

**ICAHN SCHOOL OF MEDICINE AT MOUNT SINAI**  
**FACULTY COUNCIL**  
**Minutes**  
**September 11, 2013**

**In Attendance:** Drs. Aloysi, Ambrose, Barnett, Baronk, Baumlin, Berin, Butts, Choudhri, Evans, Filizola, Gibbs, Godbold, Haroutunian, Hausman, Howell, Kim-Schluger, Ma'ayan, Markoff, Miller, Ragnarsson, Rhee, Shapiro, Shim-Chiang, Stone, Teitelbaum, Wang; Ms. Schneier

**I. Approval of Minutes**

Upon motion duly made and seconded, the minutes of the July 15, 2013 meeting of the Faculty Council were unanimously approved.

**II. Clock Extension Proposal**

Dr. Sandra Masur, Director of Mount Sinai's Office for Women's Careers, presented a proposal to grant clock extensions for faculty in order to support those who are balancing career and family responsibilities. Faculty would be eligible for a one-year extension based on their role as primary care-givers to family members, with a maximum of two extensions. In this opt-out policy, faculty could take advantage of the extension unless they specifically decline it. Chairs would need to be notified and would be expected to grant the extension unless there is a compelling reason to deny it. During term extensions, faculty would be subject to existing school policies, including the Faculty Compensation Policy. A small group of chairs and faculty have seen and liked the proposal. The Faculty Council expressed enthusiasm for the proposal, which will next be reviewed by our lawyers and then the Dean's Leadership Board.

**III. President' Report**

Dr. Choudhri reported:

- Faculty Complaints -- The Executive Committee has concluded that individual faculty complaints are not appropriate for the Faculty Council to address. However, a recent complaint highlighted the need to identify the mechanisms that are available to faculty with grievances. Drs. Hausman and Shapiro will work with Ms. Schneier on a document or flow-chart that can then be posted on the Faculty Council website.
- Meeting with Dr. Charney – In a recent meeting with Dr. Choudhri, the Dean was very receptive to and supportive of the Faculty Council. Dr. Charney sees the role of the Council as helping to ensure faculty satisfaction and identifying issues that should be brought to his attention. In terms of representation post-merger, Dr. Charney suggested keeping the Council size stable for the moment. It was agreed that it would be valuable after every Council meeting for representatives to provide brief, targeted updates to their departments. The Dean also asked that the Council consider bringing Faculty Council

Awards back into the Medical School Achievement Ceremony rather than hosting a separate event.

#### **IV. Committee Reports**

- Resources Committee – Dr. Haroutunian reported that the 2014 benefits package has been ratified by the Board of Trustees. In addition to options currently offered, there will be a new tier for those wishing to use only Sinai providers. Ms. Maksoud and Mr. Scanlon will present the 2014 plan to the Dean’s Leadership Board on September 30. The Council agreed that it would be valuable to receive a draft benefits plan prior to finalization. The possibility of an extra meeting in October with Ms. Maksoud was raised, as was a question about whether Council meetings are open to the faculty at large.