

Dean's Faculty Advisory Committee  
University of Tennessee, College of Medicine

November 6, 2017

### **Call to Order**

The meeting was called to order at 12:02 PM on November 6, 2017, in the Coleman building, Room A101.

### **Attendance**

The following members were present:

Julio F. Cordero-Morales, PhD, Terry Cooper, PhD, Denis DiAngelo, PhD, Ian Gray, MD, Mary Peyton Gupta, MD, Rebecca Anne Krukowski, PhD, Haavi Morreim, JD, PhD, Lawrence Pfeffer, PhD, Fruza Pourmotabbed, PhD, Reese Scroggs, PhD, Burt Sharp, MD, Claudette Shephard, MD, L Ryan Sullivan, DVM, Jerome Thompson, MD, MBA

The following guest(s) was (were) present:

Steve Schwab, MD, Ken Brown, JD, PhD, Susan Senogles, PhD

### **Approval of minutes**

The minutes of the previous meeting were approved as written. Minutes had previously been distributed by electronic means.

### **Business**

Chancellor/Dean Schwab and Dr. Terry Cooper began by summarizing highlights of the recent UT Board of Trustees meeting. A number of important items were addressed.

One issue of controversy concerned outsourcing. JLL is a well-regarded national third-party organization that oversees support services for many large corporations. The idea under consideration was for the entire state government to outsource support services to one degree or another. Each university campus was permitted to make its own decisions. UTHSC evaluated the various functions that might be outsourced, but has decided outsourcing many of these would adversely affect our efforts to include minority populations within UTHSC's family. Some things we already do outsource, such as HVAC, plumbing, electrical work, roofing etc. These highly specialized services have proven to be better if outsourced, both financially and in terms of quality. Still, UTHSC is inquiring, for the services we already outsource, whether JLL might be able to provide equally satisfactory services in these particular areas, at less money. The trustees found this acceptable, though they expressed disappointment that UTHSC was not outsourcing more.

Two UTHSC Handbook policies that had been combined and amended were approved by the Board of Trustees at its meeting last week. The Board is also considering further changes to the Handbook. The revisions approved at this Board meeting are the first directly approved by the Board since 2010 (other than administrative changes in 2015).

Three additional changes will be discussed further in December. The first is the Board's policy on freedom of speech. It mirrors quite directly a law recently passed by the legislature.

A second change is somewhat more controversial, and it concerns routes of appeal when a tenured faculty member faces the possibility of dismissal and loss of tenure, for cause. In the past there could be two appeals to such a dismissal for cause: [a] Faculty Senate tribunal and [b] TUAPA (Tennessee Uniform Administrative Procedures Act).

The amended policy would make these options either/or, rather than permit the possibility of using both. In the amended version, if the faculty member selects TUAPA, the Faculty Senate option is waived, and vice versa. Only one option, not both, may be pursued. If the faculty member elects the Senate option, s/he can still earn salary so long as the appeal is in process. In contrast, the TUAPA option can only arise *after* the person has lost tenure and been "fired." In the past when two appeals were conducted in tandem, they could take 2-3 years to complete, during which the University would have to continue to pay. Under the proposed change, whichever option the faculty member elects, that decision will be final: a TUAPA ruling could not be appealed, nor can the determinations of a Faculty Senate tribunal.

This change will be important, and will affect other campuses such as Oak Ridge, which needs to reduce personnel by around 300 people.

A third change concerns loss of an appointment at an affiliated institution such as Oak Ridge, and its effect on a UT appointment. This may be important, as Oak Ridge plans to reduce its personnel by around 350 people, 204 of whom have been approved for voluntary separation.

Dr. Cooper indicated that these proposed changes will be available for faculty comment. Importantly, if we do not comment, then we will not have room to complain later. Equally important, going forward, we can expect to see several more drafts of proposed changes to the Faculty Handbook. Faculty need to provide comments, or we may lose the option to offer them. Comments need to be constructive, as in: "I like/do not like this proposal, and here is why." When concrete reasoning is provided, it usually is taken very seriously and can lead to changes in the drafts.

