

HIGHLIGHTS - FACULTY COUNCIL MEETING

July 6, 2009

Updates from Dean Thienhaus included information that UNSOM did not issue notices of non-reappointment; the Dean makes this point since there is no truth to the article that ran in the Reno Gazette Journal that 55 persons are being laid off from the School of Medicine.

The Dean doesn't want anyone to be surprised to learn that UMC has decided to open up its bid for OB/Gyn services in September. Our department can bid, but private practice groups can too. We need to do our best and put together a proposal that withstands scrutiny and is better than anyone else's. In answer to a question concerning UMC's commitment, Dean Thienhaus stated he has had verbal assurances that UMC is committed to maintaining a residency program in OB/Gyn.

UNSOM Financial Update: Ms. Regan reported that final financials should come by the beginning of September, but for 11 months ending May, the Practice Plan results were in the black. Currently UHS is \$203,000 in the black (approximately 111% better than this time last year). She noted nothing is final until all audits are complete and adjustments made; end result is we will be very close to break even.

We will keep some funds in reserve in case we're faced with a shortfall of revenue. Also, once monies are known from budgets, Ms. McAlpine will be issuing contracts.

Independent Contractors vs. Letters of Appointment It was discovered that substantial amounts of malpractice insurance premiums have been paid on LOAs (creating double coverage) vs. using Independent Contractor's own malpractice insurance. The Independent Contract cites the physician's malpractice insurance as the responsible insurance and will become the standard approach for depts.

Faculty Council Representation Letters will be sent to all chairs whose departments need new representatives effective in September. Dr. Lupan suggested that the Faculty Council Chair actually send a report to all the chairs with a copy to the Dean that specifically identifies the existing departmental representative along with their percentage of attendance.

Tenure -- What happens when universities go to more part-time and non-tenure track faculty is less involvement by their faculty in the institutions. Dr. Lazerson feels we need to explain to faculty, new and old, what Tenure is in this institution and what it actually means. Is it just academic freedom or does it create binding relationships as it does in other universities?

Committee Elections: Dr. John Gosche, Professor and Chief of Pediatric Surgery in Las Vegas, has been elected as the representative of UNSOM to UNR's Promotion & Tenure Committee.

Emerging Faculty Issues:

Committee Services: Three years ago, we had to start effort reporting every quarter so efforts coincide with funding, i.e., state services, grants, etc. This makes it difficult for soft money faculty to do committee work as they are not funded for it. We need to look at our by-laws to loosen up requirements for our P&T committee in order to have adequate representation. There may be a need to identify committee work in each faculty member's academic plan and have it approved by the chair who will determine how the salary will be funded. Dr. Lupan reminded Council that because effort reporting is now federally mandated, we need to look for incentives such as salary replacement. Dollars can be requested from the University's "Indirect Costs" through an application process; this could be used to offset salary losses.

Conflict of Interest Policy: The motion to approve the Conflict of Interest Policy passed unanimously.

Conflict of Interest-Implementation: Implementation is a new aspect for a newly formed committee. Due to LCME, there is an increased level of scrutiny for this and implementation will be separate from the policy.

Furloughs: Ms. McAlpine advised we have asked the University to reconsider SOM Faculty; otherwise, we are scheduled to make 4.6% pay cut, next July (faculty has option to take 2.3% this year and 2.3% next year). This translates into one day per month and will be official effective FY 2011. This affects all salaries, state and soft funding.