

<p>Council Issues cont'd</p>	<p>informed of the meetings at which decisions were made.</p> <p>Dr. Brickman raised the issue of how do faculty become involved in planning and that they should be assisting the Dean in planning. It was then noted that faculty can become involved in the University Strategic Plan which is open to all for participation; Dr. Willey suggested that Council could play the role of filtering information that might be important to COM faculty.</p> <p>Discussion occurred concerning the Implementation Committee on Strategic Organization to which Dr. Gold said their report will soon be up for comment and that all should please comment.</p> <ul style="list-style-type: none"> • <i>Work with the COM administration to develop new UT Human Resources procedures (peopleadmin) for hiring post-doctoral trainees, technicians, and faculty that will accommodate federal guidelines and COM needs, and that can overcome problems of recently proposed revisions of HR procedures.</i> <p>The Dean responded that when this problem was raised, it went up the line and a meeting had occurred to solve the issue. He suggested that maybe Council have a representative on the University Finance Committee</p> <ul style="list-style-type: none"> • <i>High Priority Issue #1 Faculty Compensation:</i> Dr. Tietz asked about semester hour equivalent and expressed that faculty should be involved in the working out the value. <ul style="list-style-type: none"> ○ <i>Work with the COM administration to improve and sustain salaries of COM faculty that are not at parity with equivalent COM faculty nationwide.</i> Dr. Gold noted that the goal of the COM and Dean when recruiting is that salaries are based on regional rankings. In-house also based on rankings/comparisons on various factors such as Number of patients, grants, etc. ○ <i>Develop procedures by which COM non-union faculty negotiate salary and benefit changes with the administration.</i> This is negotiated with the Center director or Department Chair. If a faculty member is not satisfied they may talk with the Dean (Dr. Gold). Dr. Gold than explained the budget process. 	
<p>Dean's response to Council Issues cont'd</p>		

<p>Dean's response to Council Issues cont'd</p>	<ul style="list-style-type: none"> ○ <i>Work with the COM administration to rectify discrepancies in amount of work faculty put into teaching, administration, and research efforts, often with no salary increases for those who are most productive or put in greater efforts.</i> Distribution should be done at the departmental level. ○ <i>Seek governance changes whereby the administration begins a policy that the COM Council provides input on any changes regarding COM faculty salaries, benefits, and rights as revisions are being developed by the administration. This input should be part of policy formation prior to consideration of changes by the Board of Trustees.</i> There was a no on approval of all contracts. However, Dean Gold would like input on what benefits are important such as medical coverage, raises, etc. He would be glad to meet with Council committees. ● <i>High Priority Issue #2 Research:</i> It was noted that the UT President appoints those on the UT Research Council. If COM Council would like to give Dean Gold a slate of representatives, he will forward them. Discussion occurred concerning the Research Advisory Council (RAC) (structure and numbers of members). COM Council members on RAC should be informing faculty about issues and decisions. <ul style="list-style-type: none"> ○ <i>Develop an administrative plan to annually fund the existing COM bridge funding mechanism for faculty who are between grants.</i> There is a HSC policy (http://tinyurl.com/2bt27bg) The funds are lacking at this time. It was noted that extramural funding is down. Dr. Gold will obtain the number of faculty with bridge funding. ○ <i>Get administrative clarification of the need for faculty to change research focus to align with FAST tracks, the governance structure that will review FAST track priorities, and the metrics that will be used in reviews.</i> This is not determined by Dr. Gold. There is interest in narrowing to five (5) tracks and moving to translational and biomarker discovery/personalized health care. No tracks have been dropped at this time. ○ <i>Get new administrative commitment that existing and future start-up packages to faculty and chairs be fully provided as negotiated without delays.</i> 100 % commit but all is dependent upon the budget. Discussion occurred about obligation to contracts. 	
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	<ul style="list-style-type: none"> ○ <i>Get administrative review of indirect cost returns to COM faculty who have basic science research grants and appointments in UT clinical departments. Activate changes that assure that departmental appropriation of indirect cost returns to these faculty is commensurate with returns to COM faculty in basic science departments, and that indirect cost returns to clinical departments from these grants is returned to basic research interests in the department.</i> There appears to be a disparity for indirect costs for research between the clinical and basic sciences. Dr. Tietz will address this with Dr. Gold. ○ <i>Develop an administrative plan for increased funding of COM recruitment packages to nationally competitive levels.</i> It was noted that the Directions 2010 section needs to be addressed. <p>Issues 3 and 4 will be addressed at a future Council meeting.</p>	
<p>Reports from Standing Committees</p>		
<p><i>Executive (B. Joe)</i></p>	<p>President Joe enumerated the accomplishments for the year.</p> <ul style="list-style-type: none"> • <i>Employee Relief Fund</i> - \$11, 250.00; one applicant/recipient who will be reapplying; Foundation is waiting to obtain a list from HR on the last round of lay-offs. • COM Council President has been included on the COM Executive Committee – important information is relayed to COM faculty via the Council • <i>COM Council Web site</i> – work will begin this summer with the hopes to unveil in the fall • <i>High Priority Issues</i> were compiled with the efforts of the Council Faculty Affairs Committee and Committee on Committees and Shared Governance; document with issues was reviewed by departments, approved by the Council Executive Committee and endorsed by the Council at Large; Council President sent cover letter with list of issues for Dr. Gold to respond to faculty at the June 2010 Council meeting 	
<p><i>Academic Affairs (D. Weldy)</i></p>	<ul style="list-style-type: none"> • No report 	
<p><i>Bylaws (J. Willey)</i></p>	<ul style="list-style-type: none"> • No report 	

