

Uniformed Services University of the Health Sciences Board of Regents

Board Brief

Submitted by: Neil E. Grunberg, Ph.D. Date: 6 Jan 2010

Title & Department: President, Faculty Senate & Assembly Phone: 301-295-9673

Purpose: Information x Action

Subject: Mid-year report from Faculty Senate

Significant Issues:

USU Faculty Senate has been active the first half of this year (1 July – 31 Dec 2009). With regard to activities accomplished:

- (1) Fall Faculty Assembly was held on 1 October 2009. Attendance (in person) was estimated to be >100 faculty members. Additional faculty members participated by “webinar” (real time computer-based access to PowerPoint slides and audio). Arrangements were made and publicized by Faculty Senate Communications Committee. All Faculty Senate committee plans for 2009 – 2010 were discussed. USU, SOM, GSN, and AFRRRI leaders participated as well.
- (2) Fall Faculty Orientation was held on 22 October 2009 and was coordinated by Faculty Senate Mentoring Committee. Participants included roughly two dozen faculty members. Presenters included faculty members and administrators.
- (3) Staff Appreciation Assembly was held on 4 November 2009. The purpose of this first-time event was for faculty members to show appreciation for staff contributions to USU (including USU and HJF employees). Faculty members and administrators gave “testimonials” to single out individuals or groups of USU staff who make outstanding contributions. A lunch reception was held immediately following this assembly to honor all staff members. Participation was estimated at 450 people. Faculty Senate received strong positive feedback from many staff members and administrators.
- (4) Outstanding staff appreciation awards for 2009 were given by Faculty Senate to Ms. Mary Kay Gibbons (REA) and Mr. George Harriss (MDL) for many years of continued outstanding service to the USU faculty and mission. The awards were given in person at the 10 December 2009 meeting of the Faculty Senate, an announcement was circulated by email, and the names of the awardees will be engraved on the plaque that hangs in the Hall of Flags.
- (5) Monthly meetings were held by Faculty Senate officers (including President, Past-President, President-elect, Secretary-Treasurer) with President Rice (and his Chief of Staff), with Dean Laughlin, and with Dean Hinshaw. These meetings have been frank and valuable to share perspectives, to discuss issues, and to coordinate activities. Issues to discuss were circulated in advance of each meeting and synopses of each meeting are posted on the Faculty Senate web

February 2010

page. Additional meetings were held by Faculty Senate officers and Senators with Drs. Smith, Lillis-Hearne, Kaminsky, and Reamy.

- (6) Open monthly meetings of the Faculty Senate and each of the Faculty Senate committees were publicized in advance and held. Minutes of the proceedings of these meetings appear on the Faculty Senate web page.
- (7) Communications Committee has developed and launched a completely revised Faculty Senate website, had advertised Faculty Senate sponsored events; is working to improve accuracy and contact with faculty onsite and offsite; is working to identify an electronic faculty portfolio to assist with communication, promotions, and recognition of faculty.
- (8) Comparability Committee worked successfully with USU administrators to modestly increase faculty salaries in late 2009 and is working with USU administrators to further close the comparability gap between USU faculty compensation and salaries paid at other health science universities.
- (9) Constitution Committee is working to develop formula for faculty senate representation with an eye towards USU development, especially GSN and AFRRRI.
- (10) Education Committee is examining how best to accommodate present and anticipated graduate studies at USU while maintaining high academic standards, is working to plan Education Day (June 25, 2010), and plans to provide input and assistance regarding the SOM curriculum review and reform.
- (11) Mentoring Committee coordinated Faculty Orientation Day and is working to provide an electronic access to help faculty network and to support faculty development programs that are primarily the responsibility of department chairs and administrators.
- (12) Nominations and Elections is working to identify candidates for Faculty Senate positions and to optimize the reach and accuracy of “voter” e-files.
- (13) Research Policy Committee has provided support and input to USU IACUC regarding policies and procedures, is working with the Vice President for Research to plan Research Days (May, 2010), and is working to enhance support for research activities (e.g., examining needs of faculty and cost-effective ways to satisfy needs).
- (14) Integrative Task Force is working to improve communication and partnerships between USU faculty and hospital faculty and staff. This working group (not a standing committee) was initiated by the Faculty Senate under the leadership of President-elect Gary Wind, M.D. and is meant to complement and support at a faculty “grass roots” level improved integration and cooperation among all faculty and health-care personnel at USU, WR, and Bethesda Naval Hospital.
- (15) The Grievance Committee has responded to all requests and inquiries.
- (16) The Faculty Senate has worked closely with the USU administration to come up with ways to alleviate the growing parking problem at the USU main campus.
- (17) The Faculty Senate has provided input regarding clinical faculty appointments, graduation ceremony, recognition of faculty for outstanding contributions, and other issues raised by the faculty assembly and by USU administrators.
- (18) A Winter Faculty Assembly will be held on 11 February 2010 in Sanford Auditorium beginning at 1400 hours for the Senate to provide a mid-year status report and to solicit input regarding the course of the second half of the Senate’s year.
- (19) The David Packard lecture will be delivered by Floyd Bloom, M.D., Professor Emeritus, UCSD, on 31 March 2010 in Sanford Auditorium.
- (20) The Faculty Senate applauds the appointment of an Associate Dean of Faculty in the SOM.

Current & Future Concerns:

- (1) The Faculty Senate continues to be frustrated that SOM chair reviews do not include faculty input despite repeated requests from the Faculty elected leadership for years. The SOM Dean has announced that faculty input to review chairs will occur, but there has been little action.
- (2) The Faculty Senate continues to be concerned that too little attention is given to support and develop clinical research. We are pleased that the search for an Associate Dean for Clinical Research position has begun, but we are not pleased that no Faculty Senate nominees to this search committee were included in its membership.
- (3) The Faculty Senate hopes to see progress regarding:
 - a. Recommendation/request to put all USU programs on the same academic calendar and start times to better utilize classroom space and to help faculty and students participate in various programs for didactic purposes (including SOM MD and graduate programs, GSN programs)
 - b. Selection of a VP for External Affairs
 - c. SOM curriculum review and reform
 - d. SOM, GSN, and USU strategic plans that include faculty input
 - e. Faculty compensation, especially among civilian clinical faculty
 - f. Mentoring, development, and recognition of outstanding faculty (on site and off site)
 - g. Review of USU appointed administrators

Funding/Budget Estimate/Fiscal Impact:

Faculty Senate has received necessary funding support, with the exception of partial support to fund reception for staff.

Staffing Impact:

The Faculty Senate activities require substantial additional time and effort by Senators and officers with no relief of other duties.

Board Action Requested:

- (1) The Faculty Senate requests that the Board provides some response to this Report, including to Significant Issues, Current & Future Concerns, and other comments as the Board sees fit. The Faculty Senate and Assembly greatly value the views of the Board and appreciates the individual Board members' service to USU (as exemplified by the fact that the highest award given by the Faculty Senate is named in honor of Carol J. Johns, M.D.), but we have little sense of the current Board members' reactions to our accomplishments and concerns.
 - (2) The Faculty Senate invites Board members to meet with faculty members, attend lectures, accompany us to see patients, and visit laboratories to understand the USU faculty, our activities, and why we are so proud to serve USU.
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