

October 23, 1984

pc: R. Luepker *sent 10-24-84/LS*  
R. Prineas

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Notes for next Executive Faculty meeting, for our Discussion of Policy

Ph.D. candidates and post doctoral candidates, eligibility and equal opportunity for faculty positions.

We offer training programs to produce trained personnel -- not to produce our faculty.

The division has gone through active periods of expansion which cannot be consistent.

It is absolutely not permitted by University and NIH to place a doctoral candidate or post doctoral fellow in a research position for a grant application extending beyond the period of the training or post doctoral fellowship.

It is highly appropriate that soft-funded positions made available by faculty research and advertised appropriately be available to division graduates and post doctoral fellows in open competition. The fact that they have experience and demonstrated competence gives them an automatic "leg up", but no further advantage can be legal or ethically granted.

Deliberate attempts by students/fellows to develop specific grants for the purpose of creating an opportunity to remain beyond the training period or become a faculty member is not permitted to either grantees or participating faculty.

These policies apply to all candidates and post doctoral fellows. Due to the great shortage and great difficulty demonstrated in national searches to recruit certain competencies and skills required in the division some fellows are more likely than others to be signed operational roles in existing divisional research. Nevertheless, they are subject to the same competition and wide searches.

An example is the name of Dr. Stephen Mascioli in a functional role for MHP during but not beyond the period of his post doctoral training. That position is listed as "to be named", despite Dr. Mascioli's now holding that functional role. This gives no advantage to Dr. Mascioli other than his being interested and competent to compete for any position in the morbidity/mortality and surveillance function of MHP or MHS which may develop beyond the projected period of his fellowship. He will have to compete as would any other faculty member for such a position.

What other qualifications or exceptions should we consider? Consider for example, Pat Elmer, who has been a professional at a faculty level in the division for some time before returning to school for an MPH and possibly a Ph.D. She is now basically outside the division and an employee of the State Board of Health but she is also a consultant and is built into two grants

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extending over five years at Mt. Sinai. Glorian Sorenson, I understand, is being written into long term grants of Bob Jeffery and Terry Pechacek. This is not acceptable to NIH and will not be approved. The position must be labeled "to be named".