

Faculty Council
January 21, 2020, MN 136MinutesPresent

Donna Wilcock
Hubert Ballard
Lee Blonder
April Hatcher
Gaby Gabriel
Lon Hays
Wally Whiteheart
Brett Spear
Julia Stevens
Isabel Mellon

Not Present

Kristy Deep
Paul Kearny

Invited Guests: Dean DiPaola, Matthew Sanger, Jim Geddes, Lisa Tannock, Stephanie White, and Davy Jones

The meeting was called to order at 5:00 p.m.

1. Dean DiPaola introduced and welcomed Stephanie White, MD, the colleges new Associate Dean for Diversity and Inclusion, to Faculty Council.
2. Donna Wilcock let Faculty Council know the current ratio of Basic Science members and Clinical members was not distributed as required by the Rules of the Faculty. Current member, Paul Kearney, has retired, so we will offer his place to the next in line according to votes from the 2019 Faculty Council election. The Dean's office will discuss how best to restore the distribution of Faculty Council as soon as possible and present a solution at the February meeting.
3. Donna Wilcock announced the agenda for the next General Faculty meeting, which is Thursday, January 23, 2020, at noon in MN263. The General Faculty agenda items include:
 - a. Proposed changes to the Rules of the Faculty. This will be followed by a faculty-wide vote, which will be emailed after the General Faculty meeting. Faculty will vote to accept or deny the proposed changes to the Rules of the Faculty and Davy Jones will send an outline of proposed major changes to the Rules for faculty reference.
 - b. Lisa Tannock will present updates to the Conflict of Interest process she shared at the December Faculty Council meeting.
 - c. Lisa Tannock will also present an Equity update presented previously to Faculty Council.
4. Dean DiPaola gave an update on the Rules of the Faculty proposed changes along with the timeline of the process of the changes to the Rules of the Faculty.
5. Jim Geddes updated Faculty Council on the Alliance Initiative, which outlines the fundamental way we structure research in the College.
 - a. The College of Medicine put out a call for letters of intent and received 17 after reviewing, they moved forward 13. Dean DiPaola suggested meeting separately with each team so they can share information about their alliance structure. We plan to meet with them over the next month or so to assist in a decision on which ones to fund. They will have another call, or rolling applications, at any time in the future.

6. There will be a web page indicating the funded Alliance teams, along with their meeting schedule and contact information.
7. Lisa Tannock presented an update on the Clinical Provider Compensation Plan FY20 AAR.
 - a. The clinical faculty pool consists of 740. Due to wide differences in compensation appropriate to faculty, comparisons by sex and rank were unavailable. However, when comparing compensation based on AAMC percentile versus clinical (wRVU) productivity by FPSC percentile, there is no difference between men and women (See attached slide.).
 - b. Y axis is AAMC compensation percentiles; X axis is productivity percentage based on FPSC.
 - c. The slides will be sent with the January 22, 2020, minutes.
8. Lisa Tannock also presented an overview on the development of the STAR (service, teaching, administration, and research) program, which is an updated compensation plan for all faculty who are not in the research title series and not in the clinical compensation plan. There was a discussion about the clarity of the plan, and further modeling is needed when wide communication at department meetings will occur.

Meeting adjourned at 6:21 p.m.

Clinical Compensation Plan Equity Analysis

- 740 faculty
- All AAR annualized to 12 month FTE
- Part-time and post-retirement faculty eliminated
- Comp analyzed includes AAR + stipends, but no incentives or supplements
- FY20 data

