

Medical Center Caucus of the University Faculty Senate

Minutes of the 15 January 2004 Special Meeting

Senators: Adi Haramati (presiding), Kevin Cleary (minutes), Robert Clarke, Mark Danielsen, Rhonda Friedman, Priscilla Furth, Karen Gale, Jeanne Larsen, Marko Moscovitch, Suzette Mueller, Anne O'Donnell, Aziza Shad, Shyrl Sistrunk, Kate Taylor, Joseph Verbalis, Leslie Walker

Guest: Michael Lumpkin and one staff member

Absent: Anne Richmond, Kathryn Sandberg, Luis Sanz

Excused: none

Meeting was called to order at 1:05 pm.

1. Minutes were approved.
2. Purpose of this meeting is to get an update on the financial situation and have a discussion with Scott Gould and Dean Sedmak. As representatives of the faculty, it is important that we be informed and participate in the process.
3. Highlights from Scott Gould: 1) progress is being made on strategic plan; 2) drafting a "theory of business" plan; 3) pressing ahead on cost containment and revenue enhancement work; 4) continue working on economic model; and 5) moving ahead with FY '05 budget process.
4. There was some discussion of potential cuts in salary increases and the development of an incentive plan. Any decrease in planned salary increases will be a blow to faculty motivation. Incentive plans may be a good idea, but this entails more paperwork. Also, it was noted that there are not good metrics for evaluation of all employees to use when deciding on increases.
5. Dean Sedmak was introduced. It was noted that faculty and staff should be treated the same – this was strongly supported by the medical center caucus. The staff has been through a lot in the last few years and the situation can best be described as "fragile".
6. Dean Sedmak discussed the financial roadmap plan. The University budget is due today. Need to go from a projected deficit of about \$28M to

\$20M next year – this is the task at hand. Looking at increasing revenue in any way we can. We also need to control costs however we can.

7. The issue of overhead payments made to the University was raised and the desire by members of the Caucus to determine the true costs of overhead and the real size of the deficit. Dr. Sedmak stated that this issue is being investigated.

The meeting was adjourned at 1:55 pm due to a fire alarm.