

College of Medicine Council Immediate Attention Issues (May 27, 2010)

The College of Medicine (COM) Council Executive Committee reviewed recommendations for COM Council action that were forwarded by the Shared Governance and Faculty Affairs Committees. The following COM faculty issues were identified as highest priority and needing High Priority Attention.

High Priority Attention Issues

1. Faculty compensation

- Work with the COM administration to improve and sustain salaries of COM faculty that are not at parity with equivalent COM faculty nationwide.
- Develop procedures by which COM non-union faculty negotiate salary and benefit changes with the administration.
- 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.
- 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.

2. Research

- Develop an administrative plan to annually fund the existing COM bridge funding mechanism for faculty who are between grants.
- 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.
- Get new administrative commitment that existing and future start-up packages to faculty and chairs be fully provided as negotiated without delays
- 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.
- Develop an administrative plan for increased funding of COM recruitment packages to nationally competitive levels.

3. Teaching and curriculum

- Develop an administrative plan to use metrics and new financial incentives and rewards to increase clinical faculty contributions to clinical teaching of medical students.
- Develop an administrative framework and resources to integrate COM and main campus graduate programs.

4. Service

- When administration requests faculty to serve on a COM standing committee, initiate a policy that the administration stipulate the expected faculty time commitment and contribution to the committee, and incorporate this service in administrative metrics and faculty incentives.

5. COM governance

- Develop an administrative framework by which the COM Council has a pro-active role in short- and long-term planning of COM growth and development, including new mergers, programs, construction, and recruitment.
- 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.

The above High Priority Attention issues identified as highest priority are supplemented by further Active Concerns that were also raised by the Shared Governance and Faculty Affairs Committees.

Active Concerns

Research

- Need to follow through on COM Research Advisory Council (RAC) support, including provision of resources to further RAC agendas that have been previously agreed on by the COM Dean, RAC Chair, and RAC Committee
- Re-negotiation of indirect cost recovery and research incentives to departments and PIs

Service

- New faculty should be encouraged and given incentives to contribute to COM standing committees

COM governance

- There is a need for the COM Council and Administration to review potential main campus and COM merger integration problems and inequities
 - Dualities/inconsistencies in policies
 - Health and benefit inequities
 - Service incentive differences
 - COM HSC faculty unionization
- The administration recently decided that Dr. Jacobs will interview tenure candidates in the COM. COM faculty views on this decision are mixed. The COM Council, COM Administration, and COM Appointments, Promotions, and Tenure Committee should explore the consequences of this decision on the tenure process and individual faculty candidates.