Committee of Ten

Dr. Melissa E. Zukowski (Co-Chair)
Dr. Lucinda “Cindy” Rankin (Co-Chair)
Dr. Hina Arif-Tiwari
Dr. Willard Kasoff
Dr. Marie-Pierre Hasne
Dr. Dorothy Gilbertson-Dahdal
Dr. Matthew Gretzer
Dr. Julie Ledford
Dr. Jarrod Mosier
Dr. Unni Udayasankar

The Committee of Ten works on issues that are pertinent to the College of Medicine Faculty.

In the past academic year, we focused on RCM flow, focusing on where and how teaching RCM is distributed (Revenue from Undergraduate Programs (BS), PhD/MS programs and Medical School Tuition). The goal was to obtain transparency of where teaching dollars flow within the College of Medicine. Several inequities existed in how these dollars were distributed to Departments. Graduate Student Tuition (PhD) was a particular focus as most are paid from NIH grants and flow of these dollars back to the PI of record/Department would increase the research potential of NIH funded mentors.

We are grateful for the excellent leadership of C10 under Dr. Heddwen Brooks over the past many years.

Thus far in this academic year, we have focused on the following issues by meeting with COM Leadership/Administrators:

1) Exploration of UA Global programs with Dr. Carol Gregorio
   a. Obtained an increased understanding of the various online approaches and programs that are being offered via UArizona, COM-T and AHSC.
   b. Gained a perspective of the new directions/areas of development within global programming.
   c. Gained a better understanding of how COM-T can potentially contribute/participate.

2) Work started regarding distribution of job responsibilities across departmental faculty at Banner and COM-T as it relates to promotion and tenure and maintaining the academic mission/vision.
   a. Consideration of responsibilities of Clinical Series vs Clinical Scholar trac.
   b. Movement towards equitable expectations for faculty regardless of trac for better departmental job sharing in regards to teaching and research.
   c. Appreciative of preliminary discussions with Drs. Cress and Coull.

3) Future key work identified by the committee:
   a. Improved onboarding for sustainability of new faculty at Banner/COM-T
   b. Opportunities for growth and mentorship after initial orientation – instruction of how COM-T and Banner is structured
   c. Ideas include: “Welcome Day”, post-orientation check-ins, better alignment of Banner and COM-T processes.