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Faculty Executive Committee Membership

Richard Tucker, Ph.D., Chair
Peter Sokolove, M.D., Vice Chair
Neal Fleming, M.D., Ph.D., Secretary
Prabhakara Choudary, Ph.D.
Stuart Cohen, M.D., *ex officio*
Scott Hundahl, M.D.
Hanne Jensen, M.D.
Gary Leiserowitz, M.D.
Stephen McCurdy, M.D., M.P.H.
Ruth McDonald, M.D., *ex officio*
Claire Pomeroy, M.D., M.B.A., *ex officio*
David Shelton, M.D.
Michael Syvanen, Ph.D.

About this newsletter

The purpose of this newsletter is to provide the faculty of the UC Davis School of Medicine information concerning shared governance and the actions and future projects of your Academic Senate Standing Committees and the Faculty Executive Committee. The newsletter will be published twice each year just prior to the spring and fall Meetings of the General Faculty.

Message from the chair of the faculty

Thanks for taking a few moments to look over the newsletter of your Faculty Executive Committee. For shared governance to work both Academic Senate faculty and Academic Federation faculty must take an active role in running the parts of the School of Medicine that the Regents identified as our responsibility, namely the admissions process and the curriculum, as well as student progress, research space and affairs, the library and awards. As informed faculty, you will be able to participate more actively in the basic decision-making processes that make the School of Medicine work smoothly and efficiently, and play important roles in the selection and education of the next generation of physicians.

The Faculty Executive Committee is elected by you to oversee admissions, the curriculum and other important duties. Each spring, we send out a request for volunteers to serve on the various standing committees of the faculty. If your merit and promotion review process includes administrative service, a great way to meet that service requirement is to join one of the standing committees. If you're currently serving, or recently served, these newsletters will help you keep in touch with the progress being made by other committees. If you're thinking of serving, or thinking about joining a second (or third) committee, this newsletter may help you decide which one to join.

We will also use this newsletter to help inform the faculty about issues related to shared governance, promotion and tenure. In the section 'Faculty Forum', Dr. Katzberg from Radiology shares with us the problems he's had with the reallocation of 19900 funds dedicated to his FTE. It makes for interesting reading. Your comments on this subject and others are welcome—feel free to submit them to me (rptucker@ucdavis.edu) for inclusion in the fall issue of this newsletter.

Thanks again for your time and energy - without it, we wouldn't have a School of Medicine.

—Richard Tucker, Ph.D., Chair of the Faculty

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Committee profile: admissions

By Don Hilty, M.D., Chair of Admissions Committee

The Admissions Committee works primarily through the hard work of its Screening, Selection and Policy Subcommittees.



The growth of the School of Medicine and the Medical Center puts us among the nation's leaders in cancer treatment, research, use of technology for outreach and helping the underserved. Not surprisingly, each year the School of Medicine attracts thousands of remarkably intelligent, talented, diverse and passionate applicants. Selecting the entering class is a daunting task. We are fortunate to have the dedicated assistance of our faculty, staff (Ed Dagang and Terri Hall), students, alumni and Dr. Mark Henderson, our new Dean of Admissions.

Phases of admissions include applying (July-October), screening for who to interview (August-March), interviewing (September-April) and final selection of students (November-May). Faculty, residents and medical students are involved as interviewers and on Admissions Subcommittees. Clinical, basic science, research, teaching and community faculty all play important roles.

We have approximately 5,000 applications each year and enroll 105 students. Of those, 12 are in the Rural Program in Medical Education (Rural-PRIME; 5 years with a master's degree) and another 1 to 5 enter the MD/PhD Program. Applicants complete a national standardized form (AMCAS), with about 2,000 being asked to complete the School's secondary application. The Admissions Screening Subcommittee grants about 450 interviews, based on GPA, MCAT, depth of activities, leadership, quality of personal statement, quality of letters of recommendation, ability to overcome obstacles, and promise in research. Interviews are conducted by one faculty and one student per/candidate. Six Admissions Selection Subcommittees compare candidates to offer admission to the best candidates.

