

**General Faculty**
**Meeting Specifics**

<b>Purpose</b>	<b>Frequency</b>	<b>Executive Sponsor</b>
Informational	As Needed	Dean DiPaola
<b>Date</b>	<b>Time</b>	<b>Location</b>
Monday, March 15, 2021	12:00-1:00 p.m.	Zoom

**Faculty Council**

<b>Basic Science Members</b>	<b>Clinical Science Members</b>
<input checked="" type="checkbox"/> Campbell, Kenneth	<input checked="" type="checkbox"/> Ballard, Hubert (Chair)
<input checked="" type="checkbox"/> Clark, Claire	<input checked="" type="checkbox"/> Beck, Sandra
<input checked="" type="checkbox"/> Hatcher, April R.	<input checked="" type="checkbox"/> Hays, Lon R.
<input checked="" type="checkbox"/> Mellon, Isabel	<input checked="" type="checkbox"/> Kapoor, Siddharth
<input checked="" type="checkbox"/> Nikolajcyk, Barbara	<input checked="" type="checkbox"/> Neltner, Janna
<input checked="" type="checkbox"/> Spear, Brett (Chair-Elect)	<input checked="" type="checkbox"/> Stevens, Julia C.
	<input checked="" type="checkbox"/> Toney, Dale

**Agenda Topics Covered**

<b>Topic</b>	<b>Agenda Item</b>	<b>Presenter/Facilitator</b>
1	Welcome and Agenda Review	Hubert Ballard, MD
2	Review Proposed Changes to the Rules of the Faculty and Administration of the College of Medicine	Dean DiPaola
3	Faculty Support Initiative	Dean DiPaola
4	LCME Status Report Update	Dean DiPaola
5	Faculty Compensation Models	Dean DiPaola

Notes

Topic	Discussion
1. Welcome and Agenda Review	<ul style="list-style-type: none"> <li>• H. Ballard, Chair of Faculty Council, welcomed faculty and called the meeting to order at 12:03 p.m. H. Ballard reviewed meeting agenda and introduced Dean DiPaola.</li> <li>• H. Ballard noted that there will be an email sent on March 26 with a survey to vote on the proposed changes to the Rules of the Faculty and Administration of the College of Medicine (Rules). Voting is available through April 8 at 12:00 p.m.</li> </ul>
2. Reviewed Proposed Changes to the Rules of the Faculty and Administration of the College of Medicine	<ul style="list-style-type: none"> <li>• Dean DiPaola reviewed the proposed changes to the Rules.</li> <li>• Rules were last updated in May 2020, as approved by the faculty, and this year some additional changes are being recommended. Most noteworthy are the following:               <ul style="list-style-type: none"> <li>– Clarification of membership for College of Medicine committees</li> <li>– Removal of the Wellness in Training Committee given the function of the student affairs office for medical students and the Graduate Medical Education Committee for residents</li> <li>– Removal of the Professional Code Committee with the transition of activity to the Student Progress and Promotions Committee</li> <li>– Removal of the Committee on Advocacy in Professionalism and Ethics with activity covered by the Student Progress and Promotions Committee</li> <li>– Enhancing the Student Advisory Council to include graduate students</li> </ul> </li> <li>• Action Required               <ul style="list-style-type: none"> <li>– Voting-eligible faculty will be contacted via email on March 26 with voting instructions on how to endorse and approve the proposed changes to the Rules)                   <ul style="list-style-type: none"> <li>▪ Per Section 3.1 of the Rules                       <ul style="list-style-type: none"> <li>○ Membership                           <ul style="list-style-type: none"> <li>➤ 3.1.1.1. The voting faculty consist of the following:                               <ol style="list-style-type: none"> <li>1) Dean, all Assistant, Associate, and Vice Deans; and</li> <li>2) Full-time Professors, Associate Professors, Assistant Professors, Lecturers, Senior Lecturers, and those Instructors who are not enrolled as students in the MD program or Graduate School.</li> </ol> </li> </ul> </li> </ul> </li> <li>– Votes will be accepted until 12:00 p.m. on April 8</li> </ul> </li> </ul> </li> </ul>
3. Faculty Support Initiative	<p><b>Faculty Development Opportunities</b></p> <p>In 2020, there were 35 workshops (“master classes”) in a range of topics, including the following:</p> <ul style="list-style-type: none"> <li>• Wellness/resiliency</li> <li>• Promotion/tenure guidelines</li> <li>• Research topics</li> <li>• Leadership development</li> <li>• For Spring 2021, there are already 15 sessions, ongoing or planned.</li> <li>• Department Chair and Center Director Leadership Series – an eight-week series</li> <li>• All sessions and resources are available in the faculty development website – <a href="http://faculty.med.uky.edu">faculty.med.uky.edu</a></li> <li>• Also offer one-on-one meetings to review the opportunities for specific areas of development</li> </ul>

**Appointment, Promotions, and Tenure process support**

- The Appointment, Promotions, and Tenure (APT) committee reviewed and processed 57 dossiers this year.
- Final decisions will be announced in April or May.
- In 2020:
  - 64 faculty were promoted
  - 11 were from basic science departments
  - 53 were from clinical departments
  - Multiple APT-focused development sessions are offered to faculty throughout the year.
  - The office is available to all faculty with one-on-one attention to advise on career development.

