

The Case for Inclusion of Clinical Track Faculty in the Faculty Senate

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The Medical School as a Key Component of UM Overall



- Opened doors in 1850
- The first US medical school in the United States to own and operate its own hospital.
- Among the first major medical schools to admit women
- The first major medical school to teach science-based medicine.

UMMS has produced legions of academic physicians

- Our medical school faculty, regardless of track, represent the University of Michigan around the world as:
 - SCIENTISTS
 - SCHOLARS
 - EDUCATORS
 - ADVOCATES
 - LEADERS



Mission and Strategic Framework

The University of Michigan Medical School will transform health through bold and innovative education, discovery, and service.



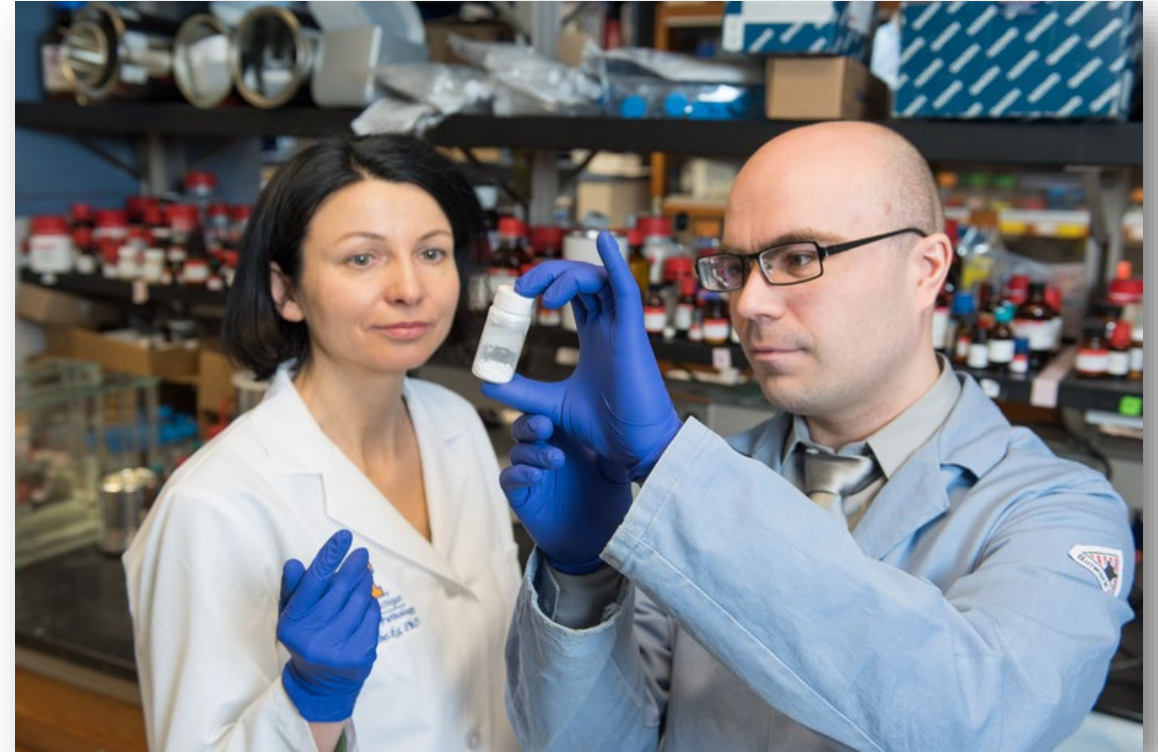
“Cultivate a learning community that engages all in bold and innovative education for the advancement of science, health and healthcare delivery.”

***Clinical Track Faculty** – provide the majority of teaching in the medical school through all 4 years.*



“Create transformative knowledge that advances science and improves health.”

***Clinical Track Faculty** – major activity as researchers, investigators. Translation of basic science discoveries to clinical cures.*



COVID Frontlines – Care and Research



Medical School Clinical Track



- Started in 1986.
- Has grown substantially as Michigan Medicine clinical programs and sites have increased.
 - Revenue generation from clinical operations supports the University
- 5 different pathways for advancement and promotion:
 - Clinician Educator
 - Clinician Research Scholar
 - Clinician Individualized
 - Clinician Leader-Administrator
 - Clinician Patient Safety/Quality Innovator
- Criteria for promotion include scholarship and strong teaching record.
- Teaching includes 680 medical students and over 850 resident physicians

Demographics Clinical and Tenure Track

	<u>CLINICAL TRACK</u>			<u>TENURE TRACK</u>		
	MD	MD/PhD	PhD	MD	MD/PhD	PhD
INSTRUCTOR	93.0%	3.7%	3.4%			
ASST PROF	90.8%	3.8%	5.4%	53.8%	15.0%	31.3%
ASSOC PROF	84.2%	6.5%	9.3%	48.0%	10.1%	41.9%
PROFESSOR	84.0%	8.3%	7.8%	62.3%	9.4%	28.3%
Grand Total	89.2%	4.8%	6.0%	56.7%	11.0%	32.3%

Demographics Clinical and Tenure Track

% Female	Clinical Track	Tenure Track
INSTRUCTOR	56.8%	
ASST PROF	59.3%	42.6%
ASSOC PROF	48.1%	40.5%
PROFESSOR	40.9%	22.0%
Grand Total	54.6%	31.7%