The students admitted represent a broad range of ethnicities and economic backgrounds. They are approximately 60% female, and hold a breadth of baccalaureate majors including biological and physical sciences, liberal arts and humanities, and engineering. The average age of the admitted student is between 24 and 26, which is one to two years above the national average. The diversity of students accepted is generally proportionate to the field of applicants. It is hoped that each class reflects that cultural diversity of California's population in order to better serve it in the future.

The School uses several indicators to evaluate the selection criteria and process that are based on Liaison Committee of Medical Education (LCME) standards: rates of graduation from medical school, attrition rate, scores on board examinations (Part I and Part II), successful matching for residency, evaluation of performance in residency training at UC Davis (for those staying on) and surveys of alumni in practice.

If you have any suggestions or comments, please contact Ed Dagang, Director of Medical School Admissions at 916-734-4800 or email ed.dagang@ucdmc.ucdavis.edu, or our experienced staff Terri Hall at the same number or terri.hall@ucdmc.ucdavis.edu. Better yet, tell them that you would like to join the Admissions Committee, or participate as an interviewer.

"A formal P&T Committee hearing was held in October, 2006, with a unanimous ruling in favor of the grievant's concerns.... Nine months later the Chancellor denied the grievance."



Interested in submitting an article for the Faculty Forum?

Send your short article concerning faculty rights and shared governance to the FEC Chair at rptucker@ucdavis.edu.

Faculty forum

Physician Scientists: Tenure in Jeopardy

By Richard W. Katzberg, M.D., Professor of Radiology

A newly-revised Department of Radiology Compensation Plan was initiated by the Chair, approved by the Dean, School of Medicine, without the advice and consent of the departmental faculty members in 2001-2002. Yearly modifications were instituted, without faculty discussion and vote, and in 2002-2003 the FTE 19900 funds assigned to specific tenured, regular ranks faculty were "...distributed to the entire department". This significant change in policy was promulgated by the Dean at the School of Medicine faculty meeting of January 28, 2004.

APM 015 specifies that "a major responsibility of the administration is to protect and encourage the faculty in its teaching, learning, research, and public service". And, APM 245 mandates that "The chair is expected to seek the advice of faculty colleagues in a systematic way, and to provide for the conduct of department affairs in an orderly fashion through departmental meetings and the appointment of appropriate committees."

The significant consequence of a change in assigning state funds for tenured faculty positions to a policy of distribution of these funds to the entire department allowed the Chair to implement a salary methodology whereby tenured faculty were disassociated from the academic component of their salary and were forced to earn all of their income from clinical service. In this manner, protected academic time was severely diminished, inhibiting research and teaching opportunities mandated by the State assignment of the FTE 19900 funds.

A grievance was filed against the Chair's action on January 20, 2004. This grievance included four allegations: (1) the Chair of the Department of Radiology misappropriated State funding, known as FTE or 19900 funds by pooling it with all departmental income; (2) the Chair disregarded the University mandate to engage in shared governance with department faculty members; (3) regarding FTE faculty, the Chair reduced formal time allocated to research, counter to University policy and in a manner inequitable among all faculty members, and; (4) the Chair used an inequitable methodology for distributing financial incentives to all faculty members.

Allegations of the grievance were investigated by an independently assigned Privilege and Tenure (P&T) Subcommittee from January 2006 to November 2007 and were in agreement with the grievant. A formal P&T Committee hearing was held in October, 2006, with a unanimous ruling in favor of the grievant's concerns. The ruling and findings were forwarded to the Chancellor on February 19, 2007. Nine months later the Chancellor denied the grievance indicating that the "preponderance of the evidence" did not support the rigorously investigated facts that the grievant's rights had been violated. As of the writing of this commentary, the issues having been raised are now being considered by the Academic Senate Faculty Executive Committee.

(continued on p. 4)

“The salient issues being addressed include faculty governance at multiple levels, a faculty member’s right to fair play, and the importance and security of academic tenure.”

Faculty forum (cont.)

