

Minutes: College of Medicine and Life Sciences Faculty Council Meeting
Friday, April 26th, 2024; 12:00-1:00 pm; HEB 105 and WebEx

Meeting was called to order by COMLS Faculty Council President: Dr. Jennifer Hill, Ph.D. at 12:00.

Approval of Previous Minutes: January 26th, 2024 and February 23th 2024

Dean's Reports:

Administration & Finance:

1. Dave Walczak – Update on FY25 budget
 - Projected \$9.6 M budget deficit.
 - COMLS largely spared from reductions
 - Open positions (Faculty and staff) have been swept from other Colleges
 - All travel budgets eliminated
 - COM needs to reduce budget by \$637,000
 - Current Budget requests from all department total \$3.2M which includes clinical operations, research positions (BSL3), UG Neurosciences program, Capital request for SIM Center to upgrade technology.
2. Review of the Admissions Committee policy – David Pearson, Ph.D.
 - Changes were reviewed for policy #3364-81-28: College of Medicine & Life Sciences: Admissions Committee Authority and Structure as required by LCME.
3. Questions regarding PA admissions process – David Pearson, Ph.D.
 - Can the MD admission process be consolidated with the COM Graduate Programs on our campus?
 - COMLS Graduate programs are struggling with Slate and viewing applications, high turnover of staff in COGS, application review process is taking to long to complete, marketing, etc.
 - All services are located on Main Campus and it is hard to connect by phone or email as they take weeks to respond if at all likely due to staff turnover.
 - Can we have 1 staff on HSC for COM Graduate Program admissions?
 - Marketing of Graduate Programs is done primarily at the larger Ohio institutions (OSU, UC, Dayton, Cleveland) as 70% of our students are from Ohio.

c. Committee on Faculty Rules and Regulations Update – Dr. Lori DeShetler, Ph.D.

- Faculty Rules and regulations have not been approved yet.
- Document stalled in the Provost Office - The one item of contention would be Article I.O.3, regarding the annual increases we were asking to provide to our faculty.
- Language has been adjusted a number of times but rejected for a third time by Provost
- Committee unanimously felt that we should continue to advocate to have this language included in the rules and regulations and to elevate this to the President.
- Request to discuss was sent to the President of UT.
- Discussion among Faculty suggested we don't have bargaining power and should we consider unionization.
- Cost of yearly increases would be around \$1.4M
- This Article should be equitable across all faculty.

d. Report from the COMLS Council Executive Committee: Dr. Jennifer Hill, Ph.D.

- a. Online elections will be held for Vice President and Secretary/treasurer positions prior to our next meeting on June 28th.
- b. Please nominate anyone interested by June 1st.

2. Timothy Zemaitis – Director UTP HR

- i. Update on Sullivan Cotter Equity analysis of physician compensation. (Slides attached)
 1. 27 UTP Faculty identified to be analyzed further.
 2. They were above the 70th percent threshold of Fair market value and justified through analytics.
 3. No further testing or mitigation plan was needed per Sullivan Cotter.
 4. Faculty questioned those below the 70th percentile (no data available).
 5. 5 regression models were runs on all the compensation demographics.
 6. No concerns were found with any model including race and gender.
 7. UTP has been directed by the board to review all compensation and contracts and to standardize the process.
 8. We will continue to look at opportunities to grow and pursue research and expand compensation opportunities.
 9. All contracts are now digitized using the ADP system but often some of the compensation is very complex.
 10. Faculty commented that the data need to be presented by specialty and sub-specialty and then compared to AAMC salaries to determine equity.
 11. UTP contracts are all different and negotiated individually.
 12. Long term goal is to have a compensation committee with physician representation.

ii. UTP maternity/parental benefits.

1. Maternity leave can be stacked to get up to 12 weeks off. (4 weeks medical leave + 6 weeks maternity + 2 weeks paternity). Within your first year of employment paid 40%, 1-3 years of employment is 60% and 3 years and greater is paid at 100%.
2. Not equitable across campuses and council has been pushing for equity for 2 years. Comment: faculty on MC get 1 semester off from day 1 at 100% coverage.
3. UT Policy requires that PTO coverage with enough vacation and sick time for these leaves.
4. HSC faculty should get the same benefit.

3. Old Business:

1. Update on COMLS Dean Search – Dr. Jason Huntley

- Search committee reviewed over 30 applicants.
- 11 virtual interviews
- 5 candidates for town halls
- Committee to recommend 3 candidates to Provost and President
- Candidates commented on structure of the leadership and the EVPP separation.
- President Postal announcement he is leaving UT and he currently holds the CPE position.
- Faculty made a motion to invite President and Provost in a timely manner to a council meeting to explain what the plan is moving forward and whether the Dean position can include the EVPP as well. Discussion should include UTP, UTHealth and CPE position.

4. New Business: None

5. Adjourn: 1:21p.m.

UTP HR Update to COMLS Council

4/26/24



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Updates

UTP recently concluded 2 studies:

- FMV – 2021
- Pay Equity – 2021

Upcoming:

- FMV – 2023

Partners:

- Sullivan Cotter – Conducts Evaluation
- Taft – Legal partner to UTP



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FMV

- The University of Toledo Physicians (UTP) engaged SullivanCotter, Inc. (SullivanCotter) to conduct an independent fair market value (FMV) assessment of the total cash compensation (TCC) provided to 27 faculty physicians in calendar year 2021 (CY2021). Sullivan Cotter provided an objective third party opinion as to the FMV of the CY2021 TCC for the 27 faculty physicians, in relation to comparable market practices.
- SullivanCotter evaluated the compensation provided to the 27 faculty physicians based on the data provided by UTP, the nature and scope of the physicians' administrative roles, physicians' qualifications and credentials, actual work Relative Value Units (wRVUs) and professional collections, the organization's business requirements, as well as other relevant facts and circumstances.

While the findings are yet to be presented to the next upcoming Compensation Committee; we can share that:

- No further testing or mitigation plan is required.



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Equity Study Process

PROJECT KICK-OFF

- **Collect and review organization and individual information.**
 - SullivanCotter has collected and reviewed all relevant materials such as UTP's compensation philosophy statement, organizational chart, job responsibilities, compensation policies and/or other documentation related to the compensation programs and incumbent census file data.
- **Conduct a project planning meeting.**
 - SullivanCotter and UTP worked together to review the scope, timeline and methodology.
- **Confirm methodology.**
 - SullivanCotter and UTP identified factors potentially impacting pay as well as appropriate pay groupings/segmentation and confirm variables that will be analyzed.



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Equity Study Process

MARKET ASSESSMENT

- **Prepare database.**
 - Prepare and review various descriptive statistical analyses of incumbent data on each of the established variables. This provides a preview of incumbent counts that further informs our methodological and statistical approach.
- **Conduct statistical analysis.** The primary inferential analysis assesses whether gender or race differences exist, all else being equal. Although multiple regression is the most commonly used statistic, SullivanCotter is adept at other techniques and will utilize such as necessary.



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Equity Study Process

REGRESSION MODELS

- Model 1
 - Entered all variables
- Model 2
 - Systematically reduced the model by removing nonsignificant effects and eliminated “influential” cases.
- Model 3
 - Added race as a variable and removed additional cases of influence.
- Model 4
 - Performed a “what if” analysis
- Model 5
 - Performed a second “what if” analysis



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Equity Study Results Overview

CONCLUSION

- 5 Models of Analysis
 - Race:
 - No Concerns within any model
 - Gender:
 - 3 of 5 studies all statistically nonsignificant; including model 1 with all variables
 - Results consistent with relevant literature with other 2 studies



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Equity Study

MOVING FORWARD

- Ongoing internal review of compensation and adjustments as needed
- Standardization and update of contracts and pay programs in UTP
- Pursue research into sources of variance when applicable



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