1) Call to Order (Adam Smolka, President) at 7:50 am

2) October 10th, 2017 Minutes approved without objection.

3) Introduction of Senate Parliamentarian (Camille Filoromo BSN, RN, MEd, PhD): Dr. Camille Filoromo, College of Nursing, Director of Nursing and ICCE Chief of Acute Critical Trauma, with extensive experience in Medical Executive Committee administrative oversight, has been appointed Senate Parliamentarian.

4) President’s Report
   a) Ad hoc COM Affairs Committee (Lynn Schnapp, Dan Wray, Kris Helke, Adam Smolka) has been established by the Executive Committee as the primary contact with Senate independent counsel Allan Holmes, Esq., in negotiations relating to issues arising from implementation of the COM Funds Flow/Compensation Plan. A meeting with Mr. Holmes is scheduled for Friday 11/17/17.
   b) Prioritized concerns: Legality of not paying out “at risk” component if faculty meet goals, enforceability of non-compete clause, maternity leave impact on faculty RVU targets, and the late career practitioner policy.
   c) Potential other concerns – current budget does not account for PFP, clinical time does not allow time for university required mandates
   d) Dean DuBois had appointed two COM task forces
      i) Faculty Transition Task Force – will be meeting in Nov and Dec
      ii) Clinical Faculty Medical Leave Task Force – has met formally but no posting of minutes as yet.
         Dr. Saladin has mandated completion of recommendations by March 1, 2018.
   e) The EC has asked Dr. Saladin to conduct a study of gender inequities in faculty salaries. Dr. Saladin will gather information on past and current progress on this issue and will update the Faculty Senate in due course
   f) The timeline for placing the Faculty Handbook on an electronic database has been adjusted, with potential implementation by June 2018

5) Invited Presentation by Dr. Lisa Saladin, Executive Vice President for Academic Affairs and Provost
   Dr. Saladin discussed her role as the Chief Academic Officer for MUSC (PowerPoint presentation attached):
   a) Goals and Objectives of Provost’s office
      i) Develop a university wide strategy for education and a plan for infrastructure to support it – Deans, Associate Deans, etc. will be meeting in December to develop this strategy
      ii) Develop a university wide strategy for research
      iii) Promote the integration of the academic and clinical missions
      iv) Advance the academic mission in all leadership activities
      v) Develop the innovation pipeline
b) Annual evaluation of senior academic leadership (sponsored jointly by the Faculty Senate and Provost’s Office
   i) Information is reported in aggregate
   ii) Response rates are generally low, especially in COM
   iii) Overall performance of Deans; mean score = 4.12; range = 3.57 – 4.65
   iv) Overall performance of Chairs in COM; mean score = 4.18, range = 3.18 – 4.77
   v) Chairs in other colleges; mean score = 4.51, range = 3.7 - 5

   c) Office of Gender Equity – Connie Best stepping down as Director in January; currently seeking a female faculty member as successor, working with Dan Smith, Associate Director. Regarding gender inequities in faculty salaries, analysis has been of limited usefulness because salary data to date was reported as means. More comprehensive and refined analysis is planned, starting with COM.

   d) Questions for Dr. Saladin:
      i) Since RVUs are under scrutiny, where is accountability and incentives for administrative, teaching, scholarly work? The best approaches to provide incentive for roles other than clinical RVUs are currently being discussed
      ii) Will you review rank and promotion of women in leadership roles? There is concern that some departments have no women at full professor rank. Yes, have been looking at this and we need to develop a plan for moving people forward in the future.
      iii) Have we been looking at whether we are bringing women in at same salary? Have not been looking at this in the past.
      iv) Do we have data on faculty and staff diversity? Yes, data are available and diversity is part of the strategic plan.
      v) Some faculty instruct students in clinics as part of educational component, will there be development of an educational RVU for clinical teaching? Conversations are ongoing, working with Pat Cawley to secure hospital funds to provide for this in the future.
      vi) The library is often not communicated with and is expected to provide resources outside of university faculty, which could violate licenses—would like to know how communication to collaborate with the library will occur? Not aware this is happening and need to get more information about this.

6) Current Business
   a) Kris Helke presented brief overview of Faculty Handbook revisions
   b) Motion to Approve Faculty Handbook revisions as presented (Lynn Schnapp; Lisa Steed seconded)
   c) Motion passed

7) Electoral Unit Reports
   a) Dental Medicine (Raymond Kessler/Caroline Westwater): The Associate Dean for Clinical Affairs is retiring from MUSC effective Dec 31, 2017. Dr. Walter Renne has accepted the new position of Assistant Dean of Innovation and Digital Dentistry. The search for the Department of Oral Health Sciences Chair is proceeding well. The position description has been posted on the MUSC Human Resources website. The position will be advertised with ScienceCareers.org, the Journal of Dental Research, and the American Dental Education Association.
   b) Library Science and Informatics (Jean Gudenas): Handout provided this morning on the Foundations in Teaching and Learning series sponsored by The Apple Tree Society (attached)
   c) Medicine: Basic Science (Kristi Helke): COM Faculty Transition Task Force will be meeting either this month or in December
d) Medicine: Clinical Science (Lynn Schnapp): Ad Hoc COM Affairs committee meeting with attorney this Friday. Senators and Alternates asked to send issues or concerns to Dr. Schnapp. Also, Dean Dubois has requested that COM Senators send him actionable concerns arising from implementation of the COM Funds Flow/Compensation Plan.