**Diversity, Equity, and Inclusion Efforts****Association of American Medical Colleges' Restorative Justice Program:**

- One of nine institutions chosen among all medical schools nationally.
- A pilot program to advance the community to make greater improvements in the area of faculty diversity and inclusion (including retention).
- The college will develop and implement restorative justice practices and community building initiatives to build and strengthen the relationships.
- The next phase of this program is the RESTORE Lab.

**RESTORE Lab:**

- A virtual/Town Hall/Zoom platform used for community building and to work through cases for more active learning.
- Example: the case of Dr. Susan Moore, a Black physician who died in December 2020 from complications of COVID-19 after publicly complaining of racist treatment at a hospital in Indiana.

**Research Infrastructure Support**

- Sponsored Research Administrative Services
  - Pre-award and post-award support with an emphasis on regulatory compliance, customer service, and continuous process improvement.
- Proposal Development Office
  - Conduct funding searches, assist in the preparation of competitive proposals, provide descriptive materials, write sections as appropriate.
- Office of Sponsored Project Administration
  - Advice on and assistance with budget preparation and other administrative requirements of proposals; review, negotiation and acceptance of awards; information regarding sponsor policies and regulations; preparation of subcontract documents.
- Biostatistics support through the Institute for Biomedical Informatics
- Alliance Research Initiative Teams
  - Mentorship

	<p><b>Alliance Research Initiative</b></p> <ul style="list-style-type: none"> <li>• 350+ Scientists</li> <li>• 9 Colleges</li> <li>• 18 Teams</li> <li>• 25 Departments <ul style="list-style-type: none"> <li>– 1 Goal: Discovery for impact</li> </ul> </li> </ul> <p><b>Strategic Communications Tactics</b></p> <ul style="list-style-type: none"> <li>• Dialogue with the Dean <ul style="list-style-type: none"> <li>– More than 40 in one year</li> <li>– Anonymous outlets to collect input</li> <li>– Qualtrics</li> </ul> </li> <li>• From the Dean’s Desk <ul style="list-style-type: none"> <li>– Weekly newsletter designed to acknowledge efforts and successes of our team members</li> </ul> </li> <li>• Website reorganization and redesign</li> </ul> <p><b>Wellness and Well-being Support</b></p> <ul style="list-style-type: none"> <li>• Establishment of College Community Well-Being as a strategic enabler of the strategic plan.</li> <li>• Launch of the wellness resources website which serves as a comprehensive hub of the resources.</li> </ul>
<p>4. LCME Status Report Update</p>	<p>Dean DiPaola opened the topic by stating that C. Griffith has spoken about the Liaison Committee on Medical Education (LCME) Status Report at several internal meetings.</p> <p>Dean DiPaola briefly overviewed the report.</p> <ul style="list-style-type: none"> <li>• The college was reviewed two years ago and the results were relatively positive. Medical schools are reviewed under 12 standards.</li> <li>• There are 93 elements that are scored to determine the outcome of the 12 standards.</li> <li>• In 2018-2019 report, the college was Compliant in all standards but four of which were Compliance with a Need for Monitoring that required a two-year status update.</li> <li>• The status report from 2020 now lists all standards as Compliant.</li> <li>• The Kentucky images within the slides show the 93 elements that were determinations for performance: <ul style="list-style-type: none"> <li>– Element 3.3: Diversity/Pipeline Programs and Partnerships</li> <li>– Element 11.2: Career Advising</li> <li>– Element 12.1: Financial Aid/Debt Management Counseling/Student Educational Debt</li> </ul> </li> </ul> <p>Next LCME Status Report: August 15, 2022</p>

<p>5. Academic Compensation Equity (ACE) Initiative for PhD Faculty in Tenure Tracks</p>	<p><b>ACE Initiative</b></p> <ul style="list-style-type: none"> <li>• When we began this journey, we had five goals in mind: <ul style="list-style-type: none"> <li>– Prioritize our faculty and value their service, research, and instruction.</li> <li>– Identify and implement a plan that would be fair and transparent to all members of the faculty with a shared governance approach.</li> <li>– Build a plan that would provide long-term sustainability, growth, and future investment potential for our faculty, staff, and learners.</li> <li>– Outline a mechanism to link total compensation to our mission.</li> <li>– Create a plan that would be predictable to ensure faculty could anticipate their total compensation year to year.</li> </ul> </li> <li>• We have worked together to develop a compensation model that would best work for OUR faculty and the dynamics of our college, departments, and centers.</li> <li>• This effort is an ongoing, inclusive process to create a structure that values the service, research, and instruction efforts of our faculty.</li> <li>• In 2020, two subgroups were launched, one to re-evaluate the STAR compensation model and a second to develop a new model.</li> <li>• The team is soliciting feedback from faculty to aid in making a final decision on the model and to determine if we need to explore modifications.</li> </ul>
<p>6. Other Business</p>	<ul style="list-style-type: none"> <li>• H. Ballard adjourned the meeting at 12:53 p.m.</li> </ul>