

Minutes of the Meeting of the Executive Committee

SUNY-Downstate College of Medicine

July 10, 2023

Attendees: H. Siddiqi, C. Persaud S. Agarwal, C. Brown, C. Galanter, C. Kamarajan, L. Harris, J. Kubie, S. Márquez, R. Orman, N. Penington, F. Velcek, M. Stewart, R. Barbour, R. Gupta, L. Weiner

Presiding Officer Report

The meeting started with a discussion of the December minutes not being approved. This is because it did not capture what was said at the meeting because it was not recorded. Dr. Stewart revised the December minutes based on his memory.

He asked the committee members to view and approve. The committee members discussed what was said regarding the tone of what was said and the debate between Dr. Grant and a committee member. Dr. Siddiqi stated that the minutes should be posted online, but Dr. Persaud noted that the minutes should be approved before posting online.

Upon reviewing the December minutes, Dr. Gupta stated that the language of the Executive Committee previously abolished the post 2016 guidelines should be in quotes.

Dr. Siddiqi stated that since Dr. Anziska has not attended meetings, he will be removed and we will be seeking out another chair for CEPC.

Nominations, Elections, and Ballots

CAPQ

Dr. Barbour stated that the committee reviewed two candidates, one from Downstate and the other was an affiliate, both were unanimously approved. One of the candidates who was selected to become professors was Dr Gupta.

Faculty and Staff

Dr. Barbour read and an updated version of the faculty evaluation discussed at the Subcommittee on Faculty and Professional Staff Personnel Policies, Promotions and Appointments (PPPA) meeting, which all members agreed to.

The Policies of the SUNY Board of Trustees govern the SUNY System, including SUNY. Downstate Health Sciences University As identified in the April 2023 SUNY Board of Trustees (BOT) policies, faculty reviews for continuing appointment "must" be conducted within the specified time limit. For individuals having ranks at the Associate and Professor levels, "after the third year of consecutive service", such appointments must be on the basis of a continuing appointments Similarly, for those having the rank of Assistant Professor who have had seven years consecutive Services, further employment must be on the basis of a continuing appointment. Because candidate reviews of individual at Downstate were not conducted within the required time from the CAPQ, a subcommittee of the COM Executive Committee cannot

proceed with such review as it will amount to explicit violation of the BOT policies the PPPA recognize that since the role to the COM Executive Committee is advisory only, it should not make recommendation that contradicts or violate BOT policies”.

This opened a discussion regarding this policy

Dr. Siddiqi stated that the committee felt that the EC committee's role is advisory only. It should not make recommendations that contradict and violate the board of trustee policies. Faculty members who fall under this category of late evaluation or promotion and tenure cannot be considered by CAPQ. Dr. Brown asked what happens to over 50 people without promotions. Dr. Kamarajan asked who can handle this. As Dr. Siddiqi points out, it is not the committee's purview to deal with this matter. However, an Executive Committee can advise something not spelled out in the board's policy. Dr. Brown stated, what will happen to the faculty still in limbo. Dr. Siddiqi stated that the Dean must bring up this discussion. Dr. Barbour stated that the Executive Committee should vote on this concern.

Dr. Siddiqi stated that CAPQ's role is to review what is presented to them regarding promotion or tenure. They do not make the policy. Whatever policy the Executive Committee creates also must be the bylaw framework. The Executive Committee is not able to change those mechanisms. Dr Siddiqi asked the committee to vote on the updated version of the faculty evaluation and Dr. Brown asked the committee to contact the Dean to get his philosophy. Dr Siddiqi stated that this would be the start of dialogue.

According to Dr. Rabinowitz, “I would imagine that there's probably no policy that addresses this specific area of ineptitude in which the committee has found itself.” We are not in a position to make policy arising from these issues. He stated that the question initiated was what criteria for promotion would be best applied since there was concern regarding 2016 and how it's going to be. We are going to make that addendum, which should explicitly state both. Who should be cared for and how should we handle this? He concluded that the criteria for promotion should be carefully considered and that any changes should be clearly stated in the addendum. It should also take into account who should receive care and how it should be handled.

Committee members consulted with each other and proposed another draft of the faulty evaluation.

“The Policies of the SUNY Board of Trustees govern the SUNY System including SUNY Downstate Health Sciences. As identified in the April 2023 SUNY Board of Trustees (BOT) policies [1], faculty reviews for continuing appointment “must” be conducted within the specified time.

For individuals having ranks at the Associate and Professor levels, “after the third year of consecutive service”, such appointment must be on the basis of a continuing appointment. Similarly, for those having the rank of Assistant Professor who have had seven years of consecutive of service, further employment must be on the basis of a continuing appointment. Some candidates review of individuals at Downstate were not conducted within the required time frame. The CAPQ, a subcommittee of COM Executive Committee, cannot proceed with such reviews as it will amount to explicit violation of the BOT policies [1].

We respectfully request Downstate administration to consult the Board of Trustees (or to make other recommendations to address a mechanism for review of these faculty).”

Nomination, Election and Ballots

Dr. Stewart will work with A. Melton-Taylor to email voting members regarding nominations and getting pic/bio of nominees.

ByLaws

Dr. Weiner stated that the committee met and will report more in detail at the August meeting.

Regulatory Compliance

According to Dr. Kamarajan, two people were invited to present, among them is the senior vice president of research, Dr. David Christini, however, he stated that he did not have any bandwidth of time to come and present to our group. He could present in the future. The second person is the Associate Vice president for HR, Jamie Craco, but he has yet to respond.

Student Activities

V. Ruiz apologizes for not attending the meetings as his day off on Mondays. He stated that there was an AAMC meeting held regarding this. It was stated that he would be attending the next meeting and that he would have information regarding affirmative action and how it could affect the admissions process.