The salient issues being addressed include faculty governance at multiple levels, a faculty member’s right to fair play, and the importance and security of academic tenure. Parallels are noted in a prior circumstance at the Georgetown University School of Medicine in 1997. At that time, 18 tenured faculty members filed a grievance against the university president in response to a newly implemented policy that required tenured professors in the medical center to fund most of their own salaries. Even though two grievance committees supported the faculty, the Administration refused to change the policy and a lawsuit ensued. The lessons learned at Georgetown are discussed in a case study published in the Bulletin of the American Association of University Professors, November-December 1999, Vol 85, No. 6. The cogent points of the Georgetown precedent are as follows:

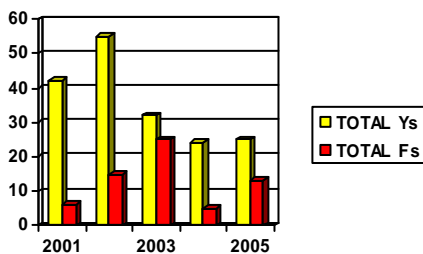
“The grievance proceedings reveal that the Administration, in instituting the new policy, had come to see tenured faculty merely as a revenue-generating commodity. In reality, tenured medical faculty are an invaluable but often intangible resource. They contribute not only to an institutions’ educational stability, but also to a medical school’s reputation in the public’s eye as a provider of philanthropy.”

The ultimate resolution of the situation at UC Davis is yet to be determined and is under active discussion.

FAQs: Are more students failing?

It certainly seems so sometimes! The Student Progress Committee, chaired by James Bourgeois, M.D., meets with students that are on probation (either academic or professional) or are eligible for dismissal. In the latter cases, they will vote whether or not the student should be dismissed. Our regulations specify that students taking Preclinical courses can be given a Y mark if their work at the end of the course is not of passing quality. Students are then offered remediation and the opportunity to convert the Y to a pass. After three Y marks, all further non-passing work is recorded as an F. Students in the clerkships that earn a Y typically go immediately on probation and must remediate the Y to a pass before being allowed to continue. Students are eligible for dismissal once they have a second F grade.

One way of assessing whether or not more students are failing is to count the numbers of Y marks and F grades assigned to each entering class (see the figure to the left). The matriculating classes of 2004 and 2005, most of whom are currently MSIVs and MSIIIs, have had fewer Y’s than students admitted during the previous three years, and a comparable number of F grades. If anything, our students are doing a bit better than in the recent past!



The numbers of Y’s and F’s is actually lower in recent years. The years indicate the time of matriculation.

The standing committees of the faculty

Admissions Committee: Composed of members of Admissions Subcommittees: Steering, Policy, Screening, and Selection. Reviews previous cycle, discusses goals, priorities, and deadlines. Meets quarterly.

Chair: Don Hilty, M.D.

- **Admissions Steering Subcommittee:** Oversight of admissions process; reviews progress of Selection Subcommittees; advises Selection Subcommittees; makes final recommendation for admission. Meets as needed.
- **Admissions Policy Subcommittee:** Assesses, reviews, and enhances admissions process; develops policies for primary and secondary screening of applicants. Meets as needed.
- **Admissions Screening Subcommittee:** Conducts primary screening; prioritizes applicants for interviews. Meets 3rd Thursday of each month.
- **Admissions Selection Subcommittee:** Taking into account all available information, ranks applicants for acceptance and submits ranking to the Steering Subcommittee. Typically meets twice each month between November and April.

Committee on Education Policy: Defines and implements goals, objectives, and structure of the curriculum; oversees curricula and evaluates course content; establishes teaching and student evaluation guidelines; recommends criteria for evaluation and promotion of students; and consults with Admissions Committee on the academic prerequisites for admission. New volunteers are asked to provide a brief summary of teaching involvement. Meets 2nd Tuesday of each month.

Chair: James Holcroft, M.D.

Committee on Faculty Affairs: Acts as an ombudsman; advises on publication matters such as plagiarism, censorship and right of authorship; advises in matters involving academic freedom, including issues related to discrimination; considers appeals and special problems relating to faculty appointments and promotions; and considers other matters pertinent to faculty welfare. Membership limited to full professors. Meets as needed.

