

**MOUNT SINAI SCHOOL OF MEDICINE
FACULTY COUNCIL
Minutes
November 7, 2012**

In Attendance: Drs. Aloysi, Barnett, Baron, Berin, Doshi, Evans, Farber, Filizola, Gibbs, Godbold, Goldschlager, Haroutunian, Hausman, Kim-Schluger, Leibowitz, Palese, Shapiro, Shim-Chang, Stone, Wang; Ms. Schneier

Dr. Leibowitz opened the meeting at 12:05 p.m.

I. APPROVAL OF MINUTES

Upon motion duly made and seconded, the minutes of the September 12, 2012 meeting of the Faculty Council were unanimously approved.

II. FACULTY COUNCIL COMMITTEE UPDATES

- Professionalism Committee -- Dr. Hausman reported that a recent case raises issues of faculty objecting to committee findings. The Committee submits its report to the relevant Department Chair(s) who is then responsible for reaching resolution; the Dean is copied on the report. There is no appeal process for Committee decisions. Dr. Hausman will work to constitute panels and begin review process for two pending cases.
- Resources Committee/Information Technology – Dr. Leibowitz noted that Mr. Paul Keller’s benefits presentation to the Council did not cover important changes implemented in 2012:
 - Out-of-network charges would be pegged to Medicare (lower rates) rather than to 70-80% of Usual and Customary rates; based on conversations with Drs. Davis and Charney and Ms. Maksoud, this issue has been resolved to provide same benefits level as previously.
 - Life insurance premium costs are increasing considerably for those wishing to maintain same level of coverage
 - Increased out-of-pocket costs for using a hospital other than Mount Sinai.The Executive Committee will invite Ms. Maksoud to meet with them for discussion approximately four months before any future changes are implemented. Dr. Leibowitz will also contact Ms. Maksoud about having a Council representative participate in benefits planning discussions; if she is receptive to this, Dr. Haroutunian would be a good choice given his role as Resources Committee Chair. A collaborative approach is essential.
- Faculty Tribunal – Dr. Leibowitz noted that Dr. Landrigan wishes to step down as Chair of this committee after many years of service. The Faculty Handbook requires that a Department Chair assume this role, and we may want to explore an amendment to that rule.

III. PARKING

Mr. Timothy Burgunder, Director of Security, gave an overview of parking facilities and costs:

- Scope -- Mount Sinai owns two garages and leases seven off-site facilities; all nine are contracted out to a parking management company that staffs the facilities and collects

revenues. Mr. Burgunder explained that there is currently no waiting list for spaces, and one off-site garage contract will not be renewed in 2013 because its parkers can be absorbed in other lots.

- Transportation -- Shuttles buses for employees and patients operate between the lots and the main campus. Night shuttle bus service is offered, and morning service recently extended to the 125th Street Metro North station.
- Costs -- Even with rate increases of \$100 in past six years, costs resemble those at other area garages, and at \$330/month are lower than the \$430/month at Columbia. Currently the lots do not break even, and although no increases are planned at the moment, at least two more increases would be needed to close the gap.
- Voluntary Faculty – Going forward, voluntary faculty will be accommodated in the recently opened 103rd Street lot, and will be able to call ahead to have their cars waiting for them when they reach the lot. This change will improve patient access to the Park Avenue garage.

IV. NEW BUSINESS

The Council discussed Mount Sinai's practice of requiring new, and to some extent current, clinicians to sign restrictive covenants. Comments/questions included:

- Covenants are too restrictive
- Are restrictive covenants legally enforceable?
- Do restrictive covenants differ as a condition for recruitment vs. imposed at retention?
- What do other schools do?
- Could an alternative be a waiting period for Mount Sinai to find a replacement or negotiate retention?
- Topic was discussed in principle at FPA Executive Board some time ago
- Are restrictive covenants applied differently in different departments?
- Faculty within a department should be informed if this is a departmental requirement

Representatives agreed that they will query their chairs on plans to use restrictive covenants for current or new faculty.

There being no further business, the meeting was adjourned at 1:05 p.m.