**FACULTY COUNCIL MEETING**

**January 10th, 2024**

**12:00pm – 1:00pm**

**Notes**

1. **Dean’s Report**

**School Updates:**

* 1. Economics of school is doing well, finishing 2023 ahead of budget.
  2. Recruiting heavily for research with roughly 50,000 square feet of new lab space open on the West Side, the space is being called the West Side Innovation Hub.
  3. New building at 101st St., The James Family Center for Artificial Intelligence and Genomics, to open early May.
  4. NIH funding up about 10% in 2023, about double the NIH a budget increase. Ranked 13th among 170 schools in NIH funding total. Top 5 in terms of research dollars per faculty member.
  5. The school faculty practice performed well, revenue up about 10%. We're now one of the largest faculty practices in the country with over a billion dollars in revenue.
  6. Outstanding current incoming class of students have average 3.94 GPA and high MCAT scores.
  7. Dr. David Muller in new role as Institute Director for Equity and Justice in Health Sciences Education. focusing on equity and social justice in education
  8. Dr. David Thomas interim Dean and Department Chair of Medical Education
  9. In Medical Education a new curriculum called Ascend is being formed and established over a couple years period. Tt will start being in August.
  10. After about a year a contract agreement reached with United Auto Works (UAW) with PostDocs. Implementation happening over the next couple of weeks.
  11. Health System deficits to be fixed. Beth Israel closing and expected to be complete by early July.
  12. New CEO Dr. Brendan Carr
  13. United Healthcare under paying Mount Sinai by 30% compared to peer institutions. Currently in negotiations to increase rates.

1. Open Q&A with Dean Charney
   1. What actions are taking place to increase diversity in leadership roles?
      1. Form diverse representation of search committee members and committed to identifying diversity in candidate recruits.
      2. Have had great success in recruitment of women leaders.
      3. Working to tackle biases and concerns overlooking Asian leadership. Dean Charney extended opportunity for 1:1 discussion to review in-depth specifics of overlooking qualified candidates. Action overcoming biases.
   2. Any plans to improve the capabilities of the school’s retention of faculty? Examples: Cost of living adjustments and additional mental health services.
      1. Continually working on salary increases and seed packages.
      2. Stay ahead of faculty compensation compared to peer institutions.
      3. Across the board cost of living increases are complex due to revenue coming in with example of insurance companies as one.
   3. Impact of Beth Israel closure on the school and health system?
      1. School will not have major implications with training medical and graduate students.
      2. Dr. Michael Leitman spearheading the challenges with residency programs and with departments across the system. Encouraged to reach out to Dr. Leitman for specific actions in motion.
      3. Faculty tougher situation but working with Chairs across the system for placements including outside of Mount Sinai Health System.
   4. How can the discrepancy in compensation for clinical works vs Department of Medical Education be addressed?
      1. New curriculum being implemented and will affect recruiting teachers. Looking at how to make compensation competitive and are changing the T formula used.
      2. Recruiting teachers that have a strong commitment to teaching beyond a few hours a week.
   5. With the move of research core facilities, what provisions are there to integrate between main campus and West Campus?
      1. Change the concept around there being one main campus rather all campuses are equal in quality.
      2. Instituting a shuttle between campuses
   6. Regarding the institution of cost congestion pricing in New York City, is the school and health system going to help faculty pay this increase?
      1. No current remarks, Dean Charney advised he will need to review specifics to address schools actions.
2. **Open Discussion**
   1. No new business raised