Chair: Anthony Stone, M.D.

Committee for Research Affairs: Reviews applications for research support awarded within the SOM and UCDCM; reviews and selects candidates from medical classes or from the medical faculty for research awards. Meets 1 to 3 times a year.

Chair: John Rutledge, M.D.

Committee on Student Progress: Reviews and evaluates student progress; certifies promotion into years two, three, and four. The Committee has the authority to place a student on probation, establish the duration of probation, prescribe steps for remediation of performance deficiencies, remove student from probation, and to recommend dismissal. Members shall have contributed to the teaching of medical students. Meets monthly for 2 to 3 hours.

Chair: James Bourgeois, M.D.

Health Sciences Library Committee: This is a joint committee with the School of Veterinary Medicine. The committee recommends on acquisitions, operating policy, capital improvements and personnel of the Loren B. Carlson Health Science Library. Meets quarterly.

Chair: Hung Ho, M.D.

Honors and Awards Committee: Develops and maintains effective system for distribution of honors and awards to students; selects recipients from the medical classes or medical faculty for specifically defined awards; and advises on criteria for the establishment of new awards. Membership limited to Academic Senate faculty. Meets once or twice a year.

Chair: Anthony Seibert, Ph.D.

Research Space Advisory Committee: Advises the Associate Dean for Research on the setting of policy for allocation of research space to the Faculty of the School of Medicine, both preclinical and clinical, and advises the Associate Dean for Research regarding the implementation of these policies. Meets 1 to 3 times a year.

Chair: Robert Berman, Ph.D.

Research Space Allocation Appeals Committee: Hears complaints and appeals of individual faculty members with regard to intra-departmental assignment of research space, and transmits findings and recommendations regarding such appeals to the Associate Dean for Research and the department chair. Meets once a year or as needed.

Chair: Carroll Cross, M.D.

Rules, Jurisdiction and Organization Committee: Upon request, reviews recommendations of Committees of the Faculty in order to assure consistency with existing rules and regulations of the SOM; assures due process for consideration and adjudication of requests for grade changes; and acts as a committee to evaluate and recommend action on formal appeals of dismissal. Membership limited to Academic Senate faculty. Meets as needed.

Chair: Michael Syvanen, Ph.D.

Faculty Executive Committee: Summary of recent actions

October 2007

- Report from the CEP; plans for improving the 4th year curriculum
- Report from IT; plans for improving Web site access
- Finalize language regarding changing the bylaws to clarify the roles of *ex officio* members; ballot sent to faculty (passed).

November 2007

- Selection of Rural PRIME admissions subcommittee
- Nomination of members to the Faculty Personnel Committee
- Develop new regulations regarding the meaning of the Y transcript mark

December 2007

- Reports on the origins, reporting structure and duties of the Block Council
- Develop strategy for new regulations regarding course drop deadlines (presented to FEC by P. FitzGerald)

January 2008

- Report from CEP regarding the future of the Block Council; Block Council to reform as CEP subcommittee
- Approval of membership of Chair review committees
- Finalize language for updating regulations regarding the Y; ballot sent to faculty (passed)

February 2008

- Update and discussion regarding policies governing course drop deadlines
- Report from Mike Minears, CIO
- Presentations, debate and actions on the meaning of tenure in clinical departments

March 2008

- Distributed requests for volunteers for standing committees
- Meeting with Linda Bisson, Chair of the UCD Academic Senate, regarding the university budget, bloat within the university's administration, and the meaning of tenure in clinical departments
- Finalized language for drop deadlines

Announcements

Special Recognition

Don Hilty, M.D., Admissions Committee chair, was presented a special recognition in appreciation to honor his leadership of the Rural-PRIME program and other education initiatives at UC Davis Health System.

General faculty meeting

Wednesday, May 28, 2008

5:30 p.m. – 7:00 p.m.

Via Videoconference

Education Building, Lecture Hall 1222

Sacramento campus

&

MS1-C, Room 130

Davis campus

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