

Minutes of the Meeting of the Executive Committee

SUNY-Downstate College of Medicine

April 3, 2023

Attendees: H. Siddiqi, P. Bergold, S. Agarwal, Y. Anziska, C. Brown, C. Galanter, C. Kamarajan, L. Harris, J. Kubie, S. Márquez, R. Orman, N. Penington, F. Velcek, R. Viswanathan, L. Weiner, R. Barbour, S. Fisher, R. Gupta, A. Maheswari, S. Rabinowitz, M. Stewart, R. Wadgaonkar, L. Harris

Presiding Officer Report

Dr Siddiqi stated that Dr. Stewart is reviewing that last March minutes since he was the presided the meeting. The minutes will be reviewed for the next meeting.

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SubCommittee Reports

Nominations, Elections and Ballots

Dr. Stewart stated that the committee has identified the positions that are vacant and they started to brainstorm a list of possible candidates. The committee will finalize that list and will present it at the next meeting.

Research, Resource and Budget

Dr. Bergold stated that the committee has met and there is funding that is being supplied by the university to get a new confocal microscope, which is terribly needed, and that is an investment of approximately \$500,000. A new faculty member has been hired, neuroscientist Alejandro Ramirez. He is from Cornell University and studies synaptic integration and sensory systems, and he is setting up his laboratory now. He is bringing a method called two photon microscopy which is a way to look at large chunks of tissue. Dr. Bergold stated that this is the first positive movement. It is the first basic science appointment in years. The Confocal will be located in the

Pathology department on the 4th floor. Currently the department has three confocals, but it is 10 years old and there has been a change in technology. They are useful for some things but antiquated for others.

CAPQ

Dr. Barbour stated that the committee met and they evaluated and approved 6 candidates for promotion. One candidate was tabled because they were hired prior to August 31, 2000 and another candidate was hired after August 31, 2021 and currently there is no review criteria for that candidate.

Student Admissions, Academic Standards and Student Activities

Dr. Márquez stated that since last February 1st, the total number screened for interviews by the Admissions Committee was 1782. Of those, a total of 980 interview invites through e-mail and the total interview completed is 820.

The committee uses a pool of 250 clinicians and basic scientists to conduct interviews. There are 19 members of the Admission Committee. Other schools such as NYU have 37 and ICAH has 29.

Regulatory Compliance

Dr. Kamarajan stated that they have six members; 4 are filled, 2 unfilled 1 clinical and 1 basic research. If anyone is interested, please let him know. The committee is reviewing the rules and regulations of different regulatory committees and will do presentations. He was not able to get anyone for this month, but probably next month.

Academic integrity and Professionalism

The committee met on Thursday and has not had a chance to write up the minutes. The committee is close to coming up with a policy which would be presented to the Executive Committee. Even though there was a policy that was presented by the previous committee and chair, they have decided to revisit it and modify it.

New Business

Dr. Rabinowitz presented a proposal to the committee to discuss the CAPQ debate

“The medical exec committee recommends that all candidates, including those who have left the medical school, that disagree with a prior decision of the CAPQ committee made between (choose a month) 2016 and 2021, take the following action. They may resend their application for promotion, along with a cover letter explaining the basis of their disagreement, to the attention of the Dean, as already established in our by-laws. In addition, as per the bylaws, the Dean can then request assistance from the standing CAPQ subcommittee, in the evaluation of that candidate for promotion.”

If the Med Exec agrees with the above statements, then the CAPQ can utilize the pre-2016 guidelines (with any modifications that are presently being recommended by the by-laws

subcommittee), to reevaluate any candidate who feels that she or he has been unfairly penalized in the past. This then serves several goals.

It creates a solution to a vexing problem that incorporates foundation principles from the Belmont report, justice and beneficence.

Because it simply acknowledges what was part of the by-laws during this period, there is no opportunity for any litigation.

It will encourage and hopefully energize the young faculty who may be feeling anxiety over their opportunities to advance within Downstate Health Sciences University.

It will enable the CAPQ committee to begin tackling all of the backlog of applications.

It enables the medical executive committee to turn its attention to other matters.

Dr. Rabinowitz feels that if someone left because of the criteria then they can take it up for further action. This gives those individuals who are potentially in that situation the right to have their case reheard, and then it would be up to the Dean to determine would that person be appropriate to bring back.

It was mentioned that if someone was rejected for tenure or promotion, they could appeal to the Appeal Committee of CAPQ.

Dr. Stewart stated that the simplest and safest approach is to make and approve a new set of guidelines from that day forward that those guidelines would apply. Between everyone who was hired in that window and given those guidelines, they know what those conditions were at the time of their hiring and were expected to meet those conditions. We can get ourselves into trouble looking to apply rules going backward. Writing a rule that says, if you were, in your opinion, unjustly evaluated by CAPQ and were non renewed this ended your research career, then come back and complain about that or sue us. This may be a recipe for disaster on the order of potentially a class action lawsuit.

Dr. Fisher stated that he is for giving people second chances. If the guidelines are changed and people do not make tenure or promotion based on those guidelines we can give them a second chance with the new guidelines, however he agrees with Dr. Stewart regarding if someone is not employed as SUNY Downstate then we should not reach out to them. Dr. Márquez asked what about the individuals that are coming up who were hired post April 2016, will they be forced to follow those rules? Dr. Fisher stated that they follow the criteria that is in place now.

Dr. Galanter stated that our committee should be working also toward recommendations for establishing more of an infrastructure and positions whose main job is to support our faculty and supporting our faculty to have more pathways for promotion and success.

Dr. Brown stated that this is a three point problem: 1- the guidelines, 2- 10 year overdue, 3- there are no resources or infrastructure to mentor or nurture young faculty. Faculty who have left stated that there is no way up. There is no collaborating, no resources or anyone to show them how to navigate the academic trail at the downstate.

Dr. Gupta stated that the bigger problem is no guidance and the chairs are not pulling them up. Promotion guidelines is the last thing we should focus on because we are destroying ourselves talking about this all year. Dr Siddiqi stated that he will invite the head of Human Resources to

talk to the committee. Maybe after we hear from human resources, the ideas will become a little clearer.

Dr. Siddiqi reminded the committee that they have to follow the Board of trustee's policies. Whatever we do, we must follow what is in the board of Trustees policies. The committee cannot exceed and violate that. He thinks that the committee should invite lawyers to discuss this further. Dr. Orman stated that the head of HR is an attorney, and we may want to hear from him. Also, the committee wants to invite Dr. Clinchy. Dr. Bar stated that all motions are written down when they are approved.

Angela will follow up with Dr. Siddiqi with previous minutes.