

MUSC FACULTY SENATE

MEETING MINUTES

August 14th, 2018, 7:45-9:00 am
Gazes Auditorium, Room 125
Strom Thurmond Building

1. Call to Order (*Adam Smolka, President*) at 7:50 am.
2. Approval of July 10th, 2018 Minutes – Minutes approved.
3. President's Report
 - Senate Town Hall on Gun Violence
The town hall on July 26th was very successful with over 100 people in attendance. Presentation were well received. Faculty Senate is encouraged to keep the momentum going on this topic.
 - Status of COM Faculty Annual Contracts
According to the COM Dean's Office, a "very small number" of COM faculty have not signed their FY19 contracts (exact number not provided). These faculty should be engaged in contract dispute resolution as required by the Faculty Handbook. Dr. Smolka is aware of at least one disputing faculty member who has not been contacted by a review panel as required, and is now filing a formal grievance.
 - Dean's Response to COM Basic Sciences Comp Plan Concerns
In mid-June, the Senate submitted concerns from 50 COM faculty members from 14 departments (many questions were aggregated from several faculty colleagues), with a request that the Dean respond at a faculty-wide meeting (declined). On August 8th, the Dean finally posted a FAQ addressing a small subset of submitted questions. The Plan as originally rolled out remains unchanged.
 - Implementation of Revised Honor Code
New Honor Code went into effect yesterday, all faculty should have received email notification from Dr. Shaw. There are two significant changes: creation of a single University-wide Honor Council, and requirement that faculty report alleged violations to the Honor Council instead of addressing the concern directly with the student.
 - Annual Meeting of MUSC Faculty
The Faculty Senate By-Laws require that the Faculty Senate convene an annual meeting of all University faculty. This meeting will be held on September 6th at 4:00 PM in the Drug Discovery Auditorium.
 - Query about MUSC Parking Fees
A faculty member would like Faculty Senate to investigate why existing tiered parking fees penalize people based on their salary? Discussion: tiers were instituted when financing was needed for new parking garage construction. Suggested from the floor that Carta Express is a free option that is not highly promoted and could be more widely and inexpensively utilized by faculty. Senate urged by Dr. Smolka to pursue this issue with administration.
4. Electoral Unit Reports
 - Academic Affairs Faculty (*Jean Gudenas*): Nothing to report.

- Dental Medicine (*Raymond Kessler*): Three candidates have been interviewed for Associate Dean of Clinical Affairs; two returning interviewees for Chair of Oral Health Sciences. A meeting of the junior faculty is scheduled this Thursday at noon.
- Health Professions (*David Fitzgerald*): Nothing to report.
- Medicine: Basic Science (*Kristi Helke*): Absent, no report
- Medicine: Clinical Science (*Lynn Schnapp*): The *ad hoc* COM Faculty Assembly committee has developed a final report with recommendations for engagement of faculty in COM governance. A review of peer institutions revealed that other COMs have well-defined faculty governance structures, including Bylaws which are an LCME requirement for accreditation. The COM Dean supports development of a faculty governance process and has asked for faculty volunteers representing different departments, positions, ranks, and other forms of diversity to engage in this process via RedCap survey link; Dr. Schnapp encourages all faculty to participate.
- Nursing (*Melanie Cason*): Nothing to report.
- Pharmacy (*Sherine Chan*): Nothing to report.

5. Committee Reports

- Governance (*Michelle Nichols*): The committee met on August 1st, reviewed the Constitution and By-laws, and will bring recommendations to the Executive Committee this month. Committee also reviewed the Officer election process and have recommendations for next year; one is term limits for officers. The next general election for senators is scheduled for September, will be conducted electronically, and candidates will be listed by college and department, and will have the option to list a brief bio or link to bio.
- Communication and Education (*Titus Reaves*): New Faculty Town Hall is scheduled for September 19th, location TBD. Senior leadership will be present. A Promotion and Tenure workshop is being planned for October. The Senate webpage is being updated to be ADA compliant; archived minutes will be edited to be ADA compliant or will need to be stored somewhere else. One suggestion is to create a BOX folder to store archived minutes with a link on the FS webpage.
- Faculty and Institutional Relations (*Kristi Helke*): Absent, no report
- Institutional Advancement (*James McElligott*): Absent, but reported ongoing discussion with the Provost to review senior leadership evaluation process. Also seeking to involve IA committee in monitoring trends in the life of the institution by engaging with strategic planning committees working on Imagine 2020.

6. Current business

- Amendments to Faculty Handbook Sections 4.03 and 11.13 (*Kris Helke*)
Deferred

7. Invited Presentation: *Elizabeth Mack, MUSC Ombuds*

- Deferred as Dr. Mack was detained with work responsibilities.

8. New Business

- Dr. Smolka welcomed the COM Dean's Office posting (August 8, 2018) of FAQ in response to faculty input on the COM Basic Sciences Compensation Plan, and presented a summary of faculty questions and concerns not addressed in the FAQ (see attached). Discussion: the plan affects clinical sciences faculty as well as basic sciences faculty.

- Faculty in one COM division are formally disputing the grounds of their declared ineligibility for receipt of 2018 "Z" incentive component of compensation
- The recommendations of the *ad hoc* COM Faculty Assembly committee have yet to be discussed comprehensively by the Senate Executive Committee, and may undergo further refinement going forward, eg., election of members of proposed COM Governance Committee and associated sub-committees by COM faculty, rather than by Dean's Office selection. This and related issues to be included in forthcoming Executive Committee and Faculty Senate meeting agendas.

9. Adjourned at 8:51 am.

****Minutes submitted by Nancy Carson, Faculty Senate Secretary.***

COM Basic Sciences Compensation Plan

Summary of COM faculty input not addressed in Dean's Office FAQ

- Recommendation that independent consultants evaluate the COM administrative offices
- The Plan causes salary fluctuations from year to year. A three-year grace period for salary adjustments (not 1 year) is the norm at MUSC's peer institutions
- Why is there no accounting for different specialties in the Basic Sciences having very different requirements for % research coverage in order to reach the AAMC median salaries? The Plan disproportionately penalizes DPHS faculty
- No COLA increases to base rank salary over time
- No cost estimates of alternative plans, so lack of transparency
- No Senate representation on the Comp Plan Committee, and no faculty input on rollout and implementation of Plan
- The Plan disincentivizes all faculty productivity that is not directly compensated (teaching, training grad students, review committees, publishing papers, national meeting presentations, records of invention and patents, junior faculty mentoring, University service and administration, etc)
- How will Chairs be accountable for distribution of COM subsidies (\$54,600/FTE)? Lack of transparency about inclusion of fringe benefits in the subsidy. Does the extension of the subsidy to clinical departments entail commensurate withdrawal of other existing funds?
- Unilateral adjustment of Asst Prof base rank salary to \$65,000 violates University policy
- Why were 86 basic science faculty underpaid by >10% in previous years? How does the Plan deal with people who are currently grossly underpaid or overpaid? The 15% cap on increases or decreases potentially locks them in for several years.
- What mechanisms are in place to support administrative and teaching effort by tenured faculty who decrease their research coverage?
- Has MUSC HR been consulted about possible impact of the Plan on retirement benefits?
- Why does the Plan not address sabbatical support?