

**University Faculty Senate
Medical Center Caucus**

Agenda and Minutes of Monthly Caucus Meeting, Tuesday February 4th, 2014

Members present: Mark Danielsen, Mary Ann Dutton, Daniel Djakiew, Ladan Eshkevari, Rebecca Evangelista, Robert Glazer, George Luta, Eileen Moore, Prosper N’Gouemo, Cesar Santos, Ken Tercyak, Miriam Toporowicz, Scott Turner, Rhonda Friedman, Pamela Saunders, Andrea Singer, Maria Luisa Marquez

Members absent: Christine Colie, Karen Gale, , Vanessa Sheppard, Carolyn Ecelbarger

Guests:

Jett McCann, Priscilla Furth, Sherrie Wallington, Amrita Cheema

Agenda

1. Approval of the minutes from January
2. Priscilla Furth – presentation and Q/A
3. Sherrie Wallington (Oncology) –faculty annual evaluations
4. Buy out and phased retirement proposals
5. Budget oversight and Executive committee update
6. Curtailment of the shuttle service to Montgomery Mall
7. Other Business

Minutes

Mark Danielsen called the meeting to order at 12:03 pm.

1) The minutes for January were approved

2) Priscilla Furth – presentation and Q/A

Priscilla Furth is Associate Dean of Faculty Affairs (40%) and a regular faculty member (60%). She oversees faculty development of over 200 faculty members at GUMC. Her job is complex due to the nature of faculty at the medical center. The majority of faculty are employed by MedStar, not Georgetown University, and within these groups of faculty, there are numerous flavors of faculty split into eight different faculty tracks. She posed the question, “How do we unite faculty with shared values?” She has spent a long time fact finding – determining how each department treats its faculty and what the expectations of faculty members in these departments are.

Priscilla is expanding the current faculty mentoring programs and eventually there will be at least four mentoring programs. The peer to peer program will involve faculty signing up and choosing mentors/mentees online; a sort of faculty dating site, where faculty can the interact in pairs, or groups and at any venue they choose (e.g. coffee shop, bar). These programs will begin when the online systems are completed. Dr Furth is aware of the online glitches with the faculty evaluation system (GU Professional) and is working to improve the situation.

She was asked about the development of academics in MedStar-employed faculty. She said that she had little leverage but will push as hard as possible to give all faculty the ability to develop their academic activities. One senator commented that the partnership between Georgetown and MedStar must be improved and that currently it appears to be worsening on the academic front.

3) Sherrie Wallington (Oncology) –faculty annual evaluations

The Department of Oncology surveyed its faculty after widespread complaints that the faculty evaluation system was flawed. Sherri Wallington discussed the results of the survey with the caucus. There were three main complaints

- a) The online system is unusable by some faculty. Log ons are not always possible and when they do log on they are often disconnected from the system
- b) The system of choosing an evaluator is flawed. “How can someone who does not know what the faculty member does, evaluate them?”
- c) There is no correlation between the evaluation process and annual pay increases. Most faculty think the process is busy work for no reason.

There was an extensive discussion of these issues. There was general agreement that the Oncology results reflect the views of the faculty in general. Elliott Croke said that things will get better now that there is a budgeted salary increase (2%). However he did not strongly defend the system in its current state.

4) Budget oversight and Executive committee update

The Executive committee is awaiting balloting for faculty members. The budget committee met for the first time. Howard Federoff charged the committee with finding ways to compensate faculty on par with their colleagues at other medical centers in the Northeast. This was a surprise to many of the committee members.

5) Curtailment of the shuttle service to Montgomery Mall

Amrita Cheema informed the caucus that the GUTS bus to and from Montgomery Mall will be curtailed and asked the caucus to support the reinstatement of this route. The bus runs once each way, Monday to Friday and has 20 riders. The university contends that the bus is expensive to operate, especially on a per passenger basis. The cons of cutting the route are that extra parking will be used at GU (GU has offered discounted parking to those that choose to car pool). The caucus supported Amrita in her request to have Georgetown re-evaluate the need to cut this route.

6) Early Retirement

There was discussion about the recently proposed early retirement options. It was generally agreed that the phased buyout should be for anyone who qualifies and not be subject to approval by the university. It was suggested that a faculty committee be instituted to discuss the retirement plans.

Update

At the senate steering committee meeting, a committee was agreed upon with 3 faculty members from each campus and representatives of the EVPs. The GUMC faculty member appointees are Ken Dretchen, Kathryn Taylor, and Edilma Yearwood.

8) Other Business

The Caucus Chair agreed to send the President a letter asking that the MedStar gain-share be used partly for a pseudo endowment and partly for current use (The letter is attached below).

The meeting was adjourned at 1:30 pm

Attachment

Letter to Dr. DeGioia