

NOTES FROM THE CURRICULUM MANAGEMENT AND POLICY STEERING COMMITTEE MEETING

February 28, 2008 at 7:00 a.m. in 4038 Bondurant

Members Present/Absent: McCartney, Chair Byerley, Chaney, Cross, Dent, Farrell, Hoole, Ingersoll, Rao, Shaheen, Yankaskas; Lewis, Sutton; Knierim, Fox, Stewart

EXECUTIVE SUMMARY:

- Introduction of Karen Stone and Ellen Roberts
- Fixed Term Faculty Task Force presentation
- Student Advising Update

1. **The minutes from the January 24, 2008** were handed out, a request for edits was made and the minutes were approved.
2. **Ellen Roberts and Karen Stone introductions.** Dr. Roberts was not present, but was introduced as the Interim Director of OED and new chair of CMPC. Karen Stone has been with the University for three and a half years working with the NIH Roadmap grant and is the new Assistant Dean for Medical Education Operations.
3. **Fixed Term Faculty Task Force.** Dr. Rao presented a PowerPoint (attached) on fixed term faculty issues. A need to focus on these issues grew out of the strategic planning process and a task force to study these issues was formed. The subcommittee focused on issues of career guidance and advancement which could impact our institutions ability to recruit and retain high quality individuals. Dr. Rao provided background on the issues:
 - Rapid growth of fixed term faculty over last 10 years has resulted in 56% of all School of Medicine faculty and 76% of Assistant Professors being Fixed Term
 - As of May 2007, of the 1354 total faculty in the SOM, 763 were fixed term
 - The rapid expansion of clinical faculty in the time frame of 1998-2006 is a response to the economic reality of competition for faculty and financial impetus to fill in gaps and strengthen the teaching base.
 - Basic science faculty growth has had a similar growth rate, but based on different driving factors and timeline. Growth began about 2000, with much of the growth in post-doc positions. The Task Force looked at this focus on post-docs and found that a significant number of individuals spent their entire careers as post-docs. As a response to this information, a time limit was put on the number of years that could be spent as a post-doc (5-7 year cap) resulting in a substantial number of individuals moving from post-doc to research faculty status.
 - In conjunction with the growth in fixed term faculty, tenure and tenure track positions have remained stable or decreased slightly over the past 10 years.
 - Conclusions of the study show that: (1) Clinical, teaching, and research activities now depend heavily on the Fixed Term faculty; and (2) The Fixed Term faculty are essential for economic success, high quality medical care and research productivity in the SOM.
 - Plans for the future:
 - Task Force will seek input from the Fixed Term Faculty through focus groups, an Odum Institute survey and one-on-one meetings.
 - Task Force will examine policies regarding Fixed Term faculty in peer institutions.
 - A final report from the Task Force is due around April 23, 2008.Dr. Rao requested participation and help to gather departmental information on Fixed Term faculty.
4. **Student Advising Update.** Dr. Dent advised the committee that so far Student Affairs has received a uniformly positive response about the new advising system. Students have their schedules despite tight capacity and the fact that seniors have first access to placement in allocated slots. There is a limited capacity of 16 students per month for some two week electives, but overall things have gone well. Daniel Fox and Kyle Knierim have said that general feed back from the student body has been positive. Dr. Dent said that she anticipated the schedules would be released tomorrow.
5. **LCME Progress Report.** Dr. McCartney told the membership that she was tasked with submitting the LCME progress report due May 1, 2008, and that she might be contacting them to gather information on topics in the report.
6. **The next meeting of the CMPC is scheduled for Thursday, March 13, 2008.**