

Dean's Council (DC)

August 1, 2007

Minutes

Present: Dr. Arnold, Dr. Egan, Dr. Koeppen, Dr. Lalande, Dr. Loew, Dr. Nissen, Dr. Pappano, Dr. Simon

Excused: Dr. Albertsen, Dr. Deckers, Dr. Fortinsky, Mr. Gillon, Dr. Gould

The meeting was called to order at 4:35 p.m. Dr. Koeppen welcomed the new DC members -- Dr. Leslie Loew, representative from the Research Council, Dr. James Egan, clinical chair representative, and Dr. Jacqueline Nissen, Education Council representative. In addition, Dr. Achilles Pappano was re-elected as an Education Council representative.

1. The minutes of the June 18, 2007 meeting were unanimously approved.
2. Research Incentive Plan

The revised Research Incentive Plan developed by the Research Council (RC) was presented for discussion. In addition, Dr. Koeppen explained that Dr. Deckers had developed an alternate plan which he would like DC to consider. The two plans were then presented.

The RC's plan, which was first presented to DC on February 4 and then again on April 4 with revisions, was again revised to reflect a higher threshold for inclusion in the plan, and an increase in the steepness of the increment that would be earned. Part A of the plan explains how research incentive will be calculated for tenured and tenure track faculty, Part B for in-residence faculty, and Part C for truly outstanding researchers. Dr. Koeppen explained that the RC wanted the plan to be easily understood and to have a low enough threshold of entry so every faculty member had a reasonable chance of participating. Dr. Loew added that a lower threshold was important because incentive dollars are sometimes used by faculty to support their laboratories since the money is not restricted in the same way an NIH budget would restrict funds. Dr. Loew also clarified that the formula used to calculate research incentive for in-residence faculty takes into account F&A brought in by grants that in-residence faculty participate in, as well as their percent effort on the grant. He clarified that in-residence faculty do not have to be PIs or Co-PIs on grants in order to be eligible for research incentive.

Dr. Deckers' plan proposes pooling all faculty who receive a superior rating in research in the Academic Merit Plan, and then sub-selecting from this pool all tenured and tenure track faculty with greater than 60 percent SSOG and all in-residence faculty with a yearly F&A of over \$100,000 (both the percent SSOG and F&A amount may be adjusted up or down). His plan then proposes awarding research incentive in one of two ways -- (1) dividing the pool of money by the number of faculty left in the pool after the above calculations, or (2) creating a small committee who would examine the data for those in the pool and select up to 25 percent who are recognized as outstanding, and dividing the pool of dollars equally among them. In this way, the top echelon of researchers would be rewarded. However, it was noted that Part C of the Research Council's plan also accomplishes this. Also, some felt it was not necessary to link the Research Incentive Plan with the Academic Merit Plan, which have always been treated as two different issues.

Following a lengthy discussion regarding the pros and cons of each plan, the Dean's Council agreed to conditionally accept the plan put forth by the Research Council. However, Part A will be amended so that the percent effort for SSOG is calculated based on an individual's percent effort in research rather than his/her total FTE. Dr. Simon will develop a model of the plan for presentation at a future meeting. It was also agreed that a committee consisting of faculty from the research community, and perhaps DC members, should be formed to work with Dr. Simon on implementing the plan. DC was asked to think about nominees to serve on the committee.

3. Department of Family Medicine Review

Dr. Koeppen noted that Dr. Deckers recently formed a Synergy Committee chaired by Dr. Jeri Hepworth and charged with addressing overlapping initiatives, goals, and objectives within the Departments of Family Medicine, Pediatrics, Internal Medicine, Community Medicine and Health Care, and the Center for Public Health and Health Policy. Dr. Koeppen therefore recommended that DC table a decision regarding the Department of Family Medicine review pending a recommendation from the Synergy Committee. There was some concern that this action could impact faculty recruitment within the department, which could jeopardize their graduate medical education programs. However, it was felt that Dr. Deckers could allow the department to recruit in order to deal with a crisis situation. The DC then unanimously approved Dr. Koeppen's recommendation.

4. EVP/Dean Search Committee

Dr. Garibaldi, Chair of the EVP/Dean Search Committee, asked DC to appoint an at-large faculty member to the search committee. Dr. Koeppen recommended that DC delegate the appointment of that individual to the Oversight Committee, since they are an entirely elected faculty committee. The DC unanimously approved this recommendation.

The meeting was adjourned at 5:50 p.m. The next meeting will be held on Monday, August 20, from 3:30-5 p.m. in the Walker Academic Affairs Conference Room, AG-070.

Respectfully submitted,

Lynn Donatelli