

Senate Faculty Affairs Committee
Wednesday, January 31, 2024

Zoom Recording (link in email)

1. Roll Call
 - a. Members present: Mei Chen, Jennifer Cramer (Chair), Sarah Hall, Hayley Hoffman, Treshani Perera, Leon Sachs, Karen Skaff (Co-Chair), Lisa Tannock (ex-officio, Provost office). Guests attending: DeShana Collet (SC Chair), Nathan Vanderford (COM Faculty Council, Senator)
 - b. The SFAC meeting was called to order at 3:00pm. The original agenda for this meeting was set aside to allow for discussion of the Title Series Report and its presentation to Senate Council on January 22, 2024.
2. Title Series Report
 - a. Jennifer Cramer opened the meeting by referencing the Title Series Report to Senate Council presented by Co-chairs, Cramer and Skaff, in person at the January 22nd SC meeting. The Report was sent to the members of the SFAC on October 23, 2023 for final review and comment and hearing no other comments, the Co-Chairs sent the Report to SC on November 3, 2023 and met with SC Chair DeShana Collett on November 20th to briefly discuss the Title Series Report and other issues related to the charges to the SFAC.
 - b. Chair Cramer acknowledged feedback at the SC meeting from the Provost/College of Medicine and some pushback following the SC meeting including emails from Lisa Tannock from the Provost Office, Sarah Hall, and a few conversations with others regarding their perceptions about the intent and content of the Report. Chair Cramer had sent a message to SC and guests in attendance at the January 22nd SC meeting on January 26, 2024 to help clarify the intention of the report. That message was also forwarded to members of SFAC. Chair Cramer referenced this email and its main points at the start of the meeting.
 - c. Chair Cramer stated that the Report was simply a report – *an account of the SFAC activities as required by the SC. The Report outlines the charge to the SFAC, description of the minutes of meetings over the year exploring the variability, limitations in Tenure Eligibility, shared governance, DOEs, and some of the inconsistencies with the University ARs. in the Title Series, specifically concerning the CTS and Lecturer Title Series. The Report asks questions and sought data to better understand the vulnerability of faculty. The recommendation in the Report suggested that further discussion is warranted, perhaps by an AD Hoc Committee of the Senate.*
 - d. Chair Cramer recognized Lisa Tannock, MD, Associate Provost for Faculty Advancement, stating that, “... my perspective was different and suggested an inherent flaw related to DOE and the 12.5 percent formula for courses regardless of 9- versus 12-month appointments,” for example. She also indicated that she did not have a chance to review the Report prior to the January SC presentation and stated that it is “outside the scope of the Senate”.

- e. Chair Cramer recognized Sarah Hall, SFAC member, Senator, and Associate Clinical Professor (CTS) in College of Medicine. Sarah raised an objection to the Report because she believed that it was suggesting “...*elimination of clinical title series faculty*” and that the Report suggested that CTS be “... *re-classified as community based-faculty.*” Sarah later in the SFAC discussion realized that the Report did not recommend either the elimination or re-classification and added that the issue related to community based-faculty was unclear.
- f. Chair Cramer recognized Senate Chair Collett [Guest] adding that “...*I read the Report four times and did not read that. In fact, an issue of Community-based faculty was raised at a BOT meeting by Hollie Swanson, MD, Trustee (COM).* Chair Cramer clarified that these are two separate issues.
- g. Chair Cramer recognized Nathan Vanderford, MD, Associate Professor, STS, Chair Faculty Council and Senator (COM) [Guest]. He shared that COM Dean Chipper Griffith found the data “alarming” with concerns about the spirit of the Report (reading between the lines), “...*that the value of clinical faculty in Medicine and other Colleges is under attack, asking if UK is phasing out non-tenure faculty, and that the community-based language is causing ‘hard feelings’.* **He stated that the COM scheduled a special meeting to talk about these concerns next week. As the SFAC meeting discussion continued, he identified a few places (pages 3,6, 16) in the Report that were confusing; he understood and planned to take feedback about these misperceptions to their COM Faculty Council.**

ACTION ITEM: Sarah Hall offered to help clarify that piece of the Report by drafting wording for SFAC consideration that defines Community-based physicians.

ACTION ITEM: Chair Cramer agreed to provide clarity with respect to community-based physicians in the Report before the final Report is presented to the Senate.

Chair Cramer thanked everyone for their contributions to this discussion about the Report and assured those attending from the COM that the intent and content of the report was not an attempt to dissolve the clinical title series.

The meeting was adjourned at 4:05pm. **Next meeting:** *The next meeting will be scheduled sometime in February, hopefully on a Monday afternoon.*

Respectfully submitted, Karen O. Skaff, *SFAC Co-Chair, February 3, 2024*