Dean’s Faculty Advisory Committee
Minutes for December 4, 2019 Meeting

PRESENT: Jean Wilson (Chair), Art Sanders (Co-Chair), Paul Gordon, May Khanna, Kwan Lee
GUESTS: Dr. Abecassis, Dean & Dr. Cress, Deputy Dean, Research & Academic Affairs

1. Faculty Morale, Lack of Engagement and Accountability
   a. Dr. Wilson provided an overview of the faculty survey and Mythbusters Forum. Dr. Lee shared how on the clinical side, the primary source of low morale has to do with clinical operations and accuracy of RVU capture. In Cardiology, faculty have to do their own RVU capture to make sure it is accurate. If those things can be fixed quickly, progress will be made.

2. Mythbusters Faculty Forum Follow-up
   a. Dr. Gordon explained how Poll Everywhere was used so faculty could anonymously ask questions. After the Mythbusters Forum, the Dean’s Faculty Advisory Committee prioritized the remaining questions and sent them to the four panelists. The Dean’s Faculty Advisory Committee has not received a response to the follow-up questions. Dr. Abecassis asked for a list of summarized questions or themes that were asked, and Dr. Wilson provided him the follow-up questions sent to the panelists. The Dean’s Faculty Advisory Committee will give Dr. Abecassis a copy of the questions asked through Poll Everyone.
   b. Dr. Cress mentioned that Dr. Kron wanted to change the format of the General Faculty Meetings to reduce the number of business faculty meetings and promote more forums to address the follow-up questions.

3. Approval of the Minutes with the Dean and DFAC Website
   a. For the Dean’s Faculty Advisory Committee meetings with Dr. Abecassis, all attendees will approve the minutes. The approved minutes will be posted on the DFAC website.

4. Suggested Solutions
   a. Dr. Sanders explained the proposed College of Medicine Faculty Council would be an ad hoc committee where issues would be discussed every month or every other month. The Faculty Council would meet quarterly with College of Medicine – Tucson and Banner leadership. Dr. Abecassis shared there was already a meeting that occurs frequently in which the Chair or Co-Chair of the Dean’s Faculty Advisory Committee could attend to represent faculty. The Council of Department Heads and Center Directors meets in room 2216 with the Dean and Deputy Deans. Dr. Abecassis read the Dean’s Faculty Advisory Committee charter which said, “The Chairperson may attend monthly meetings of the Department Head’s Council and represent COM Faculty at these meetings.” Dr. Abecassis recommended the Chair or Co-Chair of the Dean’s Faculty Advisory Committee attend this meeting to represent faculty and voice issues and concerns.
   b. Dr. Abecassis will recommend to Lupe that the Council of Department Heads and Center Directors Meetings are summarized into talking points and those talking points are sent to the Chairs for dissemination. Follow-up questions can be addressed at a Town Hall where Dr. Abecassis and Banner leadership will attend. An agenda will not be necessary for the Town
Hall and faculty can ask questions or express their concerns. Dates are currently being finalized for the two General Faculty Meetings and two Town Halls for 2020.