Dr. Schwab then noted that the executive dean search for CoM is under way, as is for the College of Dentistry. The goal is to have new deans in place by summer.

DFAC Pres. Thompson then introduced Dr. Ken Brown, COO of UTHSC. Dr. Brown provided an update on a variety of issues his office faces.

He discussed the Plough Center, a CGMP pharmaceutical manufacturing facility on campus. It will manufacture vials, syringes and solutes, but not tablets, and will be located on Dudley Street. The emphasis will be on orphan drugs and some biologics. Some of it will be done in conjunction with a Chinese company, Raretech. UTHSC also is working on new drug development. Selectively, start-up companies are now able to provide us with their debt equity in exchange for our taking on the process of manufacturing a drug. Some of these drugs may not work out, but others may work well.

Part of this process is to create a 501(c)(3), which can expedite material transfer agreements and other necessities for drug development and manufacturing, much more efficiently than the typical state processes. At present, MTA/Material Transfer Agreements are now housed within the Office of Research, but the necessity of complying with state government requirements still slows down the

process. This can be considerably expedited by permitting such contracts to be processed through a 501(c)(3) that is separate from, but nevertheless managed by, UTHSC.

Dr. Brown went on to highlight that UTHSC now has a contract with the county to manage its regional forensic services. They investigate unanticipated deaths in Shelby County and 8 contiguous counties. The data, in turn, can generate grant proposals, for instance to research opiate deaths. We have recruited several fellows, and have brought all the relevant toxicology services in-house.

Dr. Stern is now seeking funds for our new addiction medicine program. Additional faculty are now being recruited, also in addiction medicine.

Dr. Timothy Hottel, formerly dean of the College of Dentistry, is now heading up a statewide initiative to provide dental services throughout the state. Additionally, the state of Arkansas has no dental school, and so UTHSC provides dental education services for that state.

A variety of bricks-and-mortar initiatives are moving forward, e.g. to fill out the rest of the new College of Pharmacy building and to purchase/construct a vivarium. UTHSC now owns the hotel building on the corner of Pauline and Madison (as of 2 years ago). Ultimately it is hoped that this site will house the College of Medicine building. A capital campaign is imminent. Residential housing may also be constructed, in a public-private partnership. Other residential projects are also going on, within the medical district. A new police building is also being constructed, which will ultimately house facilities for a force of 50-60 full-time police officers, a temporary detention center, and the like. Campus security is now being upgraded, e.g. from 300 cameras to over 1500 cameras, plus enhanced building security. A full-time safety officer is also being hired, independently of the police force.

Dr. Brown said that a new director of governmental affairs for UTHSC has now been hired, David Mills, who will be based here in Memphis. Mr. Mills will be temporarily housed in the Hyman building, and eventually in the Johnson building.

Off campus, UTHSC is working on a building in Nashville, at the St. Thomas campus. A joint building may be constructed in Chattanooga, on the Erlanger campus, and other construction is afoot in Knoxville.

Finally, it was noted that UTHSC no longer uses Sodexo for its food services, which were deemed too costly and not of high quality. In the past, UTHSC has granted food services essentially a monopoly on campus. That model is now changing. Instead, the university will contract with individual vendors who will pay a rental fee for space (especially, in the Madison building) and who will assume the financial risk for their venture. Currently, UTHSC is close to a contract with Starbucks, Chik-fil-A, and various local vendors. Meanwhile, the Madison building lobby is under renovation, including the floors, furniture etc, so that the aesthetics of the food court will look better by the time the holiday break is over.

### **Next Meeting**

The next meeting of the committee will be held on December 4, 2017, at 12:00 Noon in the Coleman building, Room A101.

### **Adjournment**

There being no further business, the meeting was adjourned at 12:56 PM.

Respectfully submitted,

E. Haavi Morreim, JD, PhD  
Secretary