

Academic Affairs Subcommittee
of the Board of Directors

May 10, 2004

Minutes

Attendees: R. Berlin, G. Burrow, A. Cooper, P. Deckers, J. Goldberg, L Jacobs,
B. Koeppen, C. Leonardi, M. MacNeil, G. Maxwell, M. Mina, P. Robinson,
P. Setlow, J. Shanley, A. Arnold, J. Comerford, A. Hand, S. Wetstone

Dr. Burrow called the meeting to order at 2:10 p.m. He thanked Mr. Cooper for his long and distinguished service as Chairman of the Academic Affairs Subcommittee.

1. Public Comment

None.

2. The minutes of the February 2, 2004 meeting were unanimously approved.

3. Business Items

a. Proposed Addendum to the School of Dental Medicine Senior Appointments and Promotions Guidelines

A motion was made and seconded to open this issue for discussion. Dr. Robinson provided background information explaining that the Senior Appointments and Promotions Committee (SAPC) identified that there was no effective mechanism by which highly valued faculty whose functions are primarily educational, supervisory, and/or clinical (such as team leaders in the clinic or faculty in community health centers) may be reappointed and promoted despite the absence of traditional academic credentials. The proposed addendum to the guidelines, which has been approved by the SAPC and the Dean's Advisory Committee, allows for the creation of a new non-tenured clinical category of faculty. Faculty who currently hold in-residence appointments in the Dental School may choose to transfer into this new category, but must do so no later than December 31, 2004. New faculty who initially choose one of the academic tracks would not be eligible to transfer into the clinical track. However, clinical track faculty are eligible to transfer into an academic track. Faculty within the clinical category do not come under any time frame for promotion. Dr. Robinson estimates that approximately 10 percent of the faculty fall into the clinical category, most of whom are part-time.

Concern was expressed regarding the length of terms proposed in the addendum, and a motion was made, seconded, and unanimously approved to amend the document under "Terms of Appointment" as follows:

"Clinical Assistant Professors would be appointed to an initial term of one year. Reappointment would require departmental review of the faculty member's teaching and clinical service, and the approval of the Dean. With a positive review, the faculty member would be reappointed for additional one-year terms. If promotion is requested, the review would be administered by the Senior Appointments and Promotions Committee.

Clinical Associate Professors could be appointed to a term of up to 3 years. Faculty at this level would be eligible for reappointment based on departmental review and approval by the Dean.

Clinical Professors could be appointed to a term of up to 5 years. Faculty at this level would be eligible for reappointment based on departmental review and approval by the Dean.

Faculty would have no maximum period of time by which promotion must be achieved in this track."

These amendments to term lengths make the clinical track parallel to the in-residence track. Multi-year appointments must be requested by a department chair and approved by the Dean.

A motion was made and seconded to approve the proposed addendum to the School of Dental Medicine Senior Appointments and Promotions Guidelines with the suggested amendments. The motion was unanimously approved.

b. Combined BA/BS and DMD Program

Dr. Robinson reported on the success of the BA/BS and DMD Program, a combined program initiated in 2001 with the Storrs campus. The goal of the program is to have combined degree students represent 25 percent (or approximately 10 students) of each Dental School class. Currently, there are 10 students enrolled in the program, and 9 have accepted the program for next year. He noted that the applicant pool for dental schools in New England, and particularly in Connecticut, is lower compared to the rest of the country. The

majority of applicants to this program for the current admissions cycle were out-of-state, and they are working towards achieving a higher percentage of applicants from Connecticut.

Dr. Deckers briefly noted that Dr. and Mrs. Rowe have established a \$1.5 million endowment, which will provide \$3000 in scholarship funds for approximately 12 medical and dental students each year. The endowment will also help foster closer interaction between pre-professional students at Storrs and the faculty at the Health Center through activities such as mini-medical school. It is anticipated that this gift will be matched by the State. Students who receive this scholarship will also be given a reduced tuition rate and a slot in the Summer Fellowship Program.

c. Marie Powell v. NBME, UCHC, and Dr. B. Koeppen

Dr. Koeppen provided an update on a discrimination suit filed by Marie Powell against the Health Center, the National Board of Medical Examiners (NBME), and himself. He provided background information, explaining that Ms. Powell was admitted to the School of Medicine in August 1992 and experienced academic difficulty with the basic science components of the curriculum over the next four years. Dismissal proceedings were initiated by the Academic Advancement Committee in 1997, at which time Ms. Powell filed her discrimination complaint with the Connecticut Commission on Human Rights and Opportunities claiming that she has a learning disability and was entitled to reasonable accommodation. In addition to monetary damages, Ms. Powell also sought readmission to the School to complete years 3 and 4 without taking the Step 1 and Step 2 Exams.

Dr. Koeppen noted that although the U.S. District Court and the Second District Court of Appeals have vindicated us, Ms. Powell is pursuing her lawsuit. Until the legal issues have been resolved, the dismissal process has been suspended, and she is considered a student on special status.

In order to avoid such situations in the future, Dr. Koeppen explained that each year, when the new matriculants enter, he meets with both classes and announces that anyone needing special accommodations must meet with him immediately. Students must show a lifelong and documented history of their disability. He also noted that the structure of the new curriculum makes the chances of a repeat of this scenario very slim. In addition, the Academic Advancement Committee now determines earlier in the student's academic career whether a student should be dismissed.

d. Future Meetings of the Academic Affairs Subcommittee

Dr. Koeppen proposed that the August 2, 2004 Subcommittee meeting be a telephone or fax meeting to deal with consent items only. He asked Subcommittee members to provide substantive topics and ideas they feel should be discussed at future meetings. These suggestions will then be reviewed at a meeting on May 24 with Dr. Burrow, Dr. Koeppen, Mr. Carlson, and Dr. Wetstone, and a yearlong agenda will be developed. A meeting in September may be scheduled if necessary. Some agenda items that have already been suggested are discussion of tenure and post-tenure review; dental student attrition; departmental structure and role of centers and signature programs; continuing education; Public Health Institute; the Board's goals and objectives statement and their implications for the academic programs; and initiatives of the Health Career Opportunity Programs (HCOP).

4. Consents

a. School of Medicine/School of Dental Medicine - Appointments, Promotions, Tenure, Reappointments

The recommendations for School of Medicine/School of Dental Medicine appointment, promotion, tenure, and reappointment were unanimously approved. Dr. Robinson noted that two recommendations from the Dental School were not approved by the Senior Appointments and Promotions Committee but were approved by the Dean's Advisory Committee. The background statement will be amended to reflect this.

There being no further business, the meeting was adjourned at 3:05 p.m.

Respectfully submitted,

Bruce M. Koeppen, M.D., Ph.D.