

Dean's Council (DC)

November 16, 2009

Minutes

Present: Dr. Albertsen, Dr. Gould, Dr. Henderson, Dr. Koeppen, Dr. Kuchel,
Dr. Nissen, Dr. Puddington, Dr. Simon, Dr. Wolfson

Excused: Mr. Gillon, Dr. Lalande, Dr. Laurencin, Dr. Sanders

The meeting was called to order at 3:37 p.m.

1. The minutes of the October 19, 2009 meeting were unanimously approved.
2. School of Medicine Academic Plan

Dean's Council unanimously approved the School of Medicine Academic Plan with one minor revision.

3. Recommendations Regarding Department of Cell Biology Review

Dr. Koeppen explained that Dr. Laurencin has asked for Dean's Council's advice relative to three options pertaining to the Department of Cell Biology. He summarized DC's previous recommendations resulting from the review conducted in November 2006. He also noted that at a recent meeting with the Department of Cell Biology, Dr. Laurencin outlined to the faculty members the three options he was proposing and asked them to contact Dean's Council members with any concerns or opinions. No Dean's Council members were contacted.

Some DC members felt that additional information was needed prior to making a recommendation, such as the opinion of the department faculty, the chances of recruiting in the various configurations outlined, and the resources available. DC agreed that Dr. Koeppen should get clarification from Dr. Laurencin on how much he is willing to commit to the department in terms of resources, and whether he sees opportunities to bridge the department with some areas of emphasis in the Strategic Plan. He was also asked to remind Dr. Laurencin that DC would like timely feedback relative to his decisions on the recommendations he receives from DC on department and center reviews.

4. Dean's Council Role in Development and Evolution of SOM Compensation Plans

Dr. Koeppen explained that Dr. Laurencin was contacted by the Oversight Committee who expressed concern about the number of ad hoc committees being formed to address various compensation issues and reminding him that in accordance with the School of Medicine Bylaws, ad hoc committees were to be created by the DC. They were also concerned that compensation issues were being fragmented and dealt with in a piecemeal fashion and suggested that DC serve as the central coordinating body to pull all of the issues together and develop a compensation plan that is understandable to the faculty, easily administered by department chairs, and viewed as equitable. This recommendation resulted in part from feedback OC received regarding discrepancies between the Academic Merit Plan, which rewards faculty based on the quality of their work, and CREATE, which is based on the amount of money an individual brings into the institution. Dr. Koeppen also shared with the members the names of faculty who responded to a broadcast e-mail from Dr. Laurencin asking for volunteers to serve on an ad hoc committee in order to provide broader faculty input in creating a policy on tenure salary guarantee. Dr. Laurencin has now asked DC to select the members of the committee. DC will continue discussion of this issue at a future meeting.

The meeting was adjourned at 4:30 p.m. The next meeting will be held on Monday, December 21, from 3:30-5:30 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli