

Minutes of the Meeting of the Executive Committee

SUNY-Downstate College of Medicine

Feb 6, 2023

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

Presiding Officer Report

Dr. Siddiqi stated that he gets the impression that all committees are fully functional, and everyone is doing a great job recruiting members.

Research, Resources and Budget

Dr. Bergold stated that his committee met to discuss three items.

Several aspects of the state of research at Downstate that the committee feels are horrendous on several levels indicate the state of research at Downstate. They would like to speak with the Dean regarding the possibility of getting interneural costs for using a material similar to what is used at Stonybrook and Buffalo State.

In terms of service contracts, they are working with the contract's office has proven to be a big issue in both clinical research and basic research.

In addition, the committee is developing an inventory list so faculty researchers can see what resources are available.

Nominations, Elections and Ballots

Dr. Stewart stated that he has a committee, and they are scheduled to meet in two weeks. He has requested a list of members whose terms will expire this year. Dr. Stewart hopes to have the election in April. Dr. Siddiqi stated that he would give him the list in March.

CEPC

Dr. Anziska stated that the committee would meet in two weeks.

CAPQ

Dr. Siddiqi stated that Dr. Xian-Cheng resigned as chair of CAPQ. He proposed Dr. Barbour as chair of CAPQ. Some committee members were against the idea of choosing Dr. Barbour and felt that the committee should take a vote on it. Dr. Siddiqi stated he is within his right as the presiding officer to pick a subcommittee chair. Dr. Siddiqi stated that he is sending Dr. Barbour a letter letting him know he was appointed chair of CAPQ.

Student Admissions, Academic Standards and Student Activities

Dr. Marquez stated the following:

The office received 6,970 applications this year: six in the last 30 days. The total number of invitations to be sent out for interviews was 100. The total number of interviews completed in the last 30 days is 129.

Today, the number of letters of acceptance gone out is 114. The underrepresented number of interviews in the pipeline screen for the interview is 15 in the last 30 days. The total number of invitations sent out was 26 in the last 30 days, and the total number of interviews completed in the last 30 days was 61.

ByLaws

Dr. Weiner stated that the committee had met three times, reviewed articles 1-3, and compared them to articles 1-7 of the center-wide bylaws. They found some things in the center-wide bylaws and are reviewing them.

Regulatory Compliance

Dr. Kamarajan stated that the committee has expanded to six members. He stated that he does not have a speaker for this month but will have one for next month.

Faculty and Staff

Dr. Gupta stated that the committee met, and two items were discussed. Issue #1 was the post-2016 promotion guidelines. The question was whether they should be rescinded or should new guidelines be proposed after 2023. The last time it was discussed, it was clear that the guidelines should be abolished, but there are faculty that were hired after 2016 that have to abide by those guidelines. So the only resolution is to come up with new guidelines in 2023 for people who will be appointed after. After discussing this topic further, the committee looked further into the post-2016 guidelines. They found that they were much in line with other academic institutions, and the academic rigor is something that we need in the hospital and not get rid of it. The goal is not to promote or tenured faculty but to train good faculty and get to where we want them to be rather than to give everybody tenure. So the Faculty Staff committee decided that the post guidelines were acceptable.

As of now, there are no guidelines for tenure in place. Because these guidelines are sufficient, they can serve as the second set of tenure guidelines because they are rigorous. Tenure can be automatically awarded to anyone who attains academic promotion, which is not applicable in the pre-2016 guidelines. The guidance is only for promotion rather than for tenure. CAPQ comes up with its own definition and it is very subjective. The resolution is to keep the post-2016 guidelines.

