

**Minutes of the meeting of the
Executive Committee
SUNY-Downstate College of Medicine
Jan 8, 2018**

Present: Present: C. Brown, S. Eisner, R. Joks, V. Anderson, K. Powderly, R. Jackman, , S. Miller, R. Gupta, H. Siddiqi, R. Viswanathan, L Merlin

The meeting was called to order by Dr. Brown and minutes were approved

Guest Speaker: Dean Pato, College of Medicine; Dr Ross Clinchy also attended

Dean Pato's Report

Dean Pato was invited to the Executive Committee to provide information regarding recruiting faculty, merging clinical departments and other matters.

Dean Pato stated that Downstate has a decreased ability to recruit young faculty and develop junior faculty into successful, productive academic faculty members. Unfortunately, this is a problem that Downstate has had, but it is also a SUNY-wide system problem. Since this is the case, the new Chancellor has introduced a proposal that she has presented to the Governor and the Board of Trustees, where through a combination of methods, she would make nearly \$100 million available for starter packages throughout the campuses for new faculty. Downstate and other campuses would also have to find dollars to contribute. Dean Pato stated that the tentative name for this program is called the "Early Career Award Professorship." The program is like that in many private universities, where an endowed junior chair, which is not permanent is awarded when a faculty member is recruited. This award will go on the CV. Dean Pato feels that this award can be prestigious. Dean Pato stated that he explored this topic with three faculty members, who are seeking emeritus professor status, as it would need their approval to be considered.

Departmental Mergers

Dean Pato stated that Downstate's Neurology Department has merged with Maimonides and Kings County Hospital. The Chairman of all three sites is Dr. Rosenbaum. Regarding residency, most of the residents will rotate at Kings County, but some will rotate at Downstate and Maimonides. Psychiatry will merge with Downstate, Maimonides and Kings County. Anesthesia will merge with Brookdale and Kings County. The Chairman of Anesthesia will be the regional chair for all sites. Dean Pato feels that it is beneficial to consolidate services between hospitals because Brookdale, Kings County, and UHB are all grossly underutilized, and these are very significant money-losing operations. Dean Pato stated he would request a meeting with the new President of Health and Hospitals to discuss the strategic planning regarding the mergers. Dean Pato stated they are exploring with New York State the possibility of creating a women's and children's hospital under Downstate, which, if approved, would involve a five to ten-year plan.

Dean Pato stated that we have several departments that have been under interim leadership for an extended period. There are insufficient resources to recruit someone from the outside. He has met with the President extensively and stated to him that it is not fair or appropriate to have an interim chair for six, eight, ten years when they are doing a good job. Dean Pato would like to appoint them to the regular three-year term. The Executive Committee all agreed that a subcommittee should be formed to be part of the interviewing process. Dr. Brown will appoint three members of the Executive Committee who will be on the subcommittee. Dean Pato will appoint two faculty members and email the names to Dr. Brown. Dean Pato stated that once this sub-committee is formed, a meeting should be scheduled as soon as possible.

New Business

The results of the Employee Climate Satisfaction Survey were emailed to the Downstate community. Dean Pato stated that there would be meetings with HR to discuss the survey.

Respectfully submitted,

Kathleen E Powderly, PhD