

AGENDA
ASEF-PSOM EXECUTIVE COUNCIL MEETING
Monday, May 6, 2024
1:00pm – 2:30 pm

Conference Room A (Fishbowl), JMEC 5th Floor and Zoom

The meeting started at 1:06pm called to order by Paul Lanken.

Attendance was recorded: Judith Aronchick, Frances Barg, Joel Greenberg, Paul Lanken, Steve Sondheimer, Joan Von Feldt (remote), Arberetta Bowles, Jana Alrayes, Priscilla Duncan, John Hansen-Flaschen, Janice Bellace (remote), Lesley Carson, Yvonne Paterson, Jeffrey Field, Fred Henretig, Judith McKenzie

Absent: Ana Lia Obaid, Melpo Christofidou-Solomidou, Peter Wilding, Susan Heyner, Vicki Mulhern, Erin Rossello, Iris Reyes

1. Minutes from last meeting – all approved Minutes.
2. Report and announcements by President, ASEF (10 min)

Paul Lanken:

- ASEF's report to Lisa Bellini: Each chair of ASEF committees: please put together a brief report about what has happened this year with your committee. I would like to receive these at least a week before the June meeting, so that we can review in the June ASEF meeting. I will send a reminder will be sent about this.
- Last meeting with the Presidential commission. It is a challenging situation with the tent city on college green.
- May events: Lazaretto trip on 5/15 and Kevin Mahoney lecture on 5/21

3. Report and announcements by President, PASEF (10 min)

Janice Bellace:

- End of activities for the school year
- Small retreat for the leadership to plan for next year, we will talk about associated faculty issue with retirement. Administration should consult with other appropriate bodies such as PASEF, and not just the Medical Faculty Senate when there is an issue such as the FIAP one.

4. Reports by Chairs of ASEF Standing and Ad hoc Committees (40-45 min)
 - a. Lunch Talks and Other Lectures Committee – Chair, Judith Aronchick (15 min)
 - i. April 16 (Tuesday), 12-1 Lunch Lecture, by Dr. Steve Treat. (9 attendees in room, 21 online)
 - ii. May 21, 2024 (Tuesday), 12-1, Lunch Lecture, by Kevin Mahoney. SMILOW 12-146AB
 - iii. Council's voting re speakers for Lunch Talks in FY25

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- Final ranking of potential speakers:
 1. Sarah Tishkoff, PhD - Genetics and Biology
 - Judi will contact
 2. David Lenrow, MD - Physical Medicine and Rehabilitation
 - Potentially can do a lecture about back pain
 - Paul will contact
 3. Michael Kahana, PhD – Psychology
 - Judi will contact
 4. Meghan Lane-Fall, MD, MSHP - Anesthesiology and Critical Care & Biostatistics, Epidemiology, and Informatics
 5. Abass Alavi, MD – Radiology
 - Paul will reach out to Dr. Alavi
 6. Vladimir Muzykantov, MD, PhD - Systems Pharmacology and Translational Therapeutics
 - Jeffrey Field will contact
 7. Ellen Pure, PhD - Systems Pharmacology and Translational Therapeutics
 - Primary appointment is the Vet school, PSOM is her secondary appointment
 8. Richard Wender, MD - Family Medicine and Community Health
- Lesley Carson recommended some other speakers:
 1. Edna Schwab at the VA - rheumatologist, can talk about up-to-date recommendations for back pain
 2. Dual talk by 2 speakers from the VAMC on healthcare disparities and outreach in the West Philly community
- Lazaretto event on 5/15: Priscilla notes that RSVPs are full. Directions will be sent out. There is a lot of parking available.
- b. Newsletter Committee – Chair, John Hansen-Flaschen (10 min)
 - JHF: 2 issues out this year. For FY25 we will be releasing issues at 3-month intervals over the year. Arberetta suggested seeing the template from Ethan beforehand, and when we send it to them, it should be the final version. Paul brought up that the 1st newsletter had 43 bounce backs, Fran noted that Priscilla cleaned it up.
- c. Website Committee – Chair, Joel Greenberg (5 min)
 - Analytics issue – Priscilla notes that analytics will be available once a new account is created, she is working with the web team to reclaim rights. Arberetta asked Priscilla to request a back-up person to also have access.

