

Academic Health Center Finance and Planning Committee  
April 3, 2007  
Minutes of the Meeting

These minutes reflect discussion and debate at a meeting of a committee of The Academic Health Center Faculty Consultation Committee: none of the comments, conclusions, or actions reported in these minutes represents the views of, nor are they binding on, the Senate or Twin Cities Campus Delegation, the Administration, or the Board of Regents.

In these minutes discussion of compensation plan elements and their effectiveness.

**Present:** Dan Feeney, Chair, Tim Church, Helen Hansen, and Tim Walseth

**Regrets:** Yusuf Abul-Hajj, Greg Beilman, Beth Nunnally, and Paul Olin

Senior Vice President Cerra has received the committee's document on pay plan principles and is expected to contact Professor Feeney after he's had an opportunity to review it.

Professor Feeney led a discussion regarding about the next topic the committee would like to address. The issue of compensation plans across the AHC was considered. It was established that elements of compensation plans vary greatly between most AHC schools, and in some cases from unit to unit, as in the School of Dentistry.

Some concern was expressed about a lack of unifying principles to guide the implementation of compensation plans.

Members suggested of unified set of compensation principles would provide greater cohesion to financial and academic goals, which are held in common by AHC colleges, while allowing for necessary flexibility in managing the finances of each college. Discussion continued on compensation plans that included the following salient points:

- Nearly all compensation plans now include base salary and incremental components. The Institution guarantees a base salary but does not guarantee incremental components.

- The features of incremental components ought to be transparent and comprehensible within each school, and across the AHC.

- Members discussed whether there might be a need for policy related to the use and distribution of incremental compensation.

- Faculty should have awareness of the vulnerability of a compensation plans' incremental elements.

- The question of compensation equity as it compares across universities was raised in relationship to faculty recruitment and retention.

- The use of one-time lump sum compensation monies was identified as a compensation element that is not transparent or readily understood.

- The committee decided to move ahead with inquiry about AHC compensation plans and will ask Beth Nunnally to present information on this subject at the April 17th meeting.

Hearing no further business, Professor Feeney adjourned the meeting at 6:00pm.

Sara Balick  
University Senate