Chair Grant called the meeting of the Faculty Council to order at 4:43 p.m.

Minutes of the March 12, 2003 were approved.

ATTENDANCE: Dr Grant asked that Faculty Council members notice the Attendance Roster (final page of distributed Minutes). He asked that all members please attend meetings.

CHAIR ANNOUNCEMENTS

HEALTH SCIENCES BYLAWS
Drafts of both the Health Sciences Bylaws and the revised School of Medicine (SOM) Bylaws were distributed. Remember there will eventually be 3 sets of Bylaws: one each for the SOM and the School of Pharmacy and Pharmaceutical Sciences (SPPS) and the “umbrella: Bylaws of the Health Sciences Faculty.

Members were asked to review the drafts, paying particular attention to which committees will be part of SOM and SPPS, and which will be at the Health Sciences’ level. This is an opportunity to review all committees to insure each is as “necessary and useful” now as when created.

Action
Members were asked to provide feedback to Patrice Lock by April 25, 2003.

(Note: Bylaws were emailed to entire Council again April 21, 2003.)

INTELLECTUAL PROPERTY GUIDELINES
The executive summary was distributed, which included the internet address for the complete document.

Action
Members were asked to review the entire document provide feedback to Dr Grant if appropriate.

REVISED CRITERIA AND SALARY SCALES FOR PROJECT SCIENTISTS
UCSD pioneered the separation of the research series into two types, those primarily doing investigator-initiated research as Principal Investigator (Research Scientists) and those doing research in teams in support of larger centers or programs (Project Scientists). UC now plans to adopt this system-wide. Currently both types are paid the same, at scale 0 of X only. Part of the system-wide plan is to separate these researchers into two pay scales. The proposed
change in pay scales results in a reduction in pay for Project Scientists except those in Engineering, Business or Administration who are proposed for separate, higher scales. As this document was sent to the researchers directly, many are understandably concerned. Academic Senate still needs to review this proposal.

Discussion
- Should there be a salary distinction between the two types of researcher?
- Agreement that market forces in Health Sciences make proposed scale unrealistic.
- Concern that adequate consultation with faculty (particularly in Health Sciences where 60% of Project Scientists are appointed) has not occurred.

Action
Dr David Bailey will contact OP to express Faculty Council’s concern and determine next steps.

MOTION – PASSED
Project Scientists shall remain on their current scale and that Health Sciences Administration look into the possibility of permitting Research Scientists to increase their salary to scale 1.1 by including them in the Health Sciences compensation plan. The motion passed unanimously.

CODE OF CONDUCT
The proposed changes were distributed and discussed.

MOTION – PASSED
Dr Grant will write to Academic Senate by the end of this week requesting modification of the wording. The motion passed unanimously.

EXTENDED TERMS OF CURRENT FACULTY COUNCIL
Action
As a result of the proposed changes to terms in the new Bylaws, current Faculty Council members agreed to serve until August 31, 2003.

VICE CHANCELLOR’S REMARKS
1. Dean Holmes thanked the faculty, through Faculty Council, for UCSD’s exceptional showing in the rankings just published in US News and World Report. Moving from 20th to 16th place is very impressive. UCSD ranks 5th in public schools and 6th in primary care. Congratulations.
2. Deputy Dean Bailey advised that John Woods will appear before Faculty council to request input regarding Customer Service issues in the near future. He asked that members provide input to Mr. Woods on technology transfer and Contracts and Grants that will help to improve customer service and speed of response.
3. Dr Bailey reported that the Student Oversight Group that was started 18 months ago to address student morale is able to report morale now so improved that the group is on furlough until (and if) needed. There is now an annual student satisfaction survey to permit the school to catch any problems early. Dean Holmes praised the work of the Oversight Group and of Dr Bailey.

4. Dr Bailey provided the contact information for the CENTER FOR TEACHING DEVELOPMENT (http://www.ctd.ucsd.edu). If any instructor would like to improve his or her teaching skills, just contact this Center and they will come into the classroom, observe the teacher and provide input, at no charge. A Member present said he had used this service and “they are great”.

**Action**
An email will be sent to all SOM Faculty to advise that this free service is available.

**ACADEMIC FREEDOM**
A copy of the proposed amendments of APM 010 – Academic Freedom was distributed to Members. Chair Grant requested that any comments be sent to him, with copy to Patrice Lock, no later than April 23. Chair Grant will combine all comments and provide feedback to Academic Senate.

