

Minutes
January 13, 1999 Meeting
Medical Center Caucus

Present:

Senators

Cole (Chair), Danielsen, (Secretary), Glazer, Harter, Kromer, Nelson, Myers, Regan, Siva Subramanian, Kellar, Lauerman, Mcgrail, Wientzen, Young, Spiegel, Tracy, Breall, Zuccarelli

Guests

Bates (Chair, Faculty Senate), Dretchen, Haramati, Verbalis

Absent

Sribnau

The meeting was called to order at 5 p.m., by the Chair, Dr. Cole. The following items were discussed:

1. Approval of the Minutes for the meeting of December 98

The minutes were approved unanimously by voice vote.

2. Update on the University Board mandated committee on compensation policy

Dr Glazer led a discussion of the workings of the compensation committee. The committee meets for an evening session and continues the next morning for a total of 7 hours each time. The main topics of discussion have concerned the old medical center faculty compensation policy and a replacement policy, how to address the grievance against the policy and the suspension of the grievance process by the board.

There was intense discussion concerning the merits of a compensation policy among the senators present. In general, the senators with tenure (mainly basic scientists) held the view that Tenure is a contract and cannot be unilaterally broken by the University or faculty, and that tenure is essential for academic freedom. In addition, since a very small fraction of the Medical Center's revenue is spent on tenured faculty, these senators felt that a compensation policy failed to address the fiscal problems of the Medical Center. An opposing group, consisting of mainly non-tenured, non-tenure track Medical faculty, were concerned that failure to implement a compensation policy would affect the

attempts to find a partner/buyer for the hospital. These senators, whose income would not be affected by the compensation policy failed to see the need for a guaranteed salary in order to guarantee academic freedom.

Addendum

The following email was distributed to members of the Medical Center Caucus by the Chair, Dr. Michael Cole.

January 14

Yesterdays Caucus meeting confirmed my feeling that it pointless to continue discussion about faculty compensation. It is clear that the lines have been drawn and we will not be able to reach consensus. I am proposing that we await the outcome of the joint committee of faculty, board and administration. Then the Caucus can debate the findings of this committee prior to a full and complete discussion of the committee's recommendations by the medical Center faculty. In my opinion it is not realistic to believe that the medical center can remain viable as a stand-alone entity - some form of partnering arrangement is essential to maintain the viability of the clinical enterprise. As I said yesterday evening, I believe that the relationship of the clinical faculty with the university will change as a result of the partnering, rendering much of our discussions moot. If any Senator wants to convince me that it is worthwhile to continue discussions on faculty compensation then, of course, I will consider it. However, I believe it has become an extremely divisive issue for our Caucus. As next weeks full Senate meeting has been canceled, I am open to a Caucus meeting to discuss other issues of importance. If there are none we can resume our regular monthly schedule.