

Dean's Advisory Committee Minutes

April 12, 2011

LCME Diversity Standard

Dr. Enarson provided an overview of the LCME standard (IS-16) relating to institutional diversity. This standard require institutions to establish a definition of diversity and then have focused, sustained, and measureable programs directed at achieving institutional goals for diversity encompassed by the definition. A draft diversity definition was reviewed which included race and ethnicity, gender, and geographic origin. Discussion of the draft definition ensued including the definition of gender, the University policy on diversity, and the recognition that part of our continued excellence will be dependent on the varied skills and perspectives that a diverse community provides. The draft definition was approved by an affirmative vote of the members present.

Strategic Growth

The issue of strategic growth of clinical and academic programs was discussed. Certain clinical service lines have been identified as institutional priorities but there are other programs that may represent a real opportunity for growth at the departmental or center level. The fundamental question of how do we prioritize programs at the health care system and medical school levels was discussed. Discussion included the recognition that there may be tensions between a desired strategic direction and available resources. The importance of providing a framework for decision-making by departments and centers was also discussed. The importance of tracking the success of supported programs was noted as well as the importance of demonstrating a return on investment. The processes for program oversight and decision-making regarding provision of additional funding versus program downsizing or termination was also discussed. The revision of the SOM strategic plan was noted to be an opportunity for development of a framework for ongoing discussion of this issue. The update of the School of Medicine strategic plan is expected to be completed by the end of calendar year 2011.

Distinguished Professorships

The following distinguished professorships were approved by affirmative vote of those present.

Lisa M Carey, MD
Richardson and Marilyn Jacob Preyer Distinguished Professor
in Breast Cancer Research

Gerald Hladik, MD
Doc J Thurston Distinguished Professor of Medicine

Ronald Falk, MD
Allan Brewster Distinguished Professor of Nephrology

Charles M. Perou, PhD
May Goldman Shaw Distinguished Professor of Molecular Oncology

DAC Approval of faculty promotions

The process of approval of faculty promotions by the DAC was discussed. This process had been recently been made electronic. Discussion included the value of additional discussion of individual promotion packets at the DAC meeting. Also discussed were enhancements to the electronic process to facilitate chair review of the packages. The consensus opinion was that the electronic process for voting would be followed with the opportunity for discussion at the DAC meeting as needed.

Communication with Faculty

Dr. Roper led a discussion of ways to enhance Dean's Office communication with faculty. This communication is intended to be bidirectional to allow faculty input into medical school planning and operations. The value of Dr. Roper's annual meetings with departments was noted. Additional suggestions included distribution of committee minutes including DAC, faculty membership on medical school committees, and the biannual faculty meetings. The important role of chairs in faculty communication was noted. Chairs were requested to discuss this issue with their faculty and bring forward additional suggestions.

Announcements

Dr. Roper announced that Kevin FitzGerald would be assuming a new role as chief of staff and will be spending considerable time in Raleigh dealing with legislative issues. Dr. Cam Enarson will serve as interim Vice Dean for Finance and Administration.