In Attendance: Anderson, Barker, Beal, Borchert, Coticchia, Cottington, DeLucci, Doerschuk, Han, Mahoney, Manas-Zloczower, Musil, Nadeau, Peckham, Rozek, Sadid, Singer, Weinberg, Wilkinson.

Guests: Michele Walsh, Rob Friedland, Melvyn Goldstein

Absent: Ash, Beall, Caplan, Gilmore, Helper, Kalafatis, Landmesser, Madigan, Scharf, Shane, Speer.

**Welcome**

Provost Anderson welcomed the group and members introduced themselves. John announced that Anne Borchert, Executive Director of Corporate Relations and Strategic Projects, will now replace Kaye Ridolfi, Associate Vice President of Development on the Research Council.

**Case/UH Affiliation Agreement and its implications for research**

Guests from the School of Medicine were introduced: Michele Walsh, Physician & Professor of Pediatrics; and Rob Friedland, Physician & Professor of Neurology. The discussion focused on the Affiliation Agreement which the boards of Case, UHHS, and UHC unanimously approved on October 14, 2005. The Agreement created the University Hospitals Medical Group (UHMG). Particular focus was on the ramifications of the Affiliation Agreement to the faculty of the School of Medicine. Professors Walsh and Friedland are significant & successful Case researchers, and we asked them to share with us any issues that they’ve personally encountered due to the Agreement.

**General**

- Full details of the Agreement (to merge the 21 separate medical practice groups) were not disclosed to the faculty when the University Hospitals Medical Group (UHMG) was established, they were not given any time to investigate the information on their own, and they were advised that if they chose not to sign the new agreement, they would not be paid.

- Although the Affiliation Agreement affects a good percentage of Case faculty, few of them have seen a copy of it.
• John reported that the Medical School needs funds from the Hospital in order to balance operating costs and remain competitive in research. Having the clinical portion of faculties’ salaries paid by the Hospital was a partial solution to the University’s cash flow difficulties.

• An unresolved issue is the financial commitment of the University to the clinical faculty.

• The Affiliation Agreement calls for a two-paycheck model for a significant number of faculty – the Medical School clinical faculty member (physician) receives a check from UH for clinical duties, and another check from Case for teaching, research & administrative duties.

• Professor Walsh reported that the two-paycheck model might disadvantage the School of Medicine and the University in two ways:
  o It might hinder faculty recruitment.
  o Faculty retention might be difficult. Some faculty have chosen to leave because of this new procedure. It makes each person a part-time employee at both institutions – perhaps resulting in more limited benefits and/or fewer benefits.

(Following is the URL to the press release announcing the Agreement: http://www.case.edu/news/2005/10-05/practice.htm)

Question:
• What implications do the UH and Practice Plan agreements have for research at Case Western Reserve University?

Issues:
• Faculty recruiting and retention?
• Reluctance of clinical faculty to accept roles in funded research projects?
• How much in the way of funded research has been lost because of the departure of faculty who have left due to the UH and Practice Plan agreements?

Next Steps

Hunter Peckham, Aaron Weinberg, Claire Doerschuk, and Carol Musil, with input from Rob Friedland and Michele Walsh will draft a resolution by Wednesday, April 25, to present to the administration. The Faculty Senate will meet for the last time this Thursday, and since the Faculty Senate reports to the President, this would be an opportune time to address this issue.

(The question arose as to why the Medical School faculty hasn’t brought the issue to the Faculty Senate until now. Initially the Affiliation Agreement was thought to affect only a
Environment for Research in the College of Arts and Sciences

- Melvyn Goldstein, Professor of Anthropology, was a guest of Council to discuss the decreased capacity for research at the College of Arts & Sciences. Professor Goldstein believes there is no university commitment to research in Arts and Sciences – particularly in the social sciences, and that a double standard exists. As an example, if a social sciences faculty member wants to reduce his/her two-course teaching load to a one-course teaching load (in order to spend more time pursuing outside research funding), that faculty member would be required to obtain a 15% academic year buyout of salary through a funded project. The same scenario does not apply to faculty in some other disciplