3rd Annual Faculty Governance Retreat
February 15, 2016
Summary

PURPOSE

The purpose of the Faculty Governance Retreat is to generate input from the faculty to be presented at the PLFSOM Leadership retreat (to be held in March) to enable Leadership to consider faculty input when developing plans and strategy for the year.

DISCUSSION GROUPS

There were a total of 25 attendees representing the Academic Council, Faculty Council, and the 14 standing committees included in the PLFSOM Faculty Bylaws. Participants were divided into three discussion groups, each tasked to identify three (3) current issues that, from the faculty perspective, the Leadership needs to address this year in order for the school to remain stable and grow. In addition, each group was asked to identify one (1) “future-oriented” issue. This could be about an issue that although it may not be a current problem, the Leadership should start planning for now with 3-5 years of anticipation.

The following faculty members served as moderators for the groups:

- **Group 1**: Navkiran Shokar, M.D., M.P.H., Professor, Department of Biomedical Sciences and Family and Community Medicine
- **Group 2**: Rajkumar Lakshmanaswamy, Ph.D., Associate Professor, Department of Biomedical Sciences
- **Group 3**: Susan Watts, Ph.D., Associate Professor, Department of Emergency Medicine.

Each group reported their 3 current issues and 1 future oriented issue. After reporting, attendees voted on the top three (3) most important issues and 1 future oriented issue from all options presented.

TOP THREE FACULTY ISSUES

1) Faculty Recruitment and Retention

Unanimous top issue for the Faculty. Faculty recognizes this is a multifactorial issue. Importance: Need for critical mass of faculty in different units to be able to accomplish the missions of the school.

Comments:

- a. Concern with faculty turnover rates and lack of stability.
- b. Need to retain and promote the existing faculty. This includes Tenure and Promotion issues.
c. Need for adequate protected time to produce scholarly work.
d. Preference to create faculty associates rather than staff positions for mid-level providers
e. Need to thoroughly assess why faculty are leaving the institution
f. Salary equity across rank and gender is a concern for faculty.

2) Faculty Lifestyle and Amenities
   Importance: On campus services and faculty benefits can improve faculty job satisfaction.

   Comments:
   a. Childcare for faculty and staff on campus.
   b. Campus bank and post office available during office hours.
   c. Travel reimbursement system.
   d. Expanded Health Benefits.

3) Research Support and Infrastructure
   Importance: Facilitating funding and processes related to research are needed for the research enterprise to be competitive.

   Comments:
   a. Lack of support for the SARP program (statistical charges)
   b. Limitations to start-up packages availability and utilization
   c. Researchers and students after-hours parking.
   d. Change needed in post docs terms of service.

FUTURE ORIENTED FACULTY ISSUE

The future oriented faculty issues have been incorporated into the top 3 issues above. There was no additional specific issue identified.