Dr. Kamarajan stated that over the past two years, as a member of the Faculty and Professional Staff committee, he had been involved with the decision to get rid of the 2016 guidelines and that the members of the committee, along with the chairs, had made a decision that the 2016 guidelines will be scrapped. Therefore, we will have to return to the pre-2016 guidelines, and if the terminology has been changed at all, it will need to be done within the pre-2016 guidelines because many of the members felt the guidelines were too rigid. The committee had discussed

the issue and reached a consensus about the changes that needed to be made. The changes were brought up to the Executive Committee and Dean before implementation. They are required to follow the rules outlined in the post-2016 guidelines. Changing this new guideline affects everyone recruited based on that guideline, even in the past, whenever any changes are made to the existing guidelines. This affects everyone who joined after 2016. Furthermore, the rules were promulgated when people were hired based on them so that people could benefit from them. Thus, we cannot accept that argument as it makes no sense.

Dr. Kamarajan feels that there is a need to make sure that everyone has had a chance to contribute their ideas and opinions to create a functional consensus. We need to hear from everyone involved to make an informed decision.

Dr. Siddiqi stated that he wanted to clarify misconceptions about this matter. It was discussed over three or four months in this academic year, and there was a need to revisit this matter. Modifying any guidelines was rejected outright. They remain unmodified, and people who were recruited under those guidelines. They have to be judged under those guidelines. To use the words rescind and abrogate is inappropriate. The guidelines will remain the same because we do not have the power to modify them because that opens up many legal issues. Dr. Siddiqi asked the committee to state what was wrong with the guidelines. Dr. Brown stated that the point system is difficult for the faculty, particularly clinicians. Dr. Brown met with Dr. Pato regarding the point system, and the response was, "clinicians can always find a job." Dr. Marquez stated the guidelines changed from a directive from Dean Pato to prevent "just handing out tenure ."He stated that the Dean convened and held a separate subcommittee outside CAPQ to develop these new guidelines.

There was a recommendation to keep changing or vote to change the current promotion guidelines.

The committee members discussed in detail their opinions of the guidelines.

All of the members gave their reasons. Most felt it was too hard for a clinician to get tenure. Some wanted to make a change in the language. It was mentioned that faculty do not get protected time for research. A committee member felt that the criteria set for faculty tenure were too stringent and needed to provide adequate room for growth and development. They also felt they needed more financial and logistical support to enable faculty members to meet the criteria. One member stated that the Dean who recommended the changes to the guidelines arrived at Downstate with a very elaborate Alzheimer's research protocol. Compared to other areas, he was in an institution with premature mortality, where people may not reach the appropriate age for diagnosis. As the Dean was not in touch with community members from the get-go, he attempted to resurrect the institution in such a way that it would reflect his own, even though he was not reflective of the community. A member asked a question as to what the responsibilities of a tenured faculty member are once they have been conferred tenure because the feeling is that they become less productive once tenure is granted.

It was mentioned that some tenured faculty are not productive but later seek a title change.

Dr. Gupta thanked the committee for sharing their opinions, but she reminded the committee that when faculty members leave Downstate, it is not because of the guidelines but because there is no way up for them. Mentorship needs to be provided, and the chair and directors need to meet

with them regularly. Without the opportunity for mentorship and guidance in their respective departments, faculty members can feel like they have no room to grow. This lack of growth can lead them to seek other opportunities elsewhere, leading to their departure from Downstate. In addition, it would be helpful if there were some incentives to encourage clinicians to participate in clinical trials.

It was determined that a majority of the committee voted no, which means that they are not leaving the guidelines as they are and are sending their recommendations to the Faculty and Staff subcommittee to consider.

Dr. Siddiqi confirmed that since most committee members voted no in favor of this item, the EC committee must develop a new set of guidelines. In the meantime, the committee will still use the 2016 guidelines until the new ones are in effect, called the 2023 guidelines.

Dr. Gupta also stated that the subcommittee identified the challenge of developing the departmental alternate route committees since Downstate has lost faculty due to retirement. Each department is not independently independent because they are under the same chair. There is a recommendation made by the committee to have a central alternative committee should be formed with six members. Four will be elected, and the presiding officer from the Executive Committee will nominate two. Dr. Rabinowitz motioned to create this committee that would be united by the College of Medicine with all departments so that individuals seeking promotions do not have a direct path to advancement within their department.

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