

**Research Planning Committee Meeting**  
**Wednesday, September 25, 2019**  
**1:00 p.m.**  
**DRC 9<sup>th</sup> Floor Conference Room**  
**Minutes**

**Members Present:**

David Ford, Ph.D., chairperson  
Enrico Di Cera, M.D.  
Rich DiPaolo, Ph.D.  
Daniel Hoft, M.D., Ph.D.  
Christine Jacobs, M.D.  
Denise Johnson, ex officio  
John P. Long, D.V.M., ex officio  
Ravi Nayak, M.D.  
Ken Olliff, D.Min., MBA, ex officio  
Jane McHowat, Ph.D., for Ratna Ray, Ph.D.  
Daniela Salvemini, Ph.D.  
Jeff Teckman, M.D.  
John Walker, Ph.D.  
William Wold, Ph.D.  
Noah Hillman, MD.

**Members Not Present:**

**Guests:**

Scott Isbell, Ph.D.  
Danielle Uy

The Minutes of the June 26, 2019, meeting were approved as submitted. It was noted that the upcoming October 14, 2019, Edward A. Doisy Lecture that was reported in the minutes as since been cancelled.

**1. Compensation Plan**

Dr. Di Cera reviewed the history of the School of Medicine research compensation plan and its revisions. President Pestello approved the latest RPC approved version with the exception of the paragraph that reads:

Effective July 1, 2024 (FY25), tenured Associate or Full Professors whose level of salary recovery falls below 50% as a 3-yr rolling average for at least two consecutive FYs will be subject to a compensation review. If a faculty member fails to meet this funding expectation and averages fall below 50%, salary may be cut 10% effective July 1, 2024. The 10% cut in compensation will extend to subsequent years if salary recovery remains below 50%, down to 50% of the median salary value published by the AAMC for that year.

This paragraph has been a source of agitation with the faculty, who did not want to see a target for reduction of salary. Di Cera developed another version (EDC090419), which was distributed with agenda. In principle, there is no need to have a paragraph on salary reduction since the faculty manual addresses this issue.

After discussing, a motion was made and unanimously approved to reject the president's version of the compensation plan.

Another motion was made and unanimously approved to approve version EDC090419, which was revised by Dean Wilmott to substitute the section added by President Pestello with "Effective July 1st, 2022 (FY23), tenured Associate or Full Professors whose level of salary recovery falls below 20% as a 3-yr rolling average for the two preceding FYs will be subject to a compensation review and their salary may be reduced up to 10%. The first calculation in FY23 will take into account salary recovery in FY22 as the 3-yr rolling average of FY20, FY21 and FY22 and salary recovery in FY21 as the 3-yr rolling average of FY19, FY20 and FY21. The reduction in compensation will extend to subsequent years if salary recovery remains below 20%, down to a floor equal to 50% of the median salary value published by the AAMC for that year. Nothing in this section precludes salary reductions prior to FY23 when supported by documented performance evaluation(s)." This change produced a version of the compensation plan essentially identical to the original one approved by the RPC on May 8, 2019.

Several statements in this approved version were subsequently discussed then brought to a vote including:

1. Expected Salary Recovery, Associate and Full Professors. Add: **To be eligible for bonuses** Tenured Associate and Full Professors involved full-time in research are expected to recover 50% of their salary, preferably from extramural sources as PI, co-PI, co-I or combinations thereof.

The motion failed with 8 votes against and 3 votes in favor.

2. Third sentence in second paragraph under Table 1. The reduction in compensation ~~will~~ **may** extend to subsequent years if salary recovery remains below 20%, down to a floor equal to 50% of the median salary value published by the AAMC for that year. Nothing in this section precludes salary reductions prior to FY23 when supported by documented performance evaluation(s).

This motion passed with 12 votes.

3. Paragraph above Bonus: In situations where a faculty member's salary has been reduced and s/he subsequently receives extramural funding projected to restore salary recovery toward the expected 20% level, the Chair of the Department may make a recommendation to the Dean to adjust or restore a faculty member's compensation to the original level for the next FY. (delete 20%)

This motion passed with 12 votes.

The revised plan will go to the Executive Committee of the Faculty for approval.

## 2. Introductory Remarks

Dr. Ford introduced Dr. Noah Hillman as a new member to the RPC. Dr. Hillman replaced Dr. Jeff Teckman, who as interim chair, filled the Department of Pediatrics chair position on the RPC.

Dr. Ford reminded the Committee that the RPC is an advisory committee to the dean. The meetings are closed and conversations need to be kept confidential. The charge to the RPC is to promote the progress of research at the School of Medicine, assess cores and facilities, review strategic hires and address issues facing investigators. He asked that agenda items be sent to him.

Dr. Ford thanked Dr. Di Cera for his service as chair of the RPC.

### **3. Interdisciplinary Science and Engineering Building**

Dr. Ken Olliff reported on the new Interdisciplinary Science and Engineering (ISE) Building and the invitation for proposals for faculty teams which require interdisciplinary research space, would benefit from being in the ISE building, and would contribute to creating a collaborative and vibrant research environment in the ISE building. Priority will be given to faculty/groups that foster a highly interdisciplinary environment for faculty and students; advance university research priorities; advance computational methodologies and data science research across disciplines; benefit student research opportunities; have plans for effective utilization of the space, and/or promote North and South campus collaborations. As an initial step, faculty teams are asked to complete a Letter of Intent by October 7, 2019. Invitations to submit full proposals will be issued by October 31, 2019, and will be due on December 6, 2019.

There being no further business, the meeting was adjourned at 2:25 p.m.

Respectfully submitted,  
Denise Johnson  
Director, Planning and Operations