

THE UNIVERSITY OF NEBRASKA
COLLEGE OF MEDICINE

FACULTY COUNCIL MEETING
MINUTES

February 9, 2024

7:30 a.m.

Members Present: Brad Britigan, Aviva Abosch, Vimla Band, Surinder Batra, Sam Bierner, Shirley Delair, Matt DeVries, Chuck Enke, Howard Gendelman, Rebekah Gundry, Joe Khoury, Steve Lisco, Howard Liu, Dave Mercer, Matt Rizzo, Deb Romberger, Mo Shukry, Kari Simonsen, Carl Smith, Jennifer Adams, Sheila Ellis, Karen Gould, Trek Langenhan, Kim Latacha, Travis McCumber, Kody Moffatt, Olabisi Sheppard, Nidhish Tiwari

Ad Hoc: Kelly Caverzagie, Howard Fox, Wendy Grant, Geoffrey Talmon

Guests: Wally Thoreson, Teri Mauch, Allison Cushman-Vokoun

1. Welcome (Dr. Britigan)
Dr. Britigan welcomed Dr Thoreson, Dr Mauch, Dr Cushman-Vokoun and all others to the February meeting
2. Approval of January 12, 2024 Minutes
January minutes were unanimously approved
3. P&T Guidelines Proposed Changes - Months ago Dr Britigan asked the leadership of the P&T Committee (Wallace Thoreson, Teri Mauch, Ali Cushman-Vokoun, and Vimla Band) to review the guidelines to see if updates and/or changes were in order. Proposed preliminary changes were sent out for review to department chairs and members of the Faculty Council last fall. Those comments came back and resulted in some modifications in December. Dr Thoreson said there were also comments from the UNMC office of community engagement who are addressing similar issues campus wide. Hoping that would be it, those modifications were sent to the faculty council members a couple of weeks ago. But there was some additional discussion that took place at the most recent P&T committee meeting and other changes were suggested. The revised document was distributed to, the Faculty Council 2a few days ago. Drs Thoreson and Mauch will walk us through the document to see if there are any comments, suggested changes; and hopefully, be able to get a motion to approve the guidelines.

Dr Mauch gave a general overview and mentioned they recommend bringing promotion to associate professor more in line with promotion to professor where service counts. Currently for promotion to associate professor service is not one of the three things that you could be rated on. We especially wanted to recognize efforts in community service and student recruitment. So service was added as a level 2 but as one of the possible criteria that people could be promoted to associate professor. The latest revisions to the guidelines were to provide more examples and a little more language to strengthen their application.

The committee had also noticed that more and more often people were going up for promotion right at 5 years and barely squeaking through. More and more people are asking for early promotion.

Early promotion would still be possible for extraordinary performance at 4 years. In general faculty would be encouraged to wait until their 6th year in rank so they come in with a really strong application.

Language has been changed to be more gender neutral and inclusive.

Dr Thoreson then shared his screen and reviewed the latest highlighted recommended changes. Comments and questions from the Faculty Council members followed.

Dr Britigan gave 3 options to the faculty council:

1. Faculty Council approve the P&T guidelines with discussed changes
2. Review again once changes have been made
3. Bring back to faculty council

A motion was made and seconded to approve guidelines with changes as discussed without bringing it back to Faculty Council for additional comment and move forward to faculty for general consideration.

Motion passed unanimously

4. Adjourn

Respectfully submitted,

A handwritten signature in black ink, reading "Bradley Britigan". The signature is written in a cursive, flowing style.

Bradley Britigan
Dean, COM