

+ **Medical School Discussion**

+ **Background**

- Importance of Michigan Mandate

+ **Concerns**

- + 1) Medical School is a very big player...
 - ...among our largest faculty
 - ...highly visible
- 2) Clearly underachieving in many areas
- 3) While medical student population is good (12%)
- 4) Faculty is terrible (1.5%)
- 5) House officers isn't much better
- 6) Graduate and postdoc also very weak

+ **Other signs**

- + 1) We really don't see much effort over in Fleming...
 - ...lots of single candidate AARs
 - ...lots of signs of disorganization
- 2) Student concerns
- 3) Clear lack of attention and priority
- + 4) The mere fact that most department chairs don't
 - bother to take the time to meet with President
 - and Provost on this matter

+ **Concluding Remarks**

- + 1) Medical School is not pulling its weight...
 - ...dragging down the efforts of the rest of the University
- + 2) Cannot tolerate this...
 - ...must elevate this as a priority
- 3) Must engage faculty at all levels!!!

+ **What can be done?**

- + 1) This must be take very seriously by all levels of school
 - + ...Question: How many of your faculty have read the Mandate?
 - You should circulate to ALL faculty.
- 2) Should develop and plan with targets
- + 3) Should develop strong internal incentives and disincentives
 - ...e.g., target of opportunity
 - ...hiring freezes
- + 4) At central level, we will also take some actions
 - ...will no longer approve any hire with only one candidate
 - ...will begin to index resource flow to progress