Faculty Advisory Council Feedback to Faculty November 2009

Introduction: The Faculty Advisory Council (FAC) was commissioned by Dean Lawley to provide a conduit for direct communication between the faculty and the Dean. (See Appendix 1 for FAC membership.) Faculty input was solicited from each SOM department during the fall of 2008. We met with Dean Lawley several times, and also met with several key members of the administration (see Appendix 2) in order to gather background information relevant to the concerns of the faculty. We drew up a list of recommendations to address the major areas of concerns expressed by the faculty. Below is our list of recommendations, and their current status. The text of our full report to Dean Lawley is attached.

1) Adopt logistics IT systems that function as a platform and tracking system for research and other key administrative processes.
   **Current status:** PeopleSoft and EPEX were implemented on September 1, 2009. This is a good start, but improvements need to be made and are ongoing.

2) Adopt NIH Just in Time policies for modular grants.
   **Current status:** The faculty are delighted that this change has been implemented.

3) Faculty and departmental administrators and staff should be actively solicited on a regular basis by SOM administration regarding ideas to improve key processes.
   **Current status:** We are currently in the midst of a series of town hall meetings led by Ray Dingledine and Carolyn Meltzer regarding Emory research strategic initiatives. Dean Lawley is available upon request to meet with faculty from each department.

4) Faculty should be represented on oversight committees that manage administrative units such as OSP, IACUC, and Biosafety.
   **Current status:** Enhancement of faculty input on key committees is under consideration.

5) Administrators at the Department, School and University level should be given incentives to provide outstanding service and held accountable for providing poor service.
   **Current status:** The Department of Medicine has such a system that is very successful and can serve as a good model for other departments. The FAC recommended that similar measures be implemented throughout the SOM.

6) Increase the value of teaching in consideration for promotion, particularly for clinician-educators.
   **Current status:** Implementation of a formal clinician-educator track for promotion is currently under consideration.

7) Encourage and foster mentoring opportunities for junior faculty at the SOM level and make these opportunities more accessible for all faculty who are interested.
   **Current status:** The Faculty Development Office has an excellent ongoing program. The Departments of Medicine and of Psychiatry and Behavioral Sciences have programs to promote mentoring in their specific departments. Similar programs could be implemented in other departments.

8) Establish a website for the FAC that can serve as a forum for interchange between faculty and the Deans’ office.
   **Current status:** This is in process in concert with Emory IT.
Appendix 1 – FAC Membership

Chair, 2009-2010: Erica Duncan, M.D., Associate Professor of Psychiatry
Co-Chair, 2009-2010: Tamara Caspary, Ph.D., Assistant Professor of Human Genetics
Chair, 2008-2009: Andrew Kowalczyk, Ph.D., Associate Professor of Cell Biology
Lou Ann Brown, Ph.D., Professor of Pediatrics
Jada Bussey-Jones, M.D., Assistant Professor of Medicine
Amy Hutchinson, M.D., Associate Professor of Ophthalmology
Nelson Oyesiku, M.D., Professor of Neurosurgery
William Shafer, Ph.D., Professor of Microbiology & Immunology
W. Robert Taylor, M.D., Ph.D., Professor of Medicine
Carl Washington, M.D., Associate Professor of Dermatology

Appendix 2 – People who met with the FAC or its subcommittees

Claudia Adkison, JD, PhD, Executive Associate Dean for Administration and Faculty Affairs
William Casarella, MD, Executive Associate Dean for Clinical Affairs
Wright Caughman, MD, Vice President for Clinical and Academic Integration, Woodruff Health Sciences Center
Ray Dingledine, PhD, Executive Associate Dean for Research
Bill Eley, MD, MPH, Executive Associate Dean for Medical Education and Student Affairs
Benn Konsynski, PhD, George S. Craft Professor of Information Systems & Operations Management, Goizueta Business School
Thomas Lawley, MD, Dean, School of Medicine
Kerry Peluso, Associate Vice President for Research Administration
Barbara Schroeder, SM, Executive Associate Dean for Fiscal Affairs and CFO
David Stephens, MD, Vice President for Research, Emory Health Sciences Center
Sharon Weiss, MD, Associate Dean for Faculty Development
David Wynes, PhD, Vice President, Research Administration