<p><i>Committee on Committees and Shared Governance (E. Tietz)</i></p>	<ul style="list-style-type: none"> • No report (see Dean's response to Council Issues) 	
<p><i>Elections (M. Porter)</i></p>	<p>Solicited nominations; received one response with 3 people who were contacted and declined to run for either position. Due to the late nature of the election, an electronic ballot was emailed to all COM faculty using the Outlook address # Faculty - HSC College of Medicine All (removed duplications and ended up with 345 email addresses). The voting was secure using IP address. There was one person for each office with the option to write-in.</p> <ul style="list-style-type: none"> • Summary results: Total # of responses: 41 37 votes for Sheryl Milz as Vice President/President-Elect 36 votes for Marlene Porter as Secretary/Treasurer • Officers for 2010-2011 and starting July 1, 2010 are: Past-President - Bina Joe President - Jim Willey Vice President/President-Elect - Sheryl Milz Secretary/Treasurer - Marlene Porter • Next year Council will elect a new secretary/treasurer and vice president. • It was agreed by Council to continue with the current committee membership for the academic year 2011. 	
<p><i>Faculty Affairs (J. Wall)</i></p>	<ul style="list-style-type: none"> • No report (see Dean's response to Council Issues) 	
<p><i>COM Employee Relief Fund</i></p>	<ul style="list-style-type: none"> • \$11,250.00 in fund • One applicant/recipient who will be reapplying • Foundation is waiting to obtain a list from HR on the last round of lay-offs. 	
<p><i>Announcements</i></p>	<ul style="list-style-type: none"> • Dr. Gold spoke about the Block Health Science Building and the infill of the 4 floors. Some are dependent upon state funding and they are looking at philanthropy for other funding. 	

New Business	<ul style="list-style-type: none"> • Dr. Gold congratulated President Joe and Council on a successful year. • President Joe suggested the Council take up the 3 “projects” suggested by Dr. Gold: <ul style="list-style-type: none"> ○ Benefits – President Joe will work with Representatives Milz and Gardner as well as any other COM faculty who wish to help compile the benefits of concern (pay structure/salaries; dependent benefits; raises; medical insurance) in a spread sheet for comparison and review by COM faculty ○ Bridge Funding – FAC Chair Wall and ComOnCom and Shared Gov Chair Teitz will tackle ○ Communication – three venues are <ul style="list-style-type: none"> ▪ Research Advisory Committee with Council members ▪ Council President on COM Executive Committee ▪ Institutional Strategic Planning (suggested by Dr. Gold) http://www.utoledo.edu/strategicplan/ 	
Next Meetings	<ul style="list-style-type: none"> • September 2010 – announcement will be sent in August/September 2010 	
Adjourn	<ul style="list-style-type: none"> • By Council President Joe at 11:55 a.m. 	
Minutes Submitted	<ul style="list-style-type: none"> • By Secretary Porter on September 7, 2010 	