

Minutes of the Meeting of the Faculty Senate May 14, 2008

In Attendance: David Vines, Bennett Amaechi, Peter Gakunga, Barry Norling, Keith Krolick, Ronald Verrett, William Clark, William Morgan, Renee Yew, Daniel Johnson, Mark Nadeau, Margaret Brackley, and Mickey Parsons

Absent: James Evans, Catherine Ortega, Helen Sorenson, Krista Bowers, Deborah Baruch-Bienen, Sally Combest, Christopher Franka, Rajeshwar Rao Tekmal, Leticia Vargas, Rebecca Garcia-Michels, and Catherine Robichaux

Guests: Dr. Theresa Chiang, VP for Academic Administration
Dr. Thomas Patterson, Chair, Faculty Compensation Task Force

Convened: 4:03 PM

University Topics: Updates

Dr. Theresa Chiang, VP for Academic Administration

- 1). Academic Center for Excellence in Teaching has been moved to the 4th floor of the Library.
- 2) Graduate school Dean search continues. There are 55 applicants that will be narrowed down to 10-15. These will be interviewed and narrowed down to the top 5.

Discussion: Presentation of Draft of Proposed Faculty Compensation Plan

Dr. Thomas F. Patterson, Chair, Faculty Compensation Task Force
Professor and Chief, Division of Infectious Diseases, Department of Medicine

Dr. Patterson, chair of an all-faculty task force appointed by President Cigarroa and composed of representatives from all UTHSCSA schools, presented the task force's draft plan of proposed strategies and over-arching principles designed to provide guidance to the five schools as they develop well-defined criteria for setting up compensation plans for their faculty.

The latest draft of this plan can be viewed on the Faculty Senate website (<http://www.uthscsa.edu/facultygovt/>) or directly at [Proposed Faculty Compensation Plan.pdf](#) .

The Compensation Plan has been developed in response to a need to offer our faculty a clear and transparent system of expectations regarding relationships among compensation/salary, faculty productivity and faculty commitment to institutional missions. The plan is the result of a collaborative effort between the faculty and the administration of the UTHSCSA.

The Compensation Plan is divided into six parts:

The first part of the Compensation Plan (Part I), presented to the Faculty Senate at the 5/14/08 meeting, summarizes the over-arching goals and guidelines that should be considered while establishing and implementing faculty compensation, funding streams, or internal mechanisms of implementation associated with each of the five schools of the UTHSCSA. While Part I of the document outlines the general processes that regulate faculty compensation at the UTHSCSA, the diversity of the individual schools requires the development and implementation of school-specific compensation policies and procedures. Therefore, Parts II-VI (to be written) of the Compensation Plan will describe, respectively, those explicit criteria, funding streams, and internal mechanisms associated specifically with Compensation Plans of the 1) Dental School; 2) Graduate School of Biomedical Sciences; 3) School of Allied Health Sciences; 4) School of Medicine; and 5) School of Nursing. It is understood that each of the school-specific plans will be written, approved, and implemented as a joint effort between the faculty and administrations of each of the individual schools, with broad input from all parties concerned. The over-arching guidelines, as well as the school-specific plans, must be consistent with UT Board of Regents Rules and Regulations and thus will require approval by the Executive Vice Chancellor for Health Affairs.

Discussion centered on base salary and specialty-associated salary for a new employee. Base salary (X part of the plan) may be based on rank and will most likely vary between the schools. The Y part for the specialty-associated salary will also vary between the schools and departments. The X and Y parts should be close to your current salary. The X part of the plan would be protected by tenure. Each of the schools will need to develop the Z part of the plan and what are considered to be incentives.

This process is a way to protect and guarantee part of the faculty salary. Each of the schools can determine the best plan for their faculty. The plan does not say where your salary should come from. The core salary should support the core mission of the school.

The meeting was adjourned at 5:00 PM.