

AHC F&P Committee Meeting
January 5, 2006

Academic Health Center Finance and Planning Committee

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.

Present: Dan Feeney (chair), Greg Bielman, Joan Liaschenko, Thomas Shier, Timothy Walseth, Lynda Young, Stewart McMullan

Regrets: Beth Nunnally, Tim Church

{In these minutes discussion of fringe benefit compensation, compensation incentives and the academic mission, the University of Minnesota Physicians practice plan}

Professor Feeney called the meeting to order at 4:30 PM.

Professor Feeney began the meeting by directing a discussion about fringe benefits and the percentage of faculty and staff compensation that is comprised of fringe benefit dollars. The committee engaged in a brief discussion of fringe benefits in relation to practice plan principles.

Professor Feeney then lead a discussion about the impact of pay plans on the academic mission and environment. The committee spent the majority of the meeting discussing the problem of increasing financial incentives for academic work and the need to balance the current incentives that exist for clinical practice. The following concepts were raised as possible means of addressing academic incentives:

- Grant money development for the academic mission.
 - Seeking federal matching funds for academic work.
 - Proposing tax relief for academic compensation.
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- Increasing salary incentives for the tenure track faculty.
 - Securing state tax dollars for the training of health care providers mandated by the legislature.
 - Developing endowments and recognition specifically for denotations of academic monies.

Next, Professor Feeney lead discussion of the University of Minnesota Physicians (UMP) as a

possible model for practice plans across the AHC. The committee will invite Dr. Bobbi Daniels to speak at an upcoming meeting, in order to learn more about the UMP practice plan.

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

Sara Balick
University Senate