

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

October 1, 2018

Call to Order

The meeting was called to order by the president, Dr. Lawrence Pfeffer, at 12:05 PM on October 1, 2018, in the Coleman building, Room A101.

Attendance

The following members were present:

Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, Denis DiAngelo, PhD, Ian Gray, MD, Mary Peyton Gupta, MD, Rod Hori, PhD, Rebecca Anne Krukowski, PhD, Haavi Morreim, JD, PhD, Lawrence Pfeffer, PhD, Larry Reiter, PhD, Reese Scroggs, PhD, Burt Sharp, MD, Claudette Shepherd, MD, Laura Sprabery, MD, Jerome Thompson, MD, MBA, George Cook, PhD

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

Scott Strome, MD, Polly Hofmann, PhD

Approval of minutes

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

Business

On Dr. Scott Strome's first day as Executive Dean of the CoM, DFAC Pres. Pfeffer described the functions of DFAC, and members each introduced themselves.

Dr. Strome then described some of his goals. He indicated his hope to work with faculty in a partnership to move the institution forward on all four of its core missions. His leadership style is to encourage input from diverse sources, and to use that collaboration to make well-informed decisions for the institution as a whole. He anticipates relying on DFAC for input to aid in decision-making.

Overall, Dr. Strome believes the CoM has an excellent platform on which to base its growth and future activities. This includes areas of great strength, eg children's health and some of the basic sciences. At the same time there are also many opportunities. In the clinical practice arena we will have the chance to recruit transformative leadership for departments such as Internal Medicine and Preventive Medicine.

Dr. Strome plans to reach out to a broad swath of the community, contacting leadership from many sectors - - not just faculty in the CoM, but hospital leadership, other colleges at UTHSC and beyond. He observed that we may not fully have an identity *as a university,* as beyond its separate college-entities. Recruitment committees should be seen, not just a time to search for leaders, but to get to know each other better, and strengthen the sense of community within UTHSC.

The cancer arena will undergo changes, going forward, which will be an opportunity to build this important sphere of care the way we want it to be built, not just for Memphis but for the broader region. Academic needs to define the standard of care, which will require research and education as well as clinical care.

Our already-strong educational program can be further strengthened. We need to understand student needs and student wellness better. Medical student debt is an important area of concern. Amounts of debt in excess of \$130-\$150,000 are not uncommon. As a state institution, we should be a place in which students can freely choose their career path, not limited by which specialty areas will address their debt, but according to their passions and professional satisfaction. We cannot waive tuition, but we will make systematic efforts to reduce debt enough that students will have genuine choice over which fields of medicine they enter.

In terms of research, Dr. Strome shared his own enjoyment of the process and expressed great interest in addressing whatever factors may deter the enjoyment as well as success of research here at UTHSC. Infrastructural barriers should be identified and addressed, as well as enhancing programmatic factors that promote team research. As part of this, diverse funding sources must be cultivated. NIH R01s should not be the sole focus; rather, additional sources of funding need to be systematically explored.

Our broader community also needs attention. Memphis and West Tennessee have significant deficits in access to care. Although the Church Health Center is a fine example of addressing the problem, considerably more needs to be done. As a part of this, Dr. Strome hopes to reach out to the children of Memphis, to inspire many of them to aspire to science and health care - - not just for work in medicine, but also nursing and other healthcare fields.

Dr. Strome emphasized that his leadership style focuses on consensus-building and problem-solving. It is one thing to identify a problem. What is most needed, however, is to bring ideas for resolution along with the description of the problem, plus a statement of one's own willingness to engage in that resolution. "If you bring me a problem, and if you give me a solution, you just got yourself a job."

Turning to other matters, Dr. Terry Cooper indicated that a document identifying procedures for 6-year Post-Tenure Review (PTR) has been created, and will be distributed to various entities for further review. For each tenured faculty member's 6-year review, that person's PTR committee will review the 6 annual reviews the faculty member received, and will use them and additional information to evaluate whether or not the faculty member's activities met expectations. The PTR committees will also report whether or not those six annual reviews, themselves, meet or do not meet the expectations of being reasonable, fair, accurate and high quality.

Here at UTHSC, negotiations included the Vice-Chancellor's office, the Faculty Senate and the Handbook Committee. The current document will be forwarded to faculty, in TrackChange mode, with an invitation to comment. However, the document must be finalized by the 12th of October, which provides little time for faculty input. As an additional layer in the proposed process, a separate committee will review the 6-year reviews themselves, to discern whether we are undertaking these reviews in a productive way.

Drs. Jerry Thompson and Mary Gupta then turned to the White Paper and some questions regarding our students' Step Exam scores. Although our averages are consistent with national standards for scores and for first-time pass rates, our students do not score in the higher score-ranges that would enable them to enter into residencies for a number of the higher-demand specialties. Further discussion noted that, although our students do fairly well in being accepted into specialty training, nevertheless a higher-than-expected number of our students are in the SOAP/scramble group.

Next Meeting

The next meeting of the committee will be held on November 5, 2018, at 12:00 Noon in the Coleman building, Room A101.

Adjournment

There being no further business, the meeting was adjourned at 12:57 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD
Secretary