

Minutes of the Medical Center Caucus- 2/03/12

Dr. William Rebeck brought the meeting to order at 12:10 p.m.

Members present included: William Rebeck (presiding), Christine Colie, Mark Danielsen, Mary Ann Dutton, Ladan Eshkeviri, Karen Gale, George Luta, Alexei Kondratyev, Maria Luisa Marquez, Prosper N'Gouemo, Vanessa Sheppard, Offie Soldin, and Miriam Toporowicz.

Members absent- Parag Bhanot, Carolyn Ecelbarger, Rebecca Evangelista, Mira Jung, Ludise Malkova, Eileen Moore, Michael Pishvaian, and Andrea Singer.

Guests: Elliott Crooke, Scott Turner, Rhonda Friedman

Agenda

1. Minutes from December Meeting- Minutes were approved with minor changes.
2. Meeting with Dr. Federoff- Dr. Federoff was unable to make the February caucus meeting, when we were going to discuss the multi-year contract proposal. The caucus decided to invite him for an ad hoc meeting some afternoon. The chair of the caucus will coordinate with his office to schedule something as soon as possible.
3. Faculty Compensation Draft Plan- Dr. Crooke attended this caucus meeting to seek endorsement of the recent faculty compensation plan. The current plan incorporated minor changes from a meeting of the council of chairs and a meeting of several faculty groups on Jan 17. Several changes were advised:
 - a. The oversight committee should explicitly include senate representation.
 - b. There should be some comment that the philosophy of developing competitive salaries should ideally apply to the clinical faculty who are paid through Medstar.
 - c. There should be some comment that the enactment of this plan would not solve the inadequacies of the GUMC salaries with our peer institutions. This problem could be mentioned in the document itself or be a charge for the oversight committee.
 - d. It was pointed out that the plan did not insure that the average merit raise was 2% but rather that the total increase in salaries was 2%. This discrepancy could be corrected easily.
 - e. If department chairs receive raises as part of this process, there is an inherent conflict of interest because increasing raises for department members would reduce raises for department chairs. The faculty compensation working group would have to address this question.
 - f. Any raises that are part of retention packages are outside this plan.

- g. There was discussion that the merit compensation portion of the plan would not recognize departments or interdepartmental groups that were particularly successful. It was felt that there could be explicit mention of the success of successful collaborative groups in the sections on bonuses and exceptional increases.

It was agreed that any changes made by the faculty compensation working group based on these suggestions could be voted on via e-mail as soon as the new draft was available. If it were endorsed by the caucus, the plan should be forwarded to the EVP with a comment that, while there is enthusiasm for this plan, we recognize that it will not alleviate some of the inadequacies of current salaries (particularly of full professors).

4. Convocation- It was suggested that celebration of faculty promotions be incorporated as part of the yearly GUMC convocation.
5. Research Integrity Committee- The caucus needs to appoint a new member of the Research Integrity Committee to replace Kathryn Sandberg. There was discussion of possibilities.
6. President DeGioia Town Hall- There was a discussion of the parts of the recent Town Hall that affected GUMC. President DeGioia is aware of the salary problems at GUMC. He spoke about the effects of capping the numbers of students across campuses and the search for the new provost. The caucus suggested that we invite Spiros Dimolitas, Senior Vice President for Research & Chief Technology Officer to discuss his initiatives.
7. Committees and Elections- There will soon be the need to elect new caucus members and appoint new committee members. The following caucus members' terms will be ending: Mark Danielsen, Bill Rebeck, Vanessa Sheppard, Offie Soldin, Christine Colie, Andrea Singer, and Mira Jung. The elections committee should begin to meet and advertise these events soon so that elections and nominations can occur by April. George Luta volunteered to help the election committee that was previously established.
8. Feedback from EVP office- The GUMC Chief Operating Officer Miriam Markowitz volunteered to present updates of GUMC initiatives regularly at caucus meetings. There was support for her offer.
9. Adjournment- The caucus meeting was adjourned at 1:40.