



		monitored by the Implementation Group. Per the FAQ document, all questions received “will be summarized by theme and presented at the Spring 2014 faculty meeting”.	
c. Amendment to the IUPUI Constitution		Emily Walvoord will proceed with submitting the amendment to Jack Windsor, the President of the IUPUI Faculty Council (IFC) and Karen Lee, the Coordinator of the IUPUI Faculty and Staff Councils.	
<b>3. Dean’s Business</b> a. General Update	Jay Hess	Dean Hess recently reached his 100 day milestone. He shared some of what he has been working on during that time as well as highlighted some significant school achievements. His plan is to continue to cultivate an environment of transparency and open communication throughout the Health System. At the Spring Faculty Meeting on April 24, Dean Hess plans to share the School’s Funds Flow model that was recently shared at the School Executive Committee meeting.	
<b>4. Committee Report</b> a. Lecturer & Clinical Rank Faculty Promotions Committee	Sandeep Gupta	Sandeep Gupta presented the annual report for the Lecturer & Clinical Rank Faculty Promotions Committee. The report is attached. It was suggested that the mini-review be advertised more broadly with the assistance of OFAPD.	
<b>5. New Business</b> a. Resolution to Support the Opposition HJR6	Emily Walvoord	Based on the recommendation and support of Dean Hess, we brought to the IUSM Faculty Steering Committee the attached resolution for a vote of endorsement.	The FSC affirmed the opposition to the proposed amendment to the Constitution of the State of Indiana currently reflected in House Joint Resolution 62 (HJR6) and endorsed the decisions of the University and the IUPUI Faculty Council to join the Freedom Indiana Coalition in opposition to these proposals.
<b>6. Questions and Open Discussion</b>	Jodi Smith	*Marc Mendonca volunteered to serve as a representative for IUSM on the IUPUI Faculty Council (IFC) given our current shortage due to non-clinical track faculty being unable to serve. The committee voted to accept his offer. *The IFC is currently seeking nominations for	*Marc Mendonca’s name will be submitted to Dr. Bogdewic for approval to serve on the IFC. Once Dr. Bogdewic approves, Karen Lee will be notified. *An email will be sent to all eligible faculty to solicit self-nominations for the UFC. Names will

		voting faculty to serve on the University Faculty Council (UFC). Each school can submit 2 names by Jan. 13.	then be submitted to the nominations committee for approval prior to being sent to Karen Lee.
<b>7. Adjournment</b>			

# IUSM Compensation Principles and Policy - FAQ

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## Component 1 – Core

Does the core component apply to total salary, academic and clinical (which is funded from the practice plan)?

*Yes, the core component applies to total salary including the clinical salary. The Department is responsible for providing the core salary to a faculty member even if the person's effort is 100% clinical.*

*For example, consider a full time faculty physician at the rank of full professor who is 100% clinical and on the clinical compensation model is making \$40,000. The department is responsible for bringing the faculty member's salary up to \$80,000.*

## Component 2 – Adjustable Salary

Does the 10% decrease limit per year apply to the clinical salary paid from the practice plan as well as the academic salary?

*The 10% decrease limit per year only applies to the academic salary. The clinical salary is set at the discretion of the practice plan and will vary based on the clinical compensation plan of the practice plan.*

If a faculty member changes effort assignment to have an increase of clinical effort and a decrease of academic effort, is this change limited to 10% of the academic effort due to the limit on decreasing adjustable salary by 10%? For example, if a faculty member is 60% academic and 40% clinical and then wants to increase the clinical effort to 100% which would entail reducing the academic effort by 60%, can she do this?

*The requirement of 10% decrease limit on academic salary applies to the salary rate. It does not apply to a change in effort. For example, consider a faculty who makes \$220K in total salary based on \$120,000 derived from 60% research and education effort at an AAMC benchmark of \$200K per year plus 40% effort clinically (from the practice plan) that contributes another \$100K for a total of \$220,000. If this faculty member changes her effort to 25% academic and 75% clinical, the academic component would change to \$50,000 (25% of \$200,000) and the clinical component would increase. The academic component would go down more than 10% because of the change in effort. On the other hand if this faculty member's academic compensation was to decrease for performance reasons, the decrease would be limited to 10% of the academic portion of pay; namely 10% of \$120K or \$12K.*

Is there a limit to the increase in adjustable salary for high performing faculty?

*For high performing faculty, the increase in the adjustable salary can be as high as allowed by applicable federal and University guidelines and that is affordable for the department. The plan does not put a cap on the increase in the adjustable salary. However, the department, as a whole, must adhere to the University's annual salary guidelines in determining salary increases and decreases.*

Who determines the amount of the increase and decrease in adjustable salary?

## IUSM Compensation Principles and Policy - FAQ

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*The increase and decrease in the adjustable salary is determined by the productivity and quality expectations set by the Chair and University compensation budget guidelines.*

What determines an increase or decrease in the salary for clinical effort?

