

Dean's Council (DC)

December 7, 2009

Minutes

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

Excused: Mr. Gillon, Dr. Lalande

The meeting was called to order at 4:30 p.m.

Dr. Koeppen thanked the members of the Council for attending this special meeting. He indicated that there were three items he hoped the Council could address:

- recommendations for the Department of Cell Biology;
- role of Dean's Council in oversight of the School's compensation plans;
- need to establish an *ad hoc* faculty committee to review the proposed policy on salary guarantee for tenured faculty.

Department of Cell Biology: Dr. Koeppen reported that he had met with Dr. Laurencin to obtain additional information to help Dean's Council in considering the three options he proposed for the Department of Cell Biology. After some discussion, it was decided to defer a decision until Dr. Lalande could review with Dean's Council how new faculty recruits into the department would fit with the School's Research Strategic Plan.

During the discussion, there was considerable frustration relative to lack of feedback from Dr. Laurencin on actions he has taken relative to Council recommendations on the following departments and centers:

- Ob/Gyn
- Dermatology
- Molecular Medicine
- Psychiatry

Compensation Plans: Dr. Koeppen reminded the Council that Dr. Laurencin had asked it to play a coordinating and oversight role for the various components of the School's compensation plan. Two points were noted. First, with the recent decision for the faculty to unionize, discussions relative to compensation are now the purview of the collective bargaining process. Second, the School already has a policy relative to compensation, and that policy invests the Executive Committee of the Compensation and Academic Merit plan with this coordinating and oversight function.

Tenured faculty salary guarantee: Dr. Koeppen reminded the Council that Dr. Laurencin asked Dean's Council to appoint an *ad hoc* faculty committee to review the proposed policy on salary guarantee for tenured faculty. During the discussion, it was noted that all of the governance Councils have responded that there is no need for this policy. Therefore, there was no need to establish an *ad hoc* committee outside of the normal governance structure for further vetting.

The meeting was adjourned at 5:10 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,

Bruce M. Koeppen, M.D., Ph.D.