time as you no longer serve in this position, this compensation will revert to your base salary of....... You will receive a separate letter for the income from private practice.

All letters do not necessarily have the additional duties, but they will have the part on the private practice allowance if they are practicing physicians with UTMG or any other clinical arm of the University, Palazzolo added.

During the ensuing discussion, some DFAC members indicated that they and some of their faculty colleagues had not previously been aware of this policy. It was also noted that a number of members in Campbell Clinic and Semmes Murphy Clinic are not full-time, tenured members of UT CoM, and thus are not bound by this policy. It was also noted that some faulty seem to find it threatening because it is unfamiliar, has exceptions (like the VA), and seems not evenly applied. Further discussions about the VA situation ensued, concerning new faculty and whether they can be 100% UT if they do their clinical work at the VA. Dr. Palazzolo responded by saying that a faculty is hired on tenure track only if he/she is 100% UT. Once on board, the work is assigned by the Chair of the department wherever the location my be.

DFAC members also inquired why this paragraph concerning UTMG & UT is only now being included in the reappointment letter. Some faculty may be reluctant to sign their reappointment letter, since it seems like they are agreeing to a new contract. Dr. Palazzolo replied that the policy has been effect for a very long time and should probably have been articulated at an earlier date.
Dr. Palazzolo concluded by assuring DFAC members that the intention is not to hurt anybody and that nobody will be hurt by this policy. The faculty has absolutely nothing to lose. It can actually be to the faculty advantage to be clear about what one's responsibilities are, and where his/her salary is derived from. As noted by some DFAC members, the key problem seems to center on communication, and on explaining the policy to faculty. Dr. Palazzolo indicated that he would be happy to meet with anyone who wishes to discuss this matter further. President Chris Waters plans to discuss these issues further with Dean Herrod next week.

Next Meeting

The next meeting of the committee will be held on October 4, 2004, at 12:00 Noon in F302 of the Coleman building.

Adjournment

There being no further business, the meeting was adjourned at 1:10 PM.

Respectfully submitted,

E. Haavi Morreim, PhD
Secretary