*For faculty who provide clinical care to patients, the adjustable salary component can increase or decrease based on the practice plan's productivity and quality expectations. This salary component is not guaranteed and set at the discretion of the practice plan.*

If the adjustable salary is decreased below 10% (a 10% decrease a year over a few years) can it be brought up to more than 10% in one year if performance justifies the increase?

*If salary is decreased below 10% over a few years, it can be brought back up to more than 10% if the situation and faculty performance justifies doing so and the increase adheres to University policy.*

What is the timing and process for increasing or decreasing the adjustable salary?

*Faculty evaluations will be done in January and February. The Chair will recommend changes in base salary based on the faculty evaluations. During April and May, the Chair will incorporate the recommended salary changes, adhering to the University salary budget guidelines, in the next fiscal year's budget. The approved salary adjustments will be seen in the faculty member's July paycheck.*

Must the department adhere to the University salary guidelines?

*Yes, the department's total change in salary from one year to the next must adhere to the University salary guidelines. For example, if the University salary guideline is a 3% increase for the department as a whole, then for a Chair to give one faculty member a 10% increase, other faculty members must receive a smaller, no increase or a decrease so that the department's total salaries do not increase by more than 3%.*

### **Component 4 - Bonus**

How are bonus amounts determined? What are the criteria for being eligible for a bonus?

*Bonus amounts and criteria for receiving bonuses are based on each department's approved bonus plan. It is important that the department have submitted a bonus plan to the University and that this plan is approved.*

When can bonuses be given to faculty?

*As long as the department has a bonus plan approved by the Dean, bonuses can be given to faculty at any time during the year. Bonuses are given to faculty as "supplemental payments". No benefits accrue on the bonus. The Chair approves the bonus and sends the request to the Dean's office. The Dean's office approves and forwards to campus for approval and processing.*

# IUSM Compensation Principles and Policy - FAQ

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## Other

How can a faculty member provide comments on the plan?

*There will be an open comment period through January 31, 2014. A dedicated email address has been developed to receive comments at [medfacultycomp@oncourse.iu.edu](mailto:medfacultycomp@oncourse.iu.edu). Note, individual responses to each comment will not be provided. Comments will be summarized by theme and presented at the Spring 2014 faculty meeting.*

Who will provide oversight of the Salary Plan?

*A committee will be established to oversee the salary plan which will include reviewing the plan on an annual basis to ensure that the plan is current and relevant including a review of the core salary amounts. The committee will consist of a Chair of a Clinical Department; a Chair of a Basic Science Department; a Department Administrator; a representative from the Dean's Office; one at large Chair; an Education Center Director and one at large faculty member. The committee will advise the faculty grievance committee on grievances relating to application of the Compensation Policy. The committee members will serve for three years.*

Who does a faculty member go to if s/he wants to appeal the application of the Policy to their individual situation?

*The faculty member should follow the IUSM grievance process. If the grievance specifically involves the application of the Compensation Policy, then the administration handling the grievance will obtain input from the Compensation Policy Oversight Committee.*

Is the department Chair required to comply with the IUSM Compensation Principles and Policy?

*Yes.*

Does the IUSM Compensation Principles and Policy apply only to new hires?

*No. The IUSM Compensation Principles and Policy applies to all faculty members.*

Does the Policy require a certain percentage of salary coverage on grants for research salary?

*Yes. The School expects that faculty have 80% of research effort covered by grants after the faculty member's startup period is concluded. For example, if a faculty member has 70% of effort on research and 30% effort on education, then the faculty member would be expected to fund 80% of the 70% research effort or 56% of total compensation.*

President McRobbie has led the way for the university to support Freedom Indiana in their [opposition to HJR6](#), the proposed amendment to the constitution designating marriage as between one man and one woman. At the October 29<sup>th</sup> University Faculty Council meeting, the members formed a resolution to support the university in the opposition. The resolution “urges faculty governance bodies at all IU campuses to adopt resolutions” supporting the opposition and the university’s decision to join the Freedom Indiana Coalition. To that end, the Indianapolis Faculty Council (IUPUI) unanimously endorsed the resolution below at their meeting on November 5. Based on the recommendation and support of Dean Hess, we bring to the IUSM Faculty Steering Committee these two resolutions for a vote of endorsement:

- 1) Affirm IUSM FSC opposition to proposed amendment to the Constitution of the State of Indiana currently reflected in House Joint Resolution 62.
- 2) Endorse the University’s decision to join the Freedom Indiana Coalition in opposition to these proposals.

Below are 3 items to review in considering these resolutions:

1. IUSM Core Values and Guiding Principles (attached)
2. Last year, the Indiana State Medical Association (ISMA) passed, by an overwhelming majority voice vote at its annual convention, a resolution that the association (1) recognizes that exclusion from civil union or marriage contributes to health care disparities affecting same-sex households; (2) will work to reduce health care disparities among members of same-sex households, including minor children; and (3) will support measures providing same-sex households with the same rights and privileges to health care, health insurance, and survivor benefits, as afforded opposite-sex households.

