

**Dean's Faculty Advisory Committee  
2021-22**

**Dean's Faculty Advisory Committee:** *The COM-Tucson Faculty may, but is not required to, elect a Dean's Faculty Advisory Committee, which will consist of six (6) members of its Faculty. A Dean's Faculty Advisory Committee will advise the Dean on matters related to the mission of the college or that are of interest to the Faculty. It will meet with the Dean at least quarterly. The Chairperson may attend monthly meetings of the Department Heads' Council and represent the COM Faculty at these meetings.*

The Dean's Faculty Advisory Committee for 2021-22 met with Dean Abecassis in September. Discussion included the Value of Tenure Policy that the Dean's office was putting together. What is the minimal salary that tenured faculty should expect if they do not bring in salary support from clinical work or research? The Dean felt that the faculty should receive at least a 0.50 FTE in order to maintain benefits from the University. The denominator for the FTE will be the NIH median salary for rank, rather than the current salary the faculty has maintained. This will be brought to the faculty for further discussion.

Dean Abecassis also announced plans for an Emeritus Faculty Lounge/Office that retired faculty could use while they stay active in the COM. It would be housed with the CME office which will receive new emphasis in the coming year.

The Committee also discussed the turnover of faculty. Clinical faculty turnover is an issue for Banner. The Dean reported that COM faculty turnover is average for Colleges of Medicine. The Dean's office is addressing the compensation plan as well as cost-sharing for NIH grant recipients.

The DFAC screens all questions submitted to the "Ask the Dean" section of the weekly COM newsletter. Some questions are more appropriate for the University or Health Science Center responses. The next DFAC meeting with the Dean is scheduled for December 2021.

**Committee Members (2021-22)**

Arthur Sanders, MD – Emergency Medicine, Chair

Marlys Witte, MD – Surgery, Vice-Chair

Emmanuel Katsanis, MD – Pediatrics

May Khanna, PhD – Pharmacology

Kwan Lee, MD – Medicine

Edita Navratilova, PhD – Pharmacology

Eva Ybarra, Faculty Affairs

Respectfully submitted,

Art Sanders, Chair 2020-21