

HIGHLIGHTS - FACULTY COUNCIL MEETING

August 4, 2008

Update on Contracts (clarification re 30-day notice): Feride McAlpine explained first that not all contracts have gone out, primarily due to late budget approvals. She then noted that the 30-day notice refers only to a self-funding clause (paid from a soft account). If these soft funds are no longer available or have been used for other purposes, they have the right to issue a 30-day notice. Glick has stated that, when possible, he wants notices to be at least 90 days since the people in charge should know at least that far in advance that they will have to let people go.

If working at 100% FTE with 50% on a grant or practice account, they have the right to reduce your FTE to 50%; this could be either from practice dollars or grant money, if the money is going away.

Notices of non-reappointment have been revised to:

- One year employment or less receives a 90-day notice (state or soft funds).
- Second year employment receives six months notice (or 180 days).
- Hired on or before 2005 and employed more than two years, requires 365 day notice (notice must be given by June 30 as deadline)
- Hired after 2005 and employed more than two years, requires 365 day notice (notice can be given at any time)
- If the Board of Regents declare “financial exigency”, then the above timetables do not apply. Termination of employment because of financial exigency requires at least 60 days notice. However, if a financial exigency is such that sufficient funds do not exist to pay the salary of the faculty member, the notice period may be shortened. The minimum notice of termination for financial exigency is 15 calendar days.

Task Force for Teaching Revenue Allocations: Dr. Lazerson advised council that a second meeting is being called to discuss the development of metrics for allocation of funds based on teaching. Dr. Lazerson further clarified that “Mission Based Management” has to do with a philosophy and should not be confused with “Mission Based Budgeting” which is the use of metrics to allocate funds.

At the Dean’s Retreat, it was recommended that a survey be done of all departments and their faculty describing what we actually do in order to better access allocation of funds.

“Work Memo” Clarification came from Dean Thienhaus. He explained that the email was more directed at administrative faculty and said since clinicians are held to standards with regard to their hours, then he feels administration should be held to standards and the same scrutiny.

Chair Evaluation Survey: The chair evaluation will be sent out this month to all faculty under cover from Dean Thienhaus. Trudy Larson will draft the cover letter.

Faculty Development: It was announced that the Health Sciences Division’s first event will be a Division Assembly for all faculty and staff on August 20th at 8:30a.m. Venues to be determined.

Women in Medicine: Brown bag’ lunch August 22, 11:45-12:30pm with Dr. Andreea Seritan, UC Davis, Women in Medicine Director of Special Events, to speak and answer questions re their women’s organization.

Digital Measures: It is the understanding of the committee that all evaluations will have to be done in *Digital Measures* by December of this year.