

College of Medicine General Faculty Meeting
Wednesday, May 16, 2012
Kiewit Auditorium, @ 4:30 p.m.
AGENDA

Call to Order

1. Welcome and Announcements – Steve Goldschmid, MD, Dean, College of Medicine

2. Brief Reports

- a. Faculty Elections & Committee Nominations – Baldassarre Stea, MD, PhD
- b. Term Limits – Anne Wright, PhD
- c. LCME Accreditation Update – Nancy Koff, PhD
 - Discussion of Diversity Definition – Ana Maria Lopez, MD, MPH
 - Attributes of Professional Behavior – Amy Waer, MD

3. Committees Reports

Committee reports are posted on the COM website at <http://medicine.arizona.edu/general-faculty-meeting/>:

- Dean's Council on Faculty Affairs – Heddwen Brooks, PhD
- GMEC Committee – Conrad Clemens, MD and Victoria Murrain, DO
- Honors and Awards Committee – Paul R. Gordon, MD
- Medical Student Research Committee – Harris Bernstein, PhD
- VAMC – Jayendra Shah, MD

4. Presentations/Discussion

J. Lyle Bootman, PhD, ScD, Sr. Vice President for Health Sciences & Dean of the College of Pharmacy

5. Adjournment

6. Wine & appetizer reception – NW Plaza of AZ Cancer Center, 2nd floor

Future 2012 COM General Faculty Meetings will occur on August 15th and November 28th in Kiewit Auditorium.

Terms of Committee Service: Proposed Amendment to Bylaws, May 2012

The following sentences will be removed from Section V.E “Election of Members to Permanent Committees:”

Terms of office will begin on July 1 following the election. The terms of office of Permanent Committee members will be three years, except where otherwise noted. Committees may include additional members, who will serve in an advisory, rather than a voting, capacity, as described in the Committee’s operational rules, if the Committee determines that it requires additional input from a specific group or segment of the Faculty. A Committee may create one or more subcommittees; such subcommittees should be described in the Committee’s operational rules.

It will be replaced with a new section V.G:

G. Terms of Office and Removal

Terms of office will begin on July 1 following the election. The terms of office of Permanent Committee members will be three years, except where otherwise noted. Committees may include additional members, who will serve in an advisory, rather than a voting, capacity, as described in the Committee’s operational rules, if the Committee determines that it requires additional input from a specific group or segment of the Faculty. A Committee may create one or more subcommittees; such subcommittees should be described in the Committee’s operational rules. Committee members may serve a maximum of two (2) consecutive terms, as specified in the terms of office for that committee. Members may run for election to the same committee on which their maximum term has expired, but only after a break in service for a period of time equal to one term for such committee, unless the Dean determines that good cause exists to waive the term limit. In order to ensure that committees maintain sufficient numbers to conduct committee business, members who consistently fail to attend committee meetings or participate in committee business may be removed by a majority vote of the committee.

DIVERSITY DEFINITIONS FOR MEASURING SUCCESS WITH LCME IS-16

In order to enhance the diversity of our academic community, to ensure inclusiveness in hiring and retaining qualified faculty and staff, and to admit qualified and culturally competent students, the University of Arizona College of Medicine (UA COM) has collaboratively developed and adopted a Diversity Statement, which demonstrates its commitment to a broad definition of diversity. To implement that commitment, the college is engaging in meaningful outreach efforts to optimize the pool of diverse faculty and staff applicants, and to attract a diverse student body. The UA COM is making efforts to develop specific approaches to measure its success in recruiting, retaining and attracting diverse individuals to the college's faculty, staff and student body by identifying certain measurable characteristics within these groups.

For admitted students, the specific criteria on which the UA COM is measuring its success in increasing diversity are socioeconomically disadvantaged status, first generation college attendees, rural origin, and membership in federally recognized American Indian tribes. For faculty and staff, the specific criteria on which the UA COM is measuring its success in increasing diversity are gender, race and ethnicity. These criteria can be identified by examining post-hire documents to determine whether the COM's diversity goals are being met. Additionally, the UA COM will develop surveys so that individuals can self-identify other criteria that fall within the COM's diversity statement. The college also aspires to develop programs that will increase the number of faculty and staff who demonstrate cultural competency and bilingual abilities.

University of Arizona College of Medicine
Attributes of Professional Behavior
May 2012

These attributes of professional behavior describe those behaviors that are expected from all members of the University of Arizona College of Medicine to include the faculty, residents, students, staff, and community preceptors. This professional behavior is expected to be upheld during all exchanges including but not limited to face-to-face, telephone, texting, video, email, and social networking technologies.

- Communicate in a manner that is effective and promotes understanding.
- Adhere to ethical principles as accepted to be the standards for scholarship, research, and patient care, including advances in medicine.
- Demonstrate sensitivity and respect to diversity in age, culture, gender, disability, social and economic status, sexual orientation, and other unique personal characteristics.
- Strive for excellence and quality of care in all activities and continuously seek to improve your knowledge and skills through life-long learning while recognizing your own limitations.
- Uphold and be respectful of the privacy of others.
- Consistently display compassion, humility, integrity, and honesty as a role model to others.
- Work collaboratively to support the overall mission in a manner that demonstrates initiative, responsibility, dependability, and accountability.
- Maintain a professional appearance, bearing, demeanor, and boundaries in all settings that reflect on the College of Medicine.
- Promote wellbeing and self-care for patients, colleagues, and self.
- Be responsive to the needs of the patients and society that supersedes self-interest.