

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

August 1, 2022

### **Call to Order**

The meeting was called to order by the president, Dr. Mace Coday, at 12:03 PM on August 1, 2022, on the Zoom online platform.

### **Attendance**

The following members were present:

Kevin Beier, MD, EM, Suleiman W. Bahouth, PhD, Dave Bhattacharya, MD, James Bienvenu, MD, Mark Bugnitz, MD, Mace Coday, PhD, Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, Denis DiAngelo, PhD, Chris Ledbetter, MD, Patrick McConville, MD, Jillian McCarthy, Ph.D., CCC-SLP, James McLoughlin, MD, F. Matthew Mihelic, MD, Erica Mitchell, MD, MEd SE, FACS, DFSVS, Haavi Morreim, JD, PhD, Katherine Nearing, MD, Lawrence Pfeffer, PhD, Reese Scroggs, PhD, Burt Sharp, MD, Claudette Shephard, MD, Laura Sprabery, MD, Joe Willmitch, MPAS, PA-C

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

Scott Strome, MD, Alicia Diaz-Thomas, MD, Andrew Griffith, MD, PhD, Jillian McCarthy, PhD (Faculty Senate president)

### **Approval of minutes**

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

### **Business**

Dr. Strome began by providing some general updates, beginning with the "GQ survey", i.e. the graduate questionnaire for departing M4s. One question is: how do you view the quality of your medical education? By 2014 the number had declined precipitously. UTHSC was ranked worst in the country. Today the number is nearly 92% satisfaction, for a 16% improvement over the past 4 years. Dr. Strome requested that DFAC members relay this message to colleagues.

Last week was very productive for fund-raising for the CoM, at nearly \$10million. Among other developments, one of the CoM's alumni related that, upon graduation, he had felt somewhat alienated from UT's CoM. When Covid emerged, he saw the orange shirts and witnessed the CoM's very active public service to help the community fight Covid. He decided that UTHSC's CoM would be a primary beneficiary of his estate.

Also last week, the CoM hosted several Ukrainian physicians. They came as ambassadors to learn about trauma, micro-vascular surgery and burn care. Going forward, these physicians will have real-time consultation, including live-streaming in the OR if that's what they need.

Dr. Strome then turned to questions surrounding the timeframe for tenure. He indicated that under current procedures, the CoM must evaluate people for tenure much too early in their careers. The average age for an RO1 is in the mid-40s. Additionally, UT CoM has made a substantial investment in these research faculty. From the faculty perspective, 6 or 7 years does not permit adequate time to explore one's full spectrum of interests and creativity and to realize this in successful grant awards. Conversely, the faculty member must leave if s/he is not awarded tenure in this time-frame. Dr. Strome recognized that most of the people affected by any change at UTHSC will be in the CoM.

Data are now to be sought regarding: how many grants did people have over the next 6 years vs the next 11 years; how many faculty are hired on tenure versus non-tenure track; of those hired on a tenure track, how many are put forward for consideration for tenure; of those, how many actually receive tenure.

In response to the question how to define "research faculty," members of the Research Committee have defined those faculty as 50%+ research time. DFAC discussion suggested that this percentage would need to be thought out carefully. In response to a question, Dr. Strome indicated that full-time clinician-scientists are highly unlikely to land any RO1; moreover, he suggested, their clinical salary so far exceeds their potential tenure-protected salary, that efforts toward tenure would not ordinarily be worthwhile. The conversation will be continued, when additional data are identified.

Finally, the DFAC considered a proposed new bylaw regarding distinguished professorships. The DFAC Policy Committee, in consultation with Polly Hofmann before she left, and Alicia Diaz-Thomas and Myra Sullivan thereafter, developed a draft policy that was circulated to DFAC members prior to the meeting. One question concerned what the title would mean to the faculty member. The answer is that this is an honorific title, with no additional benefits. It was moved and seconded, then passed the DFAC by vote.

#### Next Meeting

The next meeting of the committee will be held on September 12, 2022, at 12:00n CT / 1pm ET by Zoom.

#### **Adjournment**

There being no further business, the meeting was adjourned at 1:03 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD  
Secretary