

## Faculty Development November Meeting Minutes

Tuesday, November 19, 2013, 10:30-11:30AM

Room 311e

1. Review and approval of September 23 meeting minutes.
  - Marianne had one change about the faculty development funds
  - Approved?
2. Quick update on AFA and ACIT
  - ACIT is due to launch in January 2014
  - Salary coverage for ACIT varied by department and what their chair decided to do. There are 4 people in SPH. The practice plan at the medical school has provided funds for this so they don't take a salary cut.
3. Discussion of Faculty Exit Survey
  - Received proposed edits from Emily and Vicky
  - Rephrase the absent of tenure and use rolling contract system instead to not be so negative – use “absent of tenure”; after discussion, it was decided to directly ask about lack of tenure so that the impact of lack of tenure could be assessed
  - “Change in priorities” – leave this in there
  - We should clarify about people “leaving” because some people may leave but still have an appointment at BU; faculty retaining an appointment after leaving should be changed to adjunct so this may not be confusing. Faculty who remain on research projects based at BUSPH still should have a change in appointment.
  - Pat O'Brien and Joline Durant from appointments and Department Chairs or designated department faculty/administrator should know who has left but there is also the difficulty of defining what “leaving” means.
4. Discussion of first draft of FDA data from 2011-2012
  - This is the 2012 FDA data and we have more data. Tom Dauria set up a system so there were nameless tags on individuals so you can track by individuals.
  - Chair assessments are now broken down by category.
  - We might want to change how we collect data on mentoring for next year because there is also no definition or criteria provided. There is no quality assessment on mentoring.
  - The question about how time is allocated needs to be reframed where it is separate from how your salary is allocated and how you think you actually spend your time.
  - The FDA survey is not subject to auditing. The PAR is actually how you are paid.
  - The barriers to meeting faculty's goals were intertwining. The most frequent was time, administrative issues, and lack of research funds.

- There were some interesting suggestions for barriers and someone suggested using a ticket system for tasks within their department.
- The young students and large number of advisees is taking some faculty about 10 hours a week on advising. One person suggested to do group advising.
- In the proposal for MPH 2015, they are going to recommend to account faculty time for advising, CE, and practicums.
- We have to implement standardization across departments which might eliminate some of these issues.
- While we should have a general consensus about people's time and have a standard, in being transparent about these issues we don't want to become inflexible.
- The FDA is mainly for tracking purposes but it does not ask the evaluative questions. We need to show where this data goes and what changes have been made based on this data.
- It is the impression for some faculty that the FDA is only used for justification for merit increases for chairs, and never understood about using this as an honest conversation about career development. There is still impression or subjectivity that plays in when it comes time for the evaluation.
  - Find out how faculty are actually spending their time and phrasing the question so they answer it
  - Address challenges with OSP and grants managers

#### 5. Junior faculty report

- This report came from the Faculty Senate to the Governing Council where it was referred to the FDC.
- As we do this report, do we have recommendations to the GC based on the FDA data from 2012?
  - Provide more research support for junior faculty
  - Increase communication to junior faculty about available funds
  - Some junior faculty are hired with no start-up package and some are. If we don't give faculty a start-up package that hurts the faculty for the K awards. We need to get some consistency around getting a start-up package.
  - There is variation in the way people are hired.
  - We should survey departments and find out what start-up packages are offered for what kind of faculty appointments because we don't have data on that right now.
- Ask if there are faculty interested in joining the FDC – need representation from Health Law and HPM.