**FACULTY COUNCIL WEBSITE**
Patrice Lock distributed a basic plan for creating a website. The same information was emailed to all Faculty Council. Members were asked to provide input to Patrice by April 18, 2003.

**FACULTY OMBUSDSMAN**
Dean for Academic Affairs Schneider recommended that the Faculty Council Ombudsman Committee might no longer be needed, as there is now an excellent Ombudsperson on campus.

**Action**
Faculty Council will invite the Ombudsperson to address the Council and will alert Health Sciences faculty to her program.

**RETIREMENT TASK FORCE REPORT – STAN MENDOZA**
Dr Stan Mendoza joined the meeting to provide history and respond to questions about the UC Health Sciences Task Force Report, Recommendations for Improving Retirement Benefits for UC Health Sciences Faculty. Dr Mendoza served on the Task Force and he was very detailed and informative.

When the Task Force began there were two issues to address: 1) Health Sciences Faculty do not have all their compensation covered for retirement purposes and 2) the
difficulties this creates at recruitment. The Task Force commissioned a consulting group to look at 20 other Schools of Medicine.

The results turned out to show that UC SOM Faculty actually rank well compared to other schools, if the faculty member has been here a long time. However, if the faculty member arrives on a UC campus at a young age and leaves before achieving the highest levels of compensation, the comparison is not as favorable. Nevertheless, the fact that Health Sciences faculty uniquely did not enjoy full retirement benefits on their compensation was a matter that needed to be addressed.

The Task Force proposed five difference options. Two of the five were not considered viable because of cost. Faculty Council looked in detail at the three the Task Force has recommended.

**Discussion**

Q: Has UCOP agreed to fund this if approved?
A: This will need the approval of Regents however the Task Force anticipates approval. UCOP recognizes there is an inequity between SOM and other Faculty and they want to redress this. Dr Mendoza recommended that Faculty Council should work to get this approved as quickly as possible.

Q: Can we have examples of how this will affect various faculty posted on the web?
A: Yes we will get some examples posted and advise Faculty Council.

**Consensus**

The consensus was to move forward in the manner that will make the most positive impact on the Health Sciences Faculty. Faculty Council should endorse “Option 3” because of the considerable advantages, i.e., 1) no cost to the faculty member at this time, 2) it is portable should the faculty member leave the UC system, 3) 7% of Y plus Z compensation, up to IRS limits, earns interest as part of UCRP, 4) at the moment UCRP can fund all of these contributions. If the UCRP situation should change, employees would make their own contributions.

**MOTION – PASSED**

A motion was made and seconded to have Chair Grant send a letter to the Academic Senate strongly endorsing any of the three available options (Option numbers 3, 4 and 5), however with a clear preference for Option 3. The motion passed unanimously.

**NOMINATING COMMITTEE SLATES**

The following personnel were proposed and approved for the Faculty Commission on University VA Interface:

Jody Corey-Bloom
Gary Firestein
Igor Grant
Richard Lieber
Jerrold Olefsy
The following personnel were proposed and approved for the Committee on Ethical Issues in Health Sciences Education:
Frank Powell
Joel Dimsdale
Gerry Boss
George Leopold
Paul Jagger

The Nominating Committee plans to provide slates for the 2003 – 2004 Council and Committees at the May meeting.

FRWC - UC/VA SPLIT APPOINTMENT PLAN
Dr Lieber reported that the Faculty Rights and Welfare Committee sent a letter listing three concerns the administration. These concerns, with response, are as follows:
1. The time to implementation seems short. Response: UCOP has mandated the implementation period. Administration did confirm, however the timing remains the same.
2. Request to change UC workweek benchmark from proposed 60 hours to 65 hours. Response: this was declined as well.
3. There is concern that the UCSD Benefits and VA Retirement representatives do not always attend meetings of the DBO and affected faculty members. Response: it is agreed more effort will be made to provide full information to the faculty.

Action
It was determined the workweek issue needed additional documentation. Dr Lieber will seek specific models from other campuses. The Senate will be notified of FC concerns.

There being no further business the meeting was adjourned at 6:38 p.m.

The next meeting of the Faculty Council will be Wednesday May 14, 2003, at 4:30 p.m. in the School of Medicine Dean’s Large Conference Room.

Respectfully submitted,

Patrice M Lock