

## **Minutes of the Meeting of the Executive Committee**

### **SUNY-Downstate College of Medicine**

**December 4, 2023**

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**Attendees: H. Siddiqi, M. Stewart, C. Persaud, C. Kamarajan, S. Rabinowicz, L. Harris, L. Weiner, Agrawal, J. Kubie, R. Barbour, C. Galanter**

#### **Presiding Officer's Report**

Dr. Siddiqi brought forward the revised ballot for the committee's approval. The committee queried about the potential overlap of new and current members and the continuity of the committee. Dr. Siddiqi clarified that the election, initially planned for 2023 but postponed, necessitated the ballot's review. He explained that if the election took place in the summer, new members would join the meetings, and those whose term ended in August 2023 would step down. Once the election concludes, the newly elected members will commence their term in 2024. He further clarified that, according to the bylaws, if three individuals from a single department get elected, the one with the least votes will not join the committee.

All committee members approved the ballot. Dr. Siddiqi asked when the ballot could be mailed to members. A. Melton-Taylor stated that she would reach out to Vote.now.com and work on resuming the election with an amended ballot. Dr. Siddiqi wishes for the election to be completed by Christmas so the elected members can attend January's meeting. It is important because the new members will need to know their roles on the committee, particularly CAPQ because this has not been functioning so far.

At the previous meeting, the Dean's office requested to remove Dr. Barbour's name from the ballot. Dr. Weiner inquired about the final decision on this matter. Dr. Stewart clarified that the Dean's office had used the term 'jointly' in the context of the bylaws to justify their right to request name removal. However, he pointed out that, as stated in the bylaws, additional names can be added when a ballot is presented to a meeting, and there is no provision in the bylaws for removing names from the ballot. The Dean's office had no objections to this interpretation and agreed to allow Dr. Barbour's name to remain on the ballot.

Dr. Barbour stated he appreciated the committee members' work through discussion but felt it was a targeted action against him to exclude his name from the ballot. Some by-laws address boundaries and allow a free democratic process, which allows his name to be placed on the ballot. Dr. Barbour drafted a letter regarding this issue.

The Executive Committee of the College of Medicine performs a vital role in the shared governance of Downstate Health Science Center and the University. This activity is defined by its bylaws that recognize the requirement for periodic elections at specified intervals, as identified in recent discussions with leaders of the Executive Committee represented by the Dean's office that Dr. Charles Brunicardi, Dean of the College of Medicine, was quoted adamantly opposed to having Dr. Randall Barbour, Professor of Pathology be listed as a candidate for election to serve on CAPQ. It is our view that such targeted actions impede the

ability of the Executive Committee to function as an independent body and do not advance the aims of shared governance. We continue to look forward to engaging in productive discussions regarding appropriate strategies that will permit reviews of faculty members whose tenure clock has expired.

Dr. Barbour asked the committee to have an open discussion of his letter. Dr. Siddiqi stated that sentiment was conveyed in the discussion in so many words, and that's what helped the transition through that process, and that is why the ballot was finally approved. Dr. Stewart felt the Dean's office was unconvinced by what they were saying. The committee decided to discuss this at a later date.

## **Subcommittee Reports**

### **Bylaws**

The amended bylaws were to be included in the ballot but will be voted on in a separate email sometime in January, and the approval or disapproval of that amendment will be presented at the assembly. The amended version of the alternate route committee was mentioned at the last meeting. Faculty members must contact their chair to initiate the process to seek promotion or tenure. If the chair rejects their request, they can appeal to the alternate route committee. Dr. Weiner presented a modified amendment to the committee. One member voted against the amendment, but it was approved.

Dr. Weiner presented another amendment regarding removing the word “departmental alternate route committee” to “college-wide”. Dr. Weiner stated that the change in language makes it less confusing and more straightforward. All committee members approved of the change.

Another amendment presented under the current bylaws is that a chair could sit on the appeals board and submit an appeal to that board. Then, vote on that appeal. There's no language about conflicts of interest. Also, the section on appeals doesn't say what criteria the appeals board should use. It doesn't state what guidelines to follow when considering whether someone should be promoted or tenured. It doesn't say they have to write a report, make an argument, or explain their thinking based on any criteria, and if a person can either get tenure or not. CAPQ members can't vote on members of their department. It has been a long-standing rule to avoid conflicts of interest and should be presented when a faculty member appeals. The amendment states that the appeals board will have 3 voting members and three alternates, and the appeals board will review submitted appeals. Each member will make an individual recommendation to the Dean. The committee stated that they would vote on this amendment after the election.

## **New Business**

Regarding the minutes, Dr. Persaud stated that she edits the minutes and sends them to Dr. Siddiqi for approval. She noted that the minutes would be sent to the committee for approval and editing.

Dr. Siddiqi stated that he received an email from Dr. Norin stating the following:

He reached out to Dr. Riley regarding appointing members from faculty governance to the search committee for the Dean of the Graduate School. It was mentioned that Dean Brunicardi will appoint members from faculty governance when he returns.

Regarding faculty governance, the presiding officers of respective colleges will be asked for nominations instead of some appointment made by an administrator.

When the chairs of the departments are appointed, they should also be staff, faculty, and staff governance representatives of those committees.