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- Paul suggested that we routinely post retired faculty contact information and brief bios from the Retiree Reception on the ASEF website - associated faculty may not keep their email address. Arberetta noted that departments manage retiree info.
- d. Community Outreach committee (Fred Henretig, chair) (5 min)
 - i. UPHS-affiliated student-run, free community clinics panel (Thursday Sept 19, 2024, 12-1:15)
- Working with Horace Delisser in Medicine and Cindy Christian in Pediatrics for ASEF members to work clinically under the IDEAL program - student-run clinics
 - About 10 clinics, serving under-served populations
 - Require attending level supervision
 - 3 or 4 hour shifts once or twice a month
 - Requires active medical license and malpractice coverage
 - Applied to \$2k grant from DOM to help fund the program's training session on cultural humility.
- Puentes de Salud clinic on 1700 S St.
 - not officially Penn-affiliated, but a lot of Penn people work there
 - one of the directors is a Penn emergency medicine physician
- Non-clinical: Penn- and CHOP-related opportunities to volunteer at community health fairs
- Idea: to add these opportunities to the "Get Involved" tab on the website
- A survey of the 90 members who expressed interest in the prior ASEF survey to mentor medical students will be sent out this month.
- e. Special Events (includes the Joint Spring Reception for Retirees with PASEF and other ASEF sponsored events) – Chair, Yvonne Paterson (10-15 min)
 - i. Joint ASEF-PASEF Spring Reception for FY24 Retirees: **Monday, May 6, 2024 (4-6 PM) in JMEC lobby**
 - ii. Lazaretto tour and talk (Wed, May 15, 2024) 10:30 -12 pm
 - 1. Last special event for the academic year
 - iii. **Possible special events for AY2025** – Initial Discussion
 - a. Brandywine Museum tour?
 - b. Woodland Cemetery tour?
 - c. Lantern theater performance? (joint with PASEF)
 - d. Alden theater performance? (joint with PASEF)
 - e. AVA visit (joint with PASEF)?
 - f. Architectural tour? (w/ theater – most popular interest group per our ASEF membership survey)
 - g. Other suggestions to consider?
- Yvonne: Another addition to the list can be The Maguire Museum at Saint Joseph's University, they have rented the old Barnes Foundation building for display of St. Joseph's art collection. A ranking survey can be created and ASEF members can vote on 2 or 3 of

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these event ideas. Another idea is a Mural arts tour, walking might not be the best idea, but there are also tours by bus or trolley. Arberetta added that if there are costs associated, to reach out to her and she can check the budget. Paul notes that architecture and theatre were one of the most popular responses in the survey. If you know of any architectural types of tours, or any other ideas for events, let Yvonne and Paul know. Paul also noted that you should let Fran know about interested in facilitating an organized interest group within ASEF (e.g., a book club). Arberetta noted that the support from OAA should be discussed before committing to anything. Judith talked about an idea about wine tasting with cheap, medium, and moderate wine, and cheese and crackers.

5. New business: (15-20 min)

a. Proposed new joint-ASEF and -PASEF working group re Associated Faculty

Paul: Janice Bellace and I have been discussing tackling the Associated Faculty and Retirement issues. For example, ensuring Penn card and email access for all retired associated faculty. The plan for the first year is to get data from PSOM and other schools at Penn, and, subsequently, analyze the data and then make recommendations. If you are interested in being involved in this effort, please let me know. Fran, Melpo, Arberetta, and I are currently working on it.

b. Data re Associated Faculty in PSOM (Arberetta)

Arberetta gave data report. Retired Associated Faculty currently need an Adjunct appointment to have a Penn ID, which guarantees them library access, and email. There are currently 1679 Associated Faculty in PSOM (1506 AC Track, 173 Research Track – see Table, below, for complete data). Arberetta's suggestion was that associated faculty who retire have a new retired title in the database of retirees, which can give them access to Penn ID. She said that Laura Perna has to look into that idea more. Janice Bellace noted that figuring out why retired associated faculty have issues with Penn card/library/email access is a complex issue. Jeffrey Field noted that Ana Lia Obaid was a test case because she got an Adjunct title after having trouble accessing the library after retirement. Lesley Carson, an AC faculty member, noted that she had talked to different people in her Geriatrics Division before she retired, and she was able to get access and privileges without the Adjunct appointment.