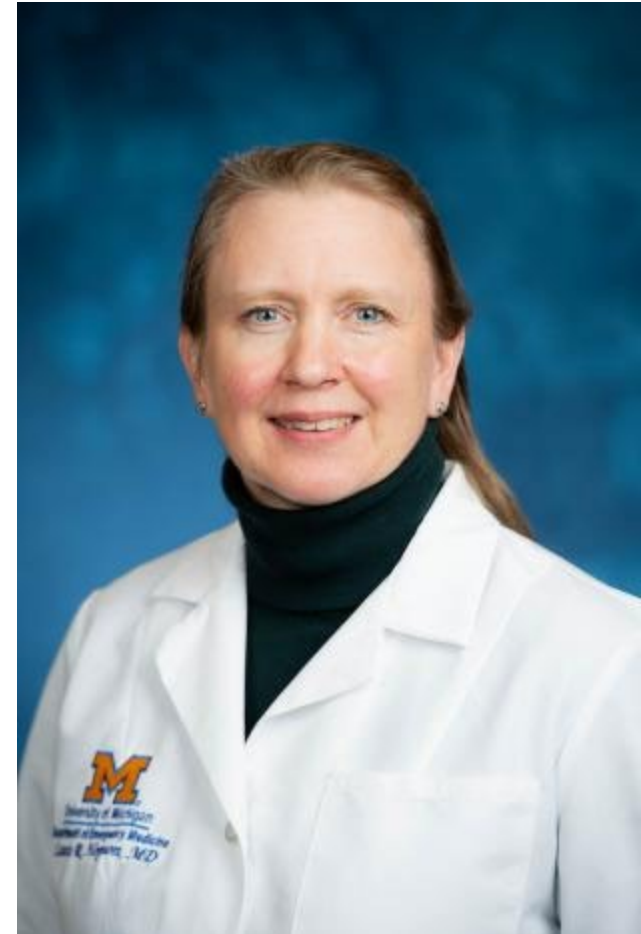
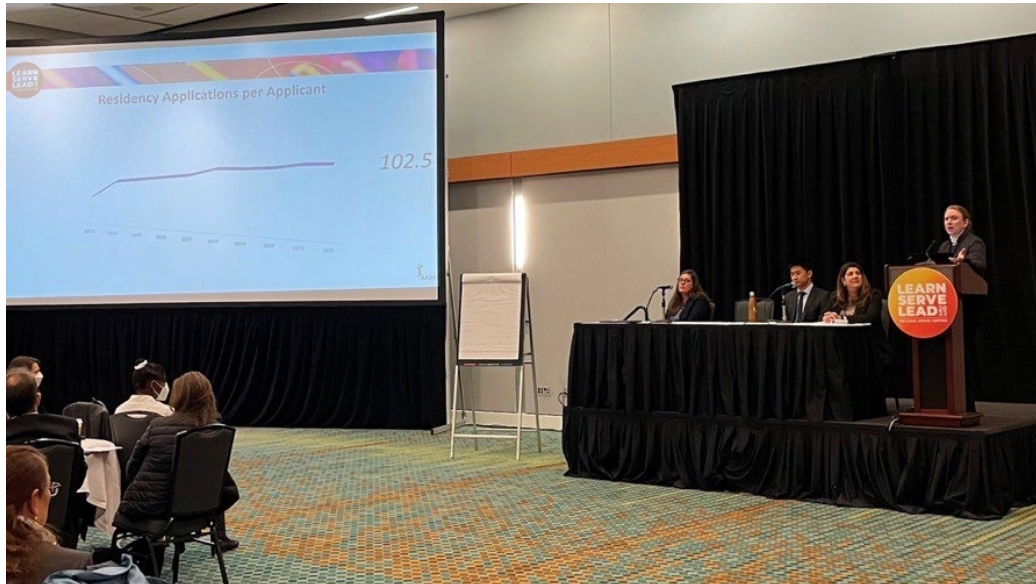


% URM	Clinical Track	Tenure Track
INSTRUCTOR	8.4%	
ASST PROF	6.3%	8.0%
ASSOC PROF	6.8%	7.4%
PROFESSOR	5.8%	4.7%
Grand Total	6.8%	6.2%

Ave. Age	Clinical Track	Tenure Track
INSTRUCTOR	38.38	
ASST PROF	41.55	40.80
ASSOC PROF	48.63	50.02
PROFESSOR	56.14	61.65
Grand Total	43.97	53.53

Clinical Track Faculty Profile

- **Laura Hopson, MD** – Clinical Professor, Department of Emergency Medicine
- Associate Chair for Education
- Numerous teaching awards and leadership
- Educational scholarship – over 60 publications.
- National leader and scholar in medical education



Clinical Track Faculty Profile

- **Gifty Kwakye MD** – Clinical Associate Professor, Department of Surgery
- [Gifty's Story: Violet Surg | International Women's Day - YouTube](#)



Responding to the concerns...



- **1. Concern about untenured faculty being afraid to speak out.**
 - As an advisory board the Faculty Senate is already a key voice for faculty and the addition of clinical track faculty will strengthen their voices as has the addition of other untenured faculty groups including research faculty and librarians.
 - This is more reason to include them to support these voices
- **2. Concern for increased voice and voting power of medical school over other schools.**
 - One to one representation may not be necessary. Apportionment could be created with designated numbers of representatives from clinical track or maximums by school to create balance.
- **3. Concern that clinical track faculty would sway votes that are not related to clinical track issues.**
 - Voting could be tailored to the issues. Eg, Only tenure track faculty should vote on issues related to tenure.

Gains for University Faculty Senate with Clinical Track

- Full representation for *ALL* the hard-working people who earn faculty appointments at the University of Michigan is the fair and right thing to do.
- Clinical track faculty will add diversity in a variety of ways to the Senate.
- Expand a sense of community and belonging for a large number of faculty.



Questions?



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