

MEDICAL SCHOOL FACULTY COUNCIL

**Deans Meeting
Tuesday, January 30, 2007
5:00 – 6:30 P.M.
SCCC Room 1301**

Members Present:	Members Absent:
Pascal Goldschmidt, M.D. Dean for the Miller School of Medicine David Arnold, M.D. Deshratn Asthana, Ph.D. & M.B.A. William Awad, M.D. Nanette Bishopric, M.D. Kermit Carraway, Ph.D. Timothy Cleary, Ph.D. Mary Ann Fletcher, Ph.D. Orlando Gomez-Marin, Ph.D. Diana Lopez, Ph.D. Jose Martinez, M.D. Abdul M. Mian, Ph.D. Mavara Mirza, M.D. John Ragheb, M.D. Jeffrey Raskin, M.D. Carl Schulman, M.D. John Thompson, M.D.	Fazal Ahmad, Ph.D. Samir Beydoun, M.D. (excused) Arnold Markoe, M.D. Ernesto Pretto, M.D.
Others Present:	

The meeting was called to order at 5:10 p.m.

1. **Approval of December 19, 2006 Minutes:** The Minutes were unanimously approved with one revision.
2. **Department Name Change [from Orthopedics & Rehabilitation to Orthopedics] – Dr. Mian**

The Department of Orthopedics and Rehabilitation has asked to change its name to the Department of Orthopedics since there has been confusion because of the similarity of its name with the Department of Rehabilitation Medicine. Dean Goldschmidt said it must go through this Council, and the Council said it has to be approved by the Faculty Senate.

Motion: To approve the name change by unanimous vote, and ask the new Chair to write a letter requesting the name change.

3. **Strategic Plan for the Miller School of Medicine – Dean Goldschmidt**

A strategic plan was requested by the Provost when Dean Goldschmidt came here to find how the University's strategic plan is consistent with the strategic plan of other schools. The Provost wants to substantially increase our score as an AAU member. Dean Goldschmidt sent an email to faculty and staff asking for ideas for becoming more successful, and he received many responses. The responses could be divided into 3 categories: 1) the clinical enterprise; 2) research, specifically clinical or basic research; and 3) education. After studying these responses, there were a number of themes or categories that could be extracted. The first category had to do with a feeling of being an incomplete medical school due to the fact that we do not have a health system or clinical enterprise. This response was sent to him multiple times.

Some of the other themes were related to the organization of this campus – organizing it in a way that it would be more successful where patients could be referred from one hospital to another. Other themes were what could be done to make UM more patient-centered; creating a reliability and safety system; the fact that there are services on the campus that faculty and staff aren't aware of. Also, there was tremendous interest in pushing the envelope in terms of social medicine, community services, international activities, global activities. Dean Goldschmidt acknowledged that there are many global health projects going on at UM already. Another goal is to define more clearly what the brand of UM is to differentiate it from UM affiliates. Not that we should stop what we are doing with our affiliates, but to make it clear that the great things that happen are because of the staff of UM.

In all, there are 11 goals that make up the strategic plan. Dean Goldschmidt said that within the next 6 months some of these goals will be realized. He also pointed out that the strategic plan defines concepts of what needs to be done, not specifics.

Dean Goldschmidt also discussed plans that are underway to create a more attractive environment on the medical campus, and said that Dr. Jose Szapocznik is assisting with this process.

Dr. Fletcher asked about President Shalala's project on women in academia, medicine and science. Dean Goldschmidt said that senior leadership recruitment in the past 9 months has been about a 50-50 balance between men and women. He said that the University is moving in the right direction in that area.

4. Other business

Dr. Fletcher wanted an update on the tenure clock issue. Preliminary information was presented to the Faculty Senate, and Dr. Awad gave feedback from this meeting. He said that there are different issues for the basic sciences faculty and clinical scientists, but each would benefit from extending the tenure clock. He said the Gables and Medical issues were different. For example, the College of Arts and Sciences has a different tenure waiting period than the Medical School. Gables doesn't seem to want to change it since they are happy with the tenure clock. One of the members wanted to see a list of individual cases of faculty who had encountered difficulties both in the basic sciences and in the clinical departments in obtaining tenure.

Dr. Mian wanted to check with the AAUP regarding extending the tenure clock. It seems that most schools have different tenure clocks for their Medical Schools and their other schools. The Faculty Senate wanted tenure clock comparisons with schools that are 'on the same level' as Miami.

Dean Goldschmidt said they will take the committee's concerns and respond with a presentation to General Welfare.