

Sept. 6, 2005, the Medical School at the University of Minnesota

MINUTES University of Minnesota Medical School Faculty Advisory Council

September 6, 2005

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, at 4:00 p.m. in Room B646 Mayo Memorial Building. Susan Berry, Chair of the FAC, presided.

Members Present:

Vivian Bardwell, Susan Berry, James Carey, Kathleen Conklin, Scott Crow, David Current, Stephen Ekker, Esam El-Fakahany, Jon Hallberg, David Largaespada, Walter Low, James McCarthy, Steven McLoon, Franklin Rimell, Todd Tuttle, John Wagner, Douglas Yee

Dean's Office Staff Present: Allison Campbell, Charles Moldow, Patti Mulcahy, Deborah Powell, and Anne Taylor

Dean's Announcements and Charge to Committee

Dean Powell informed Council that they would play an integral role, as this will be a challenging year for the Medical School. The FAC, as in previous years, will act as a sounding board for the Dean, providing feedback and ideas to a number of issues that will come up in the academic year. Due to the University Strategic Positioning Initiative, Dean Powell explained to Council that the budget model for the University could drastically change, and the Medical School needs to be more prepared for this change. Additionally, Dean Powell wants the FAC to develop a strategy to position the Medical School for research excellence.

Dean Powell also told Council that currently there are a number of searches going on in the Medical School, including a new Department Head for Surgery, as well as a new Director of Cardiology and Director of the Lilliehei Heart Institute. Additionally, the Medical School will be working on broadening and revitalizing the Department of Physiology in preparation for a search for a new Department Head.

Discussion of Draft Compensation Plan

Charles Moldow and Patti Mulcahy presented Council with a proposed new faculty compensation model. It is important to note that this model is a preliminary draft, and has not been approved. Additionally, if approved, this model would be used on a "go forward" basis, applying to new faculty. This plan is based on the Medical School's mission-based management principles, and would support and reward department goals and help departments align faculty activities with revenue sources.

The new compensation model allocates funds based on stated department goals and expectations. It would:

- Allow departments to keep some funds in a flexible pool to reward faculty for meeting departmental objectives.
- Provide a tool to motivate faculty and to reward those who promote department initiatives.
- Improve department heads' ability to offer enhanced start-up packages to new faculty candidates.
- Provide a mechanism to appropriately reward extraordinarily productive faculty without compromising the department's long-term viability.
- Give an opportunity to better align resources with efforts, when combined with periodic review of faculty.
- Allow department heads to enhance compensation of current faculty with time-delimited increases.
- Increase the transparency of department resources allocation and avoid discrepancies between department pay plans.

In this draft, five components would contribute to a faculty member's total compensation. These components include:

- x component: a recurring base salary based on faculty rank
- y_c component: an increment or contract component set by the department at the time of the new hire
- y_v component: an increment/variable component that is determined on an annual basis, and earned by participation in additional activities as agreed upon by the Department Head or Dean
- y_a component: an increment/augmentation component for defined administrative appointments, such as Program Director

or Department Head

- z component: compensation for patient care services

The Dean explained that while this is in a very preliminary phase, she would like Council to provide her with feedback from the faculty perspective. Feedback can be directed to her via email.

Business Committee Membership

Dr. Berry informed Council that they are responsible for forwarding a nomination for a new member of the Research Council. Dr. Moldow explained that this person could be from either a clinical or basic science department, and would help the Research Council review Minnesota Medical Foundation grants this year. The Research Council meets on a monthly basis. Nominations could be forwarded to Dr. Berry through email, and a final decision would be made through email vote.

The Admissions Committee is seeking faculty membership as well. Due to the difficulty in finding faculty to serve on this important committee, the FAC has been asked to provide suggestions on how to encourage membership. Any suggestions can be forwarded to Dr. Berry for discussion at a future FAC meeting.

The meeting was adjourned at 5:11 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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