6. New business: (5 min)

a. Proposed joint ASEF and PASEF inquiry (Peter Kuriloff is current PASEF Benefits representative)

b. Request for questions and issues re dental insurance for retirees (send to John HF)

Paul: JHF was interested in improving the dental benefits for retirees. Peter Kuriloff would like to take this on with ASEF's help. If we have clear questions, he will help get answers from the Benefits director. If you have questions about dental benefits, send them to JHF and Paul, who will forward to Peter Kuriloff.

c. Other new business

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Social after the June meeting. Spouses and partners are welcome.

The meeting adjourned at 2:30pm.

Respectfully submitted,
Jana Alrayes
Administrative Coordinator, PSOM Office of Academic Affairs

Addendum to the Minutes

PSOM RETIRED ASSOCIATED FACULTY

Table 1. Associated Faculty Titles and Full-time/Part-time Status in PSOM

Rank	Track	Status
Assistant Professor	Research	Full-time
Associate Professor	Research	Full-time
Professor	Research	Full-time
Assistant Professor	Academic Clinician	Full-time and Part-time
Associate Professor	Academic Clinician	Full-time and Part-time
Professor	Academic Clinician	Full-time and Part-time
Assistant Professor	Clinical	Part-time
Associate Professor	Clinical	Part-time
Professor	Clinical	Part-time

Questions and Answers by Arberetta Bowles

- Does the school have any policy on the rights and privileges of retired associated faculty? [The Handbook indicates these are for the school to decide -- it is not done at University level.]
 - o No
 - o If interested in remaining engaged, Associated Faculty are advised to speak with their department chair about becoming adjunct faculty. It is through that active appointment that they receive the below rights and privileges.
- Do the retired associated faculty get a PennCard? No
- Do they keep a Penn email address? This is at the discretion of the department
- Do they have library access (if they have a PennID they should)? No

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- How does IT treat the person once he/she retires (do they delete everything that person has on the school's drives?)? As instructed by the department and faculty member
- Note: We have been told that retired associated faculty should have library access and the problem must be that the school is not using the right code in Workday.
 - o When associated faculty retire, we terminate with a reason of retirement. If the department would like them to work post-retirement, they are typically put forward for an adjunct appointment which gives them rights and privileges.
- There is a sense that some schools may be processing a title change rather than a termination.
 - o This would make them ineligible for retirement benefits, so I cannot imagine this happening unless the faculty member indicates they are not ready to retire or are not eligible. Should that be the case, the department may propose a change in title. The faculty member would then be eligible for retirement when they terminate from the new role.

Table 2. Current Number of PSOM Associated Faculty: Research and Academic Clinician Faculty Tracks, Full-time (FT) & Part-time (PT) - as of 5/6/2024

Track	Full Prof.	Associate Prof.	Assistant Prof.	Total for Track
Research	23	48	102	173
Academic Clinician	223	447	830	1500
Academic Clinician-PT	0	2	4	6
Total for Rank	246	497	936	1679

Table 3. Number of Terminations with Reason of Retirement since 5/1/2014 (last 10 years)

Track	Full Prof.	Associate Prof.	Assistant Prof.	Total for Track
Research	11	12	1	24
Academic Clinician	23	8	5	36
Academic Clinician-PT	0	0	1	1
Total for Rank	34	20	7	61

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Table 4. Number of Terminations with Reason of Retirement since 5/1/2019 (last 5 years)

Track	Full Prof.	Associate Prof.	Assistant Prof.	Total for Track
Research	7	7	1	15
Academic Clinician	18	5	2	25
Academic Clinician-PT	0	0	1	1
Total for Rank	25	12	4	41

Table 5. Number of Retired Associated Faculty with a Current, Part-time Title

(This data is not tracked; therefore, numbers over-time may not be accurate. Note: This number is not reflective of the total number of Associated Faculty who requested rights and privileges and who do not hold an active appointment post-retirement)

Title at Retirement	Current Title	Total
Assistant Professor AC Part-time	Adjunct Assistant Professor	1
Professor Academic Clinician	Adjunct Professor	4
Research Professor	Adjunct Professor	5
Research Associate Professor	Adjunct Associate Professor	5
Total Employed Beyond Retirement		15