

## **Draft Minutes**

**November 4, 1999 Meeting**

### **Medical Center Caucus**

**Present:**

**Senators**

Cole (Co-chair) Danielsen (Secretary), Glazer, Kromer, Mcgrail, Myers, Sanz, Spiegel

**Absent**

Breall, Collea, Evans, Harter, Haramati, Hauser, Lauerman, Nelson, O'Donnell, Regan Tracy (Co-chair), Zuccarelli

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The meeting was called to order at 5 p.m. by the Co-Chair, Dr. Cole. The following items were discussed:

**Medical Center Policy For Cost Of Living Allowances And Salary Increases**

The discussion centered around the lack of a Medical Center policy concerning COLA and pay increases. Some faculty did receive increases at the beginning of this fiscal year but it was not clear why these faculty received raises and others did not. Ken Dretchen the Dean of Research was quoted as saying that the primary factor influencing pay increases was salary support from grants of between 60 and 100%. Of particular concern was that using the criterion of salary recovery as the major deciding factor in salary increases goes against the recent grievance ruling on compensation to faculty. Many senators also felt that it broke the legally binding settlement between the University and a group of faculty who brought suit against the University claiming that the newly imposed compensation policy broke their contract with the University.

The discrepancy between the salary policy on the main campus and the lack of a policy on the medical campus was discussed. The wide range of salaries between faculty of the same rank in the medical center was a matter for concern. Senators felt that on a 12 month basis many medical center faculty in the basic sciences were receiving less compensation than their

counterparts on the main campus.

The Medical Center Caucus requested that Michael Cole set up a committee to investigate pay equity and salary determination policies amongst basic science faculty. It was suggested that a senior member of the senate caucus chair the committee and that Dick Bates, president of the senate, or his nominee should be part of the committee. Dr. Cole was asked to solicit volunteers for this committee from the basic science faculty of the medical center.

### **Establishment Of Two New Centers.**

**The Center For Chronic Pain And Fatigue.**

**The Center For Neural Injury And Recovery.**

The executive faculty is scheduled to vote on the creation of these centers. Senators were unclear what a "Center" entailed. The following questions were raised and Dr. Cole was asked to follow up with the Administration to obtain specific answers to these questions.

What is the definition of a center

Who decides who can join a center

Who runs the center

Can money be raised for a center, and if so who has control of that money.

What support will the University give to a center?

Will a center have to pay "overhead" to the university on money raised?

How do centers fit into the programmatic goals of the Medical Center?

Can a center be inactivated, and if so, by whom and under what conditions?

### **Governance**

At the last caucus meeting the following resolution was passed:

"The medical center caucus requests that Dick Bates, President of the University Faculty Senate, appoint a committee as soon as possible to consider and issue recommendations within the next six weeks regarding the governance of the Medical School after the MedStar transaction."

Concern was raised that the committee was being set up by the administration rather than the senate as requested in the resolution. Senators agreed that it was imperative that faculty have a very strong voice in the discussions and that a majority of members of any such committee should be faculty members, excluding faculty with administrative duties

(such as Chairs, Deans, Division Chiefs).

Dr. Cole was asked to seek enlightenment from Dick Bates as to the make up of committees that are being formed to address the governance issues of the Medical Center and to report back to the caucus for further discussion.

**Caucus Meeting Schedule**

The next caucus meeting will be scheduled before the next full senate meeting on Monday December 6.