

October 15, 2018

To: Katina Napper, Assistant Vice Provost for Academic Personnel

From: Dylan Rodríguez, Chair
Riverside Division

Re: Health Sciences Compensation Plan Changes: Request for Review

Dear Katina,

I am writing to provide the Senate consultation on the Health Sciences Compensation Plan changes. Attached are full responses from the three of the four consulted committees: Academic Personnel, Planning & Budget, and Faculty Welfare. A response was not received from the Committee on Diversity & Equal Opportunity. While CAP supports the changes and made no additional comments, the other two committees did provide some substantial feedback. Faculty Welfare suggests that a member(s) of the advisory committee be included from outside the School of Medicine. P&B counsels that unit-level Implementing Procedures be rigorously examined to ensure compliance with the Halifax ruling, while adding that it simply cannot comment on the notion that the monetary reserve be changed from 20% to “an appropriate amount” since the School of Medicine budget is in a state of flux. I encourage a reading of the full memos, since i have only crystallized their contents here.

The Senate appreciates the opportunity to consult on this matter.

Peace.



dylan



COMMITTEE ON ACADEMIC PERSONNEL

June 20, 2018

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Vyjayanthi Chari, Chair
Committee on Academic Personnel

A handwritten signature in black ink, appearing to read "Vyjayanthi Chari".

Re: Proposed Changes to Implementation Procedures for the Health Sciences
Compensation Plan

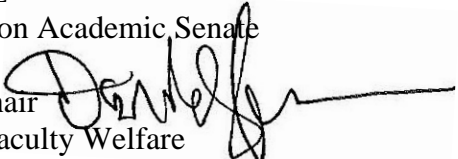
CAP considered the proposed changes to the campus implementation procedures for the Health Sciences Compensation Plan. The Committee found no issues with the proposed language and did not have any substantial comments to add.



COMMITTEE ON FACULTY WELFARE

July 13, 2018

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Daniel Jeske, Chair 
Committee on Faculty Welfare

Re: Proposed Changes to Implementation Procedures for the Health Sciences
Compensation Plan

The Committee on Faculty Welfare met on June 26th to consider the proposed changes to Implementation Procedures for the Health Sciences Compensation Plan. FWC understands the proposed changes as clarifications of the text that appear to be in conflict with current legal rulings on clinical payments, and also clarify that Z can also be tailored per APU (which allows non-clinical units to use Z payments when appropriate).


FWC noted the advisory committee that approves APU plans for managing Z component of the total salary is fully within SOM and speculates that non-SOM membership to that committee might be appropriate.



PLANNING & BUDGET

August 13, 2018

To: Dylan Rodriguez, Chair
Riverside Division

From: Christian Shelton, Chair 
Committee on Planning and Budget

RE: [Campus Review] Campus Procedure(s): Proposed Changes to Implementation Procedures for the Health Sciences Compensation Plan

The Senate Committee on Planning & Budget (CPB) received the "Proposed Changes to the Implementation Procedures for the Health Sciences Compensation Plan" in mid-June and had an e-mail discussion of the proposed changes.

The proposed changes strip wording that allocates "Z" payments proportionally from funds that exceed expenses and instead replaces it with the requirement that individual units submit Implementation Plans (yearly) on how they will make "Z" payments to their physicians (page 14). Later (page 17), the document indicates that the "Z" compensation must be based on contributions to the school and performance measures. CPB assumes that the yearly Implementing Procedures are the documents which so specify the contributions and performance measures, although this is not clear. While CPB has no legal training, this appears to remove the problematic wording, with respect to the Halifax ruling. However, the unit-level Implementing Procedures must be properly vetted to make sure that the system as a whole does not run afoul of the Halifax ruling, or any other similar legal restriction. This could be more difficult, as the relevant documents are more distributed and may change from year-to-year.

The proposed changes also remove an exact amount necessary for the reserve, replacing previous "20%" with "an appropriate amount." As there has not been profits in excess of expenditures in previous years and as the School of Medicine's budget is in a state of change, due to their growth, without precedent CPB cannot comment on the budgetary effects of this change.