

## **School of Medicine Research Coordinating Council (RCC)**

Minutes for Thursday, November 2, 2006

8:00-9:00 a.m., 301 BRB II/III

Present: Gaulton, Strom, Gur, Rader, Schnall, Sehgal, Passante, Pomager

Absent: Drebin, Johnson, Kaestner, Lazar, Metlay, Winston

### **Agenda**

#### **• Endowed Chairs Discussion**

- The summary list of endowed chair positions was distributed and discussed by the RCC members. The proposed funding campaign goal for endowed chairs for the School of Medicine is \$120,000,000 (40 chairs at \$3,000,000). The silent phase of the campaign began in 2005, the public launch will be in 2007 and the campaign will run through 2012. Dr. Sehgal requested a similar summary of endowed chair positions at peer institutions across the country. Ms. Pomager will contact the Development Office to obtain the information.
- The RCC members noted that Penn is lacking junior chair or midlevel chair positions and the need to develop a program on a smaller scale of the endowed chair. The Committee agreed that the long-term ideal goal would be for all tenured faculty to be supported by an endowed chair, approximately one-third to one-half of the current faculty. In addition, the clinical departments have been more successful at raising funds for endowed chairs than the basic science departments due, in part, to grateful patients. RCC members noted that leveraging the clinical departments' ability to raise funds with the need for more endowments in the basic sciences through joint appointments would both elevate the research profile of the clinical department while increasing support for basic science faculty. The committee also suggested that the idea be presented to the Dean to designate a percentage annually of the indirect cost revenue received from Pharma to establish new endowed chair positions, which might include junior chair or midlevel chair positions. Dr. Strom suggested an additional funding option would be to approach potential alumni donors and steer them toward donating to the basic science area as an alternative to being directed to the clinical area.
- The discussion then shifted slightly to the topic of faculty quality. Penn's goal for "Excellence to Eminence" and the leadership's desire to maintain current national rankings, with the conclusion that these goals may be mutually exclusive. In order to be truly eminent in targeted areas, the leadership must recognize that this may potentially result in a drop in national NIH rankings. Thus, the institutions must be willing to accept alternate measurements of success. Dr. Rader noted that the development of a strategy for propelling Penn from "Excellence to Eminence" is the most important consideration for the RCC.
- The future faculty growth cycle was discussed and it was noted that a large portion of the most visible faculty will be approaching retirement during the same general time frame. Penn will need to focus on recruiting new or junior-level faculty now so they will be ready to replace the generation that will retire over the next ten-to-fifteen years. As an institution the curve appears to be skewed toward the (45-55 year old) generation who now account for a high

- proportion of the scientific productivity. This may also represent a large financial risk as these mid-to-late career faculty will probably not retire from the institution but will have smaller grant portfolios.
- To maintain future growth capabilities Penn needs more space, which is being addressed with the planning of the New Research Building. This building will alleviate the urgent need for space; but we must plan strategically so we have additional space to grow as we move forward. The RCC members reinforced the concern that Penn needs to be more aggressive in recruiting new faculty for all the reasons noted above.

- **New Research Building (NRB) Research Space Planning**

- The Research Space Planning presentation was reviewed with the committee members. Discipline mapping was discussed and will be updated for the RCC members as the faculty leadership workshops are completed.
- The Faculty Survey has been launched and responses are being received.

Respectfully submitted,

Linda Pomager

***The next RCC meeting will be held on Thursday, November 16, 2006 in 301 BRB II/III from 8:00-9:00 a.m.***

**Action Items:**

Ms. Pomager will request endowed-chair information on peer institutions across the country from Development.

Dr. Gaulton will discuss the potential for joint endowments with the clinical chairs.

**Past Action Items:**

Drs. Gaulton and Strom will discuss with the Dean the idea of increasing the number of endowed chairs for junior faculty, as well as soliciting and updated list of potential faculty candidates from the chairs.

Support for faculty in the area of childcare and auxiliary services.

Evaluation and improvement of the COAP process.

Dr. Gaulton would like to discuss the revisions of centers and institutes policies and then present at the SCDC meeting.

Drs. Irwin Levitan and Francisco Gonzalez-Scarano to return to review their proposal for a Comprehensive Neuroscience Center.

Dr. Goldman to return to discuss his proposal regarding nanobiology.

Revisit animal space constraints.

The Committee will also request that Dr. Trojanowski present the status of the IOA at a future meeting.

Drs. Gaulton, Strom, Rubenstein, Rustgi and Johnson will meet to discuss this joint structure and proposed funding for the Type II Center/Institute for Digestive, Liver and Pancreatic Medicine.