

*Minutes*  
THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

**FACULTY SENATE**

January 10, 2012  
GEB A304

**Pre-Meeting Speaker:**

Alicia Dorsey, Ph.D.

Director, Inter-Professional Education and Clinical Simulation (IPECS)

Assistant Vice Chancellor for Academic Affairs

920 Madison Ave, Seventh Floor

<http://www.uthsc.edu/ipecs/>

Dr. Dorsey's office centralizes interprofessional activities on campus, but is not embedded in any college and works with all of the colleges. The program was established because of a Blue Cross grant. Its charge is to support the curriculum or faculty development. Simulation, in the broadest sense of the term, includes models, software, gaming, patient care situations and so on. Resources are limited, so they will be applied where most needed. A new high fidelity simulation center is due to open soon, by the end of March at the latest. IPECS is looking into standardized case software. Academic Advisory Board by March that will have two reps from each college to look at college needs. Faculty Development group will identify what groups have simulation needs. IPECS is in the process of setting up and evaluation team to monitor IPECS efforts. IPECS has Nick Brauer coordinates technology, Therese Britt coordinates faculty and curriculum development, and workshops. A healthcare challenge, which revolves around interprofessional teams solving a single case, is being planned in the future. The goal is for each team member to understand what the other member knows and their perspective. Activities are currently on the Memphis campus with plans to extend them to the other locations in Tennessee.

**Members present (n= 27):** Anita Airee; Vicki Baselski; Beth Bowman; Ashanti Braxton; Sarka Beranova; Lawrence Brown; Joseph Callaway; George Cook; Martin Donaldson; Andrea Elberger; Brenda Green; David Hamilton; Anastasios Karydis; Maurice Lewis; Donna Lynch-Smith; Michael McDonald; Ann Nolen; Richard Nollan; Tommie Norris; Tayabeh Pourmotabbed; Molly Rosebush; Susan Senogles; Marcia Sharp; Jeff Steketee; Joe Swanson; Antheunis Versluis; Junling Wang; Christopher Waters

**Academic Affairs Representative:**

Cheryl Scheid; Cindy Russell

**Members absent (n= 51):** Tiffany Bee; Howard Bromley; Brad Canada; James

Christian; Harris Cohen; F Hammond Cole; Leilani Collins; Patricia Cowan; Melody Cunningham; Pranab Das; Maggie DeBon; Edward Harris; Peg Hartig; Karen Hasty; Stacey Headley; Wyenona Hicks; Mary Ellen Hoehn; Amanda Howard-Thompson; Mohammad Kashif Ismail; Lisa Jennings; Monica Jablonski; Terreia Jones; Irma Jordan; Brian P. Kelly; Santhosh Koshy; Edward Lazarus; Michael Levin; Wendy Likes; Dan Martin; Alexander Matthew; Ruth Mulvany; Rob Nolly; Elena Parfenova; Susan Patton; Jeff Phebus; Fabio Re; Robert Schoumacher; Merry Sebelik; Richard Smith; Elaine Stegman; Mike Storm; Ajay Talati; Deborah Von Hapsburn; Jim Wan; Sherry Webb; Glenn Wetzell; Tony Wicks; Thad Wilson; Jose Yataco; Nadeem Zafar

Call to order: LB Brown, President, called the meeting to order at 4:05 pm

Approval of Minutes: Minutes from December 13, 2011 accepted.

Announcements:

Unfinished Business:

- Outside reviewers for tenure. This was also discussed at the last meeting. Currently there is not requirement for those going up for tenure separately from consideration for promotion. When faculty members go up for promotion and tenure at the same time, this is not an issue. The discussion revolved around whether such letters should be required, and the consensus from this discuss was that they should be required. Further discussion revolved around guidelines for the evaluator and whether internal letters should also be required. Motion: External letters of review should be required in the Faculty Evaluation Manual for tenure decisions, to be consistent with the letter of review requirements in the Faculty Handbook for promotion but excluding a discussion about the candidate's qualification at the evaluator's institution. (Martin Donaldson moved, Joe Swanson seconded). The motion passed with one opposing vote.
- Another point of discussion was how much protection tenure provides faculty members, who are not productive, and whether we are members of AAUP. Tenure provides protection, but if there are three needs improvements or two unsatisfactories tenure can be called into question and be considered for being revoked.

