

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

March 2, 2020

### **Call to Order**

The meeting was called to order by the president, Dr. Burt Sharp, at 12:05 PM on March 2, 2020, in the Coleman building, Room A101.

### **Attendance**

The following members were present:

Penny A. Asbell, MD, Mark Bugnitz, MD, Mace Coday, PhD, Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, KU Malik, PhD, DSc, Haavi Morreim, JD, PhD, Crystal Pourciau, MD, Larry Reiter, PhD, Reese Scroggs, PhD, Burt Sharp, MD, Claudette Shepherd, MD, Laura Sprabery, MD, Jerome Thompson, MD, MBA, Joe Willmitch, MPAS, PA-C, Peg Hartig, 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**

Dr. KU Malik updated the DFAC on revisions to the Research subcommittee's draft proposal to train physician-scientists. One change is to attend seminars, journal clubs, etc., for training in such matters as basic experimental design, research ethics, biostatistics, research design, grant writing and the like. Recruitment will focus on fellows and junior faculty.

Another proposed change was that, after receiving extramural grant support, trainees in this program would be expected to continue their faculty status at UTHSC for at least 5 years. That idea was challenged and will be removed. Per that discussion, such trainees' decisions to remain at UTHSC should be based on their own desire to stay here, rather than on an expectation. More broadly, UT should see itself as training scientists, not just for UT, but for the world.

Dean Strome noted that particularly in basic science departments, we have been recruiting junior faculty to replenish the core faculty. For research our goal is not so much a "swing for the fences" approach, as "base hit" approach. Smaller research grants and projects are important right alongside major ones.

The proposed physician-scientist training program will be done in conjunction with a somewhat comparable new program for residents, who can now engage more with translational research.

It was proposed that we conduct more exit interviews to see why people are leaving, when someone departs. Some of this has been done, and one concern has been faculty. A goal now is to pay no less than the 25th percentile for specialty and rank. Chairs have indicated that this is important, and are moving forward.

Other discussion proposed that this program should be used to attract new people, as well as to nurture existing in-house people. It was noted that, in clinical departments, recruiting is mainly focused on physicians whose major task is to care for patients. At that point it becomes very difficult to loosen up enough time for a program such as this. In response it was noted that a program such as this will require lead time and some explicit attention to time allocation during recruitment in the clinical departments.

Another idea was to ensure that mentors, themselves, have functioning labs or other facilities relevant to whatever trainee research might be undertaken. Also, DOs should be included, alongside MDs.

At this point the draft will be forwarded to the CoM Executive Council for their input, at which point it will return to DFAC.

Dr. Terry Cooper resumed the point-by-point modifications to the Bylaws. The purpose of these revisions and DFAC review/approval is to ensure that the Bylaws capture, as clearly and fully as possible, appropriate concepts and processes for the College of Medicine and that they are kept up to date with the College's evolving realities.

### **Next Meeting**

The next meeting of the committee will be held on April 6, 2020, at 12:00 Noon in the Coleman building, Room A101.

### **Adjournment**

There being no further business, the meeting was adjourned at 1:02 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD  
Secretary