



School of Public Health & Community Medicine
Department of Pathobiology, Box 357238

F-143 Health Sciences Center



Telephone: (206) 543-1045

Fax: (206) 543-3873

INTERDEPARTMENTAL MEMORANDUM

DATE: February 9, 1999

TO: Dr. John T. Slattery, Associate Dean for Academic Programs
The Graduate School
Box 351240

FROM: Dr. Kenneth Stuart, Professor & Chairman 
Dr. Lee Ann Campbell, Professor & Associate Chairman, Graduate Program Coordinator 

RE: Pathobiology Program Review

Dear Dr. Slattery:

Thank you for providing us with the opportunity to review the committee's report. We have carefully reviewed the findings and concur with the recommendations of the committee. We greatly appreciate the careful review provided by the committee. Enclosed please find our comments.

Response to Pathobiology Program Review

We greatly appreciate the review by the committee and the time commitment expended in their efforts. We agree that their general findings and assessments are accurate in depiction of our Department and Program. Our only correction concerns the perception that student stipends are not uniform. This was indeed a problem in the past; however, these inequities have been normalized in our current program.

We agree that faculty are strongly committed to our Graduate Program. Individual faculty research programs continue to gain in strength and our graduate training program continues to improve in quality, despite the noted lack of resources.

With respect to the issue of student awareness concerning the availability of laboratory opportunities, we recognized that issue prior to the review and the need to communicate the specific issues more effectively. At the fall student orientation the Graduate Program Coordinator outlined the research opportunities, the specific funding mechanisms, and the options available in the rotation program. Subsequently, the Pathobiology Program Coordinator requested feedback on clarity and frankness of the presentation and the resulting level of student's understanding of these issues. In addition, the Departmental Chair has and will continue to have meetings with students for discussion of any student programmatic concerns and to clarify departmental policies. We endeavor to continue to augment student awareness by open dialogue and more effective communication.

We are committed to providing student support, especially during the first year (the rotation program). Prior to the admission of students into our Program, the Admission Committee determines the number of students that will be accepted based on the combined departmental and faculty funds that will be allocated for student support. As a result of the implementation of this program, all students that have entered the program have been supported in the rotation program. Following completion of the rotation program, the expectation of the Department is that when students enter a laboratory, the mentor will be responsible for the student's support. The Department will help as is needed and allowed by the budget. The flux and unpredictability of funding as well as the unpredictability of student choice of laboratories makes it very difficult to assign long term support to students at the end of the application/acceptance process. Nevertheless, the Department has ensured support of all students with notable exceptions based on the students' selection of a faculty member. The Department is loathe to deny students' choice of a career path that is chosen despite the lack of financial support. However, the Department endeavors to distribute available support through the rotation program, the training grant on a competitive basis, and on a bridging basis to assist student's completion of their program. The Department has requested additional graduate student resources in association with the recruitment of a new dean.

The uneven distribution of faculty salary support reflects restrictions due to allocations that had been dedicated previously in accordance to University policy. There has been a major adjustment in the last few years in an attempt to distribute resources more equably. However, the restriction on absolute levels of support does not at this time permit full flexibility in their distribution. Additional resources have been requested for this purpose in association with the recruitment of a new dean.

Response to Pathobiology Program Review

In recognition of the need to invite outside speakers to our seminar series, scarce departmental funds have been allocated for one speaker per quarter.

Funds have been requested for support persons, also in association with recruitment of a new dean.

We will be reviewing the undergraduate teaching on an ongoing basis, especially in the context of the Public Health undergraduate major and the resources available to the department to support that activity.

Small amounts of funds have been made available for renovations of existing space into laboratory facilities. The Dean's office has been notified of the need for space that will support future departmental development.

The scattered locations have both pluses and minuses. On the positive side, it helps solve the space issues, provides training opportunities and resources to support students. However, it is at the cost of inconvenience to students and compromises departmental cohesiveness. In the absence of sufficient space and financial resources, this is an expeditious solution to departmental needs.

With respect to the concerns that an off campus chair is not the best model for this Department, from the outset, this was viewed as an interim solution and not a long term one. Despite the recognition that this is not optimal, the Department as a whole has flourished under the strong leadership of Dr. Stuart.

Overall, the Committee has recognized the substantial development in the Department and perceives its contribution to graduate training and continued potential. The Department fully concurs with the recommendations of the committee.