Subsequent Indiana legislative efforts (HJR-6) calling for the so-called constitutional “gay marriage ban” threaten to directly contribute to health care disparities affecting same-sex households. The practical adverse health consequences to be anticipated if a constitutional ban on nontraditional marriage were to become law in Indiana are summarized in an article of from William Buffie, M.D. that was [published by the American Journal of Public Health \(AJPH\) in June of this year.](#)

3. **AMA Policies: H-65.973 Health Care Disparities in Same-Sex Partner Households** Our American Medical Association: (1) recognizes that denying civil marriage based on sexual orientation is discriminatory and imposes harmful stigma on gay and lesbian individuals and couples and their families; (2) recognizes that exclusion from civil marriage contributes to health care disparities affecting same-sex households; (3) will work to reduce health care disparities among members of same-sex households including minor children; and (4) will support measures providing same-sex households with the same rights and privileges to health care, health insurance, and survivor benefits, as afforded opposite-sex households. (CSAPH Rep. 1, I-09; BOT Action in response to referred for decision Res. 918, I-09; Reaffirmed in lieu of Res. 918, I-09; BOT Rep. 15, A-11)

# INTER-DEPARTMENTAL COMMUNICATION

## INDIANA UNIVERSITY SCHOOL OF MEDICINE

DATE: October 17, 2013

TO: Dr. Sandeep Gupta  
DEPT: Pediatrics  
SUBJ: Lecturer and Clinical Rank Faculty Promotion  
Stats

FROM: Lynn Wakefield  
Asst. Dir., Academic Admin.  
DEPT: Dean-Medicine  
Fairbanks Hall 5100  
TELEPHONE: 274-7215

### Promotions (to be effective 7/1/14)

22 dossiers were submitted; 17 candidates were approved; 3 candidates were not approved; 2 volunteers were temporarily postponed to give them additional time to revise their cv's.

### Full-Time:

To Professor (clinical) – 3 applied, 1 was approved  
(2 female – 1 White approved, 1 White disapproved; 1 male – 1 Asian disapproved)

To Associate Professor (clinical) - 14 applied, 13 were approved  
(4 female – 4 White approved; 10 male – 1 Asian approved, 1 Hispanic approved, 7 White approved, 1 Asian disapproved)

### Part-Time:

To Associate Professor, Part-Time (clinical) – 1 applied, 1 was approved  
(1 female – 1 White approved)

### Volunteer:

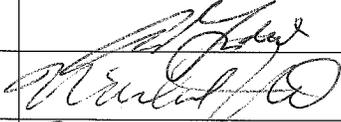
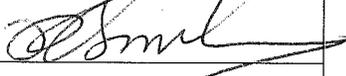
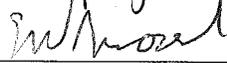
To Volunteer Clinical Associate Professor – 4 applied, 2 were approved; 2 were temporarily postponed and will be voted on soon.  
(4 male – 2 White approved, 2 White postponed)

In addition invitations were sent to 54 clinical track and lecturer track faculty offering an optional preliminary promotion mini-review; 5 faculty (3 female White, 2 male Asian) submitted materials for a review. Feedback regarding their progress towards promotion will be provided.

cc: Sharon P. Andreoli, M.D.  
Deb Cowley

**FACULTY STEERING COMMITTEE  
SIGN-IN SHEET**

December 19, 2013

Name	Role	Initials
Rafat Abonour, MD	IUPUI Faculty Council	
Randy Brutkiewicz, PhD	Graduate Studies	R3
Douglas Carr, MD	Curriculum Council	via polycom
David L Daleke, PhD	Regional Rep	via polycom
Mark Di Corcia, MD	Student Promotions	
Linda DiMeglio, MD	Biomedical Research	
Sandeep K Gupta, MD	Lecturer and Clinical Rank Faculty Promotions	Sandeep
Jay Hess, MD, PhD	Dean	JH
Abigail Klemsz, MD, PhD	President-Elect	AK
Mimi Kokoska, MD	Promotion & Tenure	
Alan P Ladd, MD	Secretary	
Michael McKenna, MD	Academic Standards	
Jodi Smith, MD, PhD	President	Joseph Smith
Roger P Smith, MD	Admissions	
Chandru Sundaram, MD	IUHP Rep	
Tim Taber, MD	IUHP Rep	
Gabi Waite, PhD	Regional Rep	via polycom
Jennifer Walthall, MD	Community Relations	via polycom
Emily Walvoord, MD	Secretary-Elect	
Curtis Wright, MD	Faculty Development Coordinating Committee	
Jingwu Xie, PhD	Awards	JX
Jerry V Young, MD	Past President	