

## Committee of Ten Annual Report Fall 2022

### Current Members:

Dr. Julie Ledford (co-chair)  
Dr. Vivienne Ng (co-chair)  
Dr. Deepak Acharya  
Dr. Anthony Bosco  
Dr. Erika Bracamonte

Dr. Matthew Gretzer  
Dr. Cameron Hypes  
Dr. Amy Mitchell  
Dr. Jarrod Mosier  
Dr. Unni Udayasankar

### Committee charge:

*The COM-Tucson Faculty may, but is not required to, elect a Committee of Ten, which will consist of ten (10) members of its Faculty. This Committee may initiate and study any issue or matter of interest to the College and may consider any academic or administrative matter brought to its attention by a Dean, any other Committee of the Faculty, or any member of the Faculty, or refer such matter to an appropriate University committee or office that is charged with addressing such issues directly. It may make recommendations to the person or group that consulted it and may, also at its discretion, make recommendations to the Dean, other Committees and to the Faculty.*

Thank you to Dr. Dorothy Gilbertson-Dahdal for her many years of service to the Committee of Ten.

In the past academic year, the committee focused primarily on issues surrounding the theme “What does it mean to be an academic physician in the 2020s?” in a model where College of Medicine faculty work clinically in a private healthcare delivery system. Additionally, the committee continued to bring transparency to issues of employment inequity between faculty and trainees employed by UA and Banner Health.

### **In order to better understand and discuss solutions for these issues, committee activity consisted of:**

1. Reviewing historical data from the Committee of Ten and Faculty Affairs addressing this question, specifically the 2019 Dean’s Faculty Advisory Committee faculty survey; survey draft addressing where faculty have been, where they are, and where they want to be over time (not disseminated to general faculty); COM-T faculty demographics; and the COM-T strategic plan.
2. Meeting with Deans Abecassis, Coull, and Cress regarding the perceived role of the Committee of Ten. Discussed faculty engagement and concerns of career satisfaction of COM-T faculty in an environment that emphasizes clinical care and efficiency and deemphasizes academic productivity.
3. Clarifying employment eligibility for the UA Qualified Tuition Reduction program.

### **Goals from the last academic year:**

1. Seek information on COM-T faculty composition to determine if committee representation is appropriately defined. There is a need for weighted track representation among the C10. *(Partially achieved)*

- a. Partial information available in Appendix B.3. Faculty Affairs of the COM-T Strategic Plan FY22.
  - b. Additional information regarding faculty rank, track, self-identified ethnicity, and total complement provided by the Assistant Director, Faculty Affairs.
2. Request a new committee administrator. (*Partially achieved*)
  - a. Support staff was identified for AY 22-23 but only remained in the role for two months.
3. Survey the faculty and provide a report to COM-T leadership and to the faculty. (*Not achieved due to lack of administrative support*)
4. Request meetings with COM and Banner leadership to voice faculty concerns, twice a year. (*Not achieved due to leadership turnover*)

**Thus far in this academic year, we have focused on and have identified the following goals:**

1. Request a new committee administrator. The lack of administrative support from COM-T Faculty Affairs demonstrates the lack of commitment from the college. For us to serve the COM-T faculty, the committee requires administrative support for surveys and follow-up reports to be distributed to the faculty on various matters that are investigated.
2. Increase transparency and information dissemination regarding UA academic benefits for faculty and trainees.
3. Improve the faculty hiring and onboarding process. This goal was identified by the committee two years ago. Given the high rate of recent faculty attrition, the committee wishes to refocus on this goal for the coming academic year, as it also aligns with the COM-T Strategic Plan.
4. Understanding the reasons why faculty choose to separate from UA COM-T and the barriers to faculty retention. The last comprehensive survey of faculty was completed by DFAC in 2019. The committee will consider a more focused survey of faculty addressing hiring, onboarding, and retention and will work in conjunction with DFAC, DCFA, and FDAC on these issues. This will include recommendations to implement an exit interview for both UA and Banner HR.