e) Nursing (Melanie Cason): Dean search continues, 3 candidates have presented on campus, one more candidate is scheduled to present

f) Pharmacy (Sherine Chan): No report

g) Health Professions (Dave Fitzgerald): Dean search continues, 1 candidate has presented on campus and 2 more candidates are scheduled to present in early December

8) Committee Reports
   a) Communication and Education (Jean Gudenas): First meeting is scheduled for tomorrow
   b) Faculty and Institutional Relations (Kristi Helke): Faculty Handbook revisions approved today
   c) Governance (Michelle Nichols): Resignation of a newly-elected COM CS Senator required promotion of an Alternate and a subsequent election of a new Alternate from the slate of COM CS runners-up in the September 2017 elections.
   d) Institutional Advancement (Lisa Steed): Meeting scheduled for later this week, will be selecting new chair

9) New Business: none

10) Meeting adjourned at 8:53 am

Respectfully submitted by Nancy Carson, Faculty Senate Secretary.
Topics for Today

1. Provost goals
2. Evaluations of Deans, Chairs and Directors
3. Gender equity salary analysis request
Provost Goals

1. Develop a university wide strategy for education and a plan for infrastructure to support it.
2. Develop a university wide strategy for research
3. Promote the integration of the academic and clinical missions
4. Advance the academic mission in all leadership activities
5. Develop the innovation pipeline
Evaluation of Academic Administrators

Exclusion Criteria

1. The Provost/Dean/Chair/Division Director will not be in the post as of July 1, 2017;
2. The Provost/Dean/Chair/Division Director is an interim or acting Provost/Dean/Chair/Division Director;
3. The Provost/Dean/Chair/Division Director has not held the position since November 1, 2016; or
4. The Department/Division has five or fewer members
Aggregate Results

- All information is reported in the aggregate after the deadline and no one has access to an individual’s evaluation.
- Response rates were generally low especially in COM
- Deans survey has 18 questions
- Overall performance of Deans
  Mean score=4.12
  Range= 3.57
• Chairs survey has 33 questions
• Overall performance of Chairs in COM
  Mean score=4.18
  Range=3.18-4.77

• Overall performance of Chairs in other Colleges
  Mean score=4.51
  Range=3.70-5.0

• Directors surveys have 32 questions and none asked about overall performance so no data will be presented today.
Accountability

• Distribution of results

• Provost process for addressing Dean results and recommendations for addressing Chair and Director Results

• Recommendations for sharing results for faculty

• Next steps for process improvement
Gender Equity

• Office of Gender Equity

• Salary analysis
Whether new to teaching or an experienced educator, this series provides opportunities for expanding and practicing skills, networking, and fun! In addition, a certificate is available for those completing assignments beyond attendance at the sessions.

- **Getting Ready to Teach**
  Define the characteristics of the Millennial generation. Describe the differences between pedagogy and andragogy. Select at least two instructional principles and design an activity or strategy for implementation of one of the principles.

- **Instructional Design in the Real World**
  Use principles of Backward Design and Bloom’s Revised Taxonomy Model to identify learning outcomes. Evaluate and determine learning activities to achieve outcomes.

- **Teaching Methods and Techniques**
  Discuss advantages and challenges of various teaching methods and techniques. Determine teaching methods and techniques to apply in your instructional setting and methods for evaluation.

- **Data to Inform Teaching**
  Conduct a search for relevant pieces of data, existing educational research, and evidence collected as your teaching unfolds. Discuss the significance of data as it informs your teaching. Synthesize the data to enrich yours and your audience’s learning experiences. Recommend instructional approaches to address areas for improvement identified through the data.

- **Alternative Assessment**
  Define opportunities to integrate alternative assessments into health professions training. List education technology tools that can assist with the provision of innovative assessments. Describe best practices related to evaluations that function within and outside traditional classroom settings.

- **Building Resilience**
  Identify characteristics of resiliency. Describe the benefits of errors in the learning process. Discuss methods to intentionally incorporate use of errors to deepen student understanding.

In support of MUSC’s Imagine 2020 Goal to Foster Innovation in Education and Learning.
Certificate Requirements:

- Attend 5 of the 7 sessions and complete online evaluation of each session attended
- Find a mentor, observe them teaching, and complete an observation form
- Write a paragraph about a change you will make to an existing course or how you plan to integrate something learned during the series
- Begin development of an educator development plan* including personal statement/articulating your goals, CV, and teaching philosophy
- Complete post-survey

Session Dates:

The dates/times for the sessions are 12:00 to 12:50* 

- January 24
- February 7
- February 21
- March 7
- March 28
- April 11
- April 25

*Location TBD