Committee Reports

- Legislative Resources (M. Donaldson) – The committee is working with Brandy Bivens to set up a meeting between UTHSC and prominent legislatures. One possibility is February 10.
- Clinical Affairs (Tiffany Bee) – No report.
- Budget and Benefits (George Cook) – Jerry hall talked about insurance policies. Fifty per cent of faculty are eligible for retirement. Tony Ferrara talked about the budget and salaries. Salary numbers are not necessarily complete. They include

ADA and other sources, but not, for example, bonuses. He also said there is still discussion about holding annual campus budget meetings on each campus that would include faculty members. Dr. Cook recommended that we bring Mr. Ferrara to one of our pre-meeting sessions to talk about this. All the financial information is correct in IRIS, but getting it out is complicated. President Brown asked senators and faculty to go back to their colleges to get feedback on how well the Partners in Health program is working.

- Education Policy (J. Callaway) – No report.
- Faculty Affairs (T. Norris) – The committee is continuing with the upward evaluation. Names are loaded into the database. There will be trial test and hopes to launch it in March or April. The question was raised about whether there was something official that says what the results of the evaluation is supposed to be used for, because it was often not used last year. The response was that the results of the evaluation were low, which the committee hopes to overcome this year. There is nothing in writing to require that the upward evaluation results be used in the annual evaluations of administrators. By the same token, if the upward evaluations are not filled out, then they definitely will not be used. It was also pointed out that the chancellor, for the first time, is performing evaluations on the vice chancellors and executive vice chancellor.
- Research Affairs – (F. Pourmotabbed) No report.
- Computing (J. Swanson) – No new information on the CIO search. The committee hopes to identify antiviral software for Macs this year. We may want to invite Joe Morrison back to talk about what faculty members need to do specifically regarding computer security.

### **New Business**

- Memphis Research Profiles (see attachment). Cindy Russell discussed the new database sponsored by the Memphis Research Consortium. It will contain research profiles for St. Jude, UTHSC, and the University of Memphis. Faculty from the participating institutions can know about each other, and reach out to each other. It is built off of the Harvard Catalyst Program, which enables everyone to know who is doing what. St. Jude is starting this Profiles project. Currently there is only office information, which is in the development stage of pre-populating it. The link to it is not live yet. There is great interest in making this good data in this database. There is no timeline as yet to know when the database will go live. New faculty will be added because of monthly updates to the database.
- Fruz Pourmotabbed called for some kind of system to identify research equipment that researchers can use rather than purchase. The auditing system was unhelpful, and department chairs are not responsive to calls for help. Dr. Scheid's office

might be able to solicit more information through her office, but more help might be from the research office. If anyone has any ideas, please contact Fruz.

Meeting Adjourned at 5:00 p.m.

Respectfully Submitted:

Richard Nollan

## Memphis Research Profiles

Contact Cindy Russell [crussell@uthsc.edu](mailto:crussell@uthsc.edu) with questions/comments

*Profiles* is an open source research networking and expertise mining website developed for Harvard's Clinical and Translational Science center (Harvard Catalyst Profiles @ <http://connects.catalyst.harvard.edu/PROFILES/search>). Currently, St. Jude is piloting this system to evaluate its benefits for the Memphis Research Consortium (MRC).

As part of setting up the database, St. Jude requests data elements like faculty's first and last name, degree, institution name, title, address, and email. Only office addresses and office email addresses have been provided. This is to populate the system with appropriate faculty information for authentication.

What follows below is information provided by St. Jude to their faculty as part of the trial:

### WHAT IS MEMPHIS RESEARCH PROFILES?

Memphis Research Profiles is an online research networking application that will assist investigators in identifying collaborators within St. Jude and among members of the Memphis Research Consortium (St. Jude, UTHSC, and the University of Memphis and others). Memphis Research Profiles uses keywords, co-authors, similarities, departments and geographic proximity to connect faculty members and post-docs to facilitate collaboration and advance research.

Currently, St. Jude is piloting this application to evaluate its benefits for the Memphis Research Consortium. The pilot will initially include St. Jude investigators only in order to obtain feedback and allow fine-tuning of the application. In the near future, Memphis Research Profiles will be expanded to include our colleagues from the UT Health Science Center and the University of Memphis.

### HOW DOES MEMPHIS RESEARCH PROFILES WORK?

As an investigator you receive a profile on the system which, by default, consists of your demographic information and publication list. If desired you may also include a photo, awards and honors and a narrative.

Your list of publications from PubMed will be automatically pre-populated by the Memphis Research Profiles system. Sometimes, however, you may find that the publication identification process either misses one or two of your publications or incorrectly identifies a few. You may curate this list by adding or deleting publications manually. The Memphis Research Profiles system uses the curated list to better identify future publications for you.

Using your profile, the system identifies potential collaborators based on the

following:

- Keywords (MeSH terms taken from PubMed publications)

- Co-Authors (co-authors from your publication list)

- Similar People (investigators with the same keywords)

- Same Department

- Physical Neighbors (same address based on latitude and longitude)

You can identify collaborators directly from your profile or by searching the Memphis Research Profiles system.