

Oversight Committee (OC)

August 27, 2009

Minutes

Present: Dr. Bernstein, Dr. Bona, Dr. Cushman, Dr. Hepworth, Dr. Liang, Dr. McNally, Dr. Setlow, Dr. Tennen, Dr. Weller

Guest: Dr. Jacob

The meeting was called to order at 8:08 a.m.

OC met with Dr. Jacob to discuss three issues -- redaction of department and center review reports, compensation issues, and how the partnership with Hartford Hospital might impact the School of Medicine Bylaws.

Regarding redaction of department and center review reports, Dr. McNally outlined for Dr. Jacob the previous discussion and range of opinions held by OC members. Dr. Jacob had proposed that redacted reports be shared with OC electronically and that a full copy of the report be available for review in her office or at the meeting. Some members were comfortable with this arrangement, but others argued that ways can be found to allow them to review the reports at their leisure in their own offices and still maintain confidentiality, such as encryption or password coded PDFs. Dr. Jacob explained that personnel evaluations included in the reports are protected by a law which prohibits release of this type of information to people, other than those asked to act on the information, without the individual's consent. She feels the arrangement she proposed reduces the risk of the information being distributed, and that since OC members' responsibility is to be aware of the information but not to act on it, is sufficient. She encouraged OC to work under the proposed arrangement for the time being. If they find it unsatisfactory, she asked that they write up a proposal presenting their arguments for approval by Human Resources and the Dean.

Dr. McNally summarized OC's discussion with Dr. Koeppen regarding their recommendation that Dean's Council take the leadership role in formulating a comprehensive policy in the area of compensation. Dr. Koeppen agreed to bring this suggestion to Dr. Laurencin. However, subsequent broadcast messages have gone out to the faculty from Dr. Laurencin asking for volunteers to serve on ad hoc committees to address various compensation issues. OC is concerned that there are now several ad hoc committees appointed to look at several overlapping policies, and no mechanism has been put in place to integrate all of the plans and determine the overall effect. They agreed to send an e-mail to Dr. Laurencin again suggesting that Dean's Council take the lead in this initiative. They noted the need for department chair and broad faculty input, but agree that Dean's Council is the appropriate governance body to form an ad hoc

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committee charged with developing a broad plan that takes into consideration all of the existing plans (post-tenure review, CREATE, academic merit, clinical compensation plan, research incentive plan, tenure salary guarantee proposal). Dr. McNally will draft the e-mail and circulate it to the members for review. Dr. Jacob will also discuss the recommendation with Dr. Laurencin and endorse it.

OC then discussed the partnership agreement. They noted that, if approved, the partnership with Hartford Hospital will result in School of Medicine Bylaws revisions, and they questioned whether faculty will vote on the revisions as mandated by the Bylaws. Dr. Jacob believes that the partnership itself will not be put to a faculty vote, but revisions to the governance of the clinical enterprise could require a faculty vote. It was also noted that the Bylaws address how changes can be made from within the School of Medicine but not outside of it, and this is an issue OC could address. OC will discuss the issue further at their next meeting.

The meeting was adjourned at 9:40 a.m. The next meeting will be held on Thursday, September 10, from 8-9:30 a.m. in the Medical Dean's Conference Room, AG-078.

Respectfully submitted,

Lynn Donatelli