

## **REVISED**

### Academic Affairs Subcommittee of the Board of Directors

September 7, 2005

### **Minutes**

#### Attendees

Committee Members: R. Berlin, G. Burrow, L. Jacobs (by phone), B. Koeppen,  
C. Leonardi, M. MacNeil, G. Maxwell, P. Setlow, J. Shanley,  
L. Spangberg

Other Attendees: M. Jacob, J. Walter, S. Wetstone

Dr. Burrow called the meeting to order at 1:15 p.m.

#### 1. Public Comment

None.

2. The minutes of the May 2, 2005 meeting were unanimously approved.

#### 3. Endowed Chairs - Annual Reports

Ms. Leonardi asked for clarification regarding the loss of personnel noted in the Infectious Diseases/AIDS Research Annual Report. Dr. Shanley explained that over the past five years, the Division of Infectious Diseases has lost two faculty members, and he has not yet been given permission to fill either position. He would like to expand some programs, such as the travel program, and feels very strongly that at least one, and probably both positions need to be refilled. It was noted that although none of the endowed chair money was spent over the past year, much was accomplished.

Ms. Leonardi also noted the strong statement made by Dr. Rowe in the Human Genetics Annual Report regarding a decline in institutional support for research in recent years. Dr. Berlin explained that he believes this statement reflects some of the general anxiety among scientists these days. He noted that some of the support Dr. Rowe has enjoyed through fairly large federal grants is about to disappear, and Dr. Rowe is concerned about whether those activities will be supported now and in the future. Dr. Berlin indicated that some will be supported and others will not, but that overall support for Dr. Rowe's programs is quite strong. Ms. Leonardi suggested that in the future, such statements not be included in annual reports unless they can be substantiated.

Following this discussion, the Academic Affairs Subcommittee unanimously approved the following recommendation: **That the Board of Trustees approve the Annual Reports for the following Endowed Chairs: (1) Infectious Diseases/AIDS Research, (2) Transfusion Medicine, and (3) Human Genetics.**

4. School of Medicine/School of Dental Medicine - Appointments, Promotions, Tenure, Emeritus Appointments, Sabbatic Leaves

Dr. Burrow asked that approval of appointments and promotions be considered separately from recommendations for awarding of academic tenure.

Following a motion to approve the recommendations for appointment and promotion to senior rank, Dr. Shanley announced he would not be voting for the motion. When asked why, he stated that there was a member who he could not vote for. When asked who this was, he stated that it was Dr. David Dorsky. When asked to explain that decision, he noted that Dr. Dorsky's nomination to the Senior Appointments and Promotions Committee (SAPC) occurred without the support of either his Division Chief (Dr. Shanley) or his Department Chair (Dr. Garibaldi).

Dr. Burrow asked Dr. Koeppen to review the normal process by which faculty are nominated for promotion, and specifically address the process as it applied to Dr. Dorsky. Dr. Koeppen indicated that normally, faculty are nominated by their department chair. However, in the event a chair does not or refuses to nominate a faculty member for promotion, that faculty may request that the nomination be made by the Dean. As outlined in Appendix B of the Bylaws of the University of Connecticut School of Medicine (Guidelines for Appointment or Promotion to Senior Faculty Rank and/or Tenure), the Dean may deny the request or appoint an ad hoc faculty panel to review the request. When Dr. Dorsky requested that he be nominated for promotion, Dr. Deckers delegated the decision to Dr. Koeppen. Upon receiving Dr. Dorsky's request, Dr. Koeppen confirmed that neither Dr. Shanley nor Dr. Garibaldi wished to support Dr. Dorsky's nomination for promotion to Associate Professor. Rather than deny Dr. Dorsky's request, Dr. Koeppen chose to convene an ad hoc panel of three faculty to review Dr. Dorsky's academic record to determine if nomination to the SAPC should occur. Dr. Koeppen noted that establishing the ad hoc panel was difficult because of Dr. Dorsky's claim that many faculty (including his Division Chief and Department Chair) were biased against him. Dr. Koeppen provided Dr. Dorsky a list of all eligible faculty who could serve on the committee, and Dr. Dorsky eliminated all but approximately ten. From this group of faculty who were identified, who Dr. Dorsky felt could fairly review his academic credentials, Dr. Koeppen selected three to serve on the ad hoc panel. When the ad hoc panel unanimously recommended that Dr. Dorsky not be recommended to the SAPC for

promotion to Associate Professor, Dr. Koeppen denied Dr. Dorsky's request. Subsequently, Dr. Dorsky grieved Dr. Koeppen's decision to the Faculty Review Board (FRB). When the FRB opined that the ad hoc panel was not qualified to judge Dr. Dorsky's academic credentials, Dr. Koeppen agreed to forward Dr. Dorsky's nomination for promotion to the SAPC. Dr. Koeppen then noted that the SAPC followed their established procedures for consideration for promotion and, on a vote of 6:4, recommended promotion. Dr. Jacobs asked whether it was possible to have three external people review this nomination, but it was noted that the SAPC does seek the opinions of outside reviewers as part of their deliberations.

Dr. Burrow suggested that approval of Dr. Dorsky's promotion be delayed until the November meeting of the Academic Affairs Subcommittee. It was requested that the Chair of the SAPC be invited to that meeting to present the committee's process and information regarding their decision, that Dr. Dorsky's Division Chief and Department Chair provide information on why they did not support Dr. Dorsky's nomination, and that Dr. Koeppen provide a detailed summary of the process and procedures used in this situation.

A motion was made and seconded to remove Dr. Dorsky's name from the list of promotions. The motion was unanimously approved.

On the promotion of Dr. Dorsky, a motion was made and seconded to invite the Chair of the SAPC to the November meeting to provide information regarding this decision. The motion was unanimously approved.

Ms. Leonardi suggested that in the future, the process for approving promotion and tenure recommendations might follow the process used by the Clinical Affairs Subcommittee when credentialing new members, that being indicating "gray marks." Such a designation simply alerts the Board of Directors that something unusual applies to this case, even though the person is being recommended for promotion or tenure.

A motion was made and seconded to approve the remaining recommendations for appointment and promotion. The motion was unanimously approved.

The recommendations for awarding of tenure were then presented. Dr. Burrow requested background information on each of the nominees, which was provided by Drs. Berlin and MacNeil.

A motion was made and seconded to approve the awarding of academic tenure to Dr. Zihai Li, Associate Professor in the Department of Medicine. The motion was unanimously approved.

A motion was made and seconded to approve the awarding of academic tenure to Dr. Linda Shapiro, Associate Professor in the Department of Cell Biology. The motion was unanimously approved.

A motion was made and seconded to approve the awarding of academic tenure to Dr. Maurizio Tonetti, Professor in the Department of Oral Health and Diagnostic Sciences. The motion was unanimously approved.

In the future, brief biographical sketches will be provided on tenure nominees.

A motion was made and seconded to approve the appointment of Dr. Clarence Trummel as Professor Emeritus in the Department of Oral Health and Diagnostic Sciences. The motion was unanimously approved.

The sabbatic leave request for Dr. Kaminer was tabled until the November meeting pending clarification of some funding issues.

There being no further business, the meeting was adjourned at 1:47 p.m.

Respectfully submitted,

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