

## **Faculty Council on Faculty Affairs 18 April 2005**

### **Synopsis**

The following issues were discussed:

1. Winn Report
2. Faculty Salary Issues
3. The Leadership Initiative draft of a Faculty Survey
4. Chair for 2005-2006

### **Winn Report**

Luchtel has received some feedback from FCFA members, but asked for further comments. He said that he attempted to address all of the concerns that had been raised by the faculty as well as to understand the culture in the medical school. Committee members raised some minor points about the style of the report so that it reflects the work of a committee rather than an individual.

There was some discussion about the role of the Regents in this matter. This generated a discussion about the possibility of having a faculty regent (precedent exists with the student regent). Vaughn reviewed the current structure for Senate involvement with the Regents and the President. There was considerable support for a faculty regent, although there was also discussion about the current arrangement that the Senate officers have with the Regents.

Returning to the report, one member raised the idea of separating the jobs of Dean of the Medical School from the head of the practice plan. Scheuer commented that colleagues at other schools prefer that the educational and practice function be united in one person.

Cameron raised questions about the settlement discussions at the top of page five, characterizing the description as speculative. Vaughn suggested "We found no evidence of a cover-up." Vaughn explained the policies behind confidentiality in settlement discussions, which can be frustrating for people trying to understand the factual basis of a settlement. An extensive discussion about that paragraph ensued, focusing on what would best fulfill the mission assigned to the council regarding this matter on behalf of the faculty. At the same time, members were concerned about the perceptions of the faculty and the explosiveness of particular words, especially the word "cover-up." Graubard suggested that not all information "was made available" as preferable to "cover-up."

Regarding the recommendations, Mandoli made a suggestion about meetings that could take place that would provide a more transparent footing for any future discussions about UWP and this matter. She also asked how we follow-up on the recommendations. Cameron suggested that we lead with the items promoting transparency since they have been a repeated theme. Then, the financial items could follow. Luchtel said that he feels that if we give Ramsey a plan, he feels that Ramsey will follow through.

Hildebrandt raised questions about the conformance of the report to the original Class C resolution. He suggested that the report should include the original Class C resolution, and noted that the resolution focused only on the Winn settlement. The committee has gone beyond that, and while Luchtel agreed, he described the Class resolution as "unclear."

Luchtel will send out an e-mail with final revisions before submitting it for the SEC agenda.

### **Faculty Salary – Public Availability of Incentive and UWP Salary Figures**

Mandoli raised an issue about the ability of faculty to compare salaries. The published documents leave out UWP and incentive pay. Lack of this information makes it difficult to determine whether there are gender salary equity problems. Vaughn stated that private

organizations do not have an obligation to disclose financial data. She suggested that the person raising these issues see her chair, and that the general problem could be addressed to a council.

**Review of Leadership Initiative Faculty Climate Survey**

Vaughn distributed a draft copy of the faculty climate survey and asked for suggestions for improvement of the document. Council members made extensive suggestions, which Vaughn will convey to the Leadership Taskforce. indicating a lack of knowledge can provide useful information.

**2005-2006 Chair of FCFA**

The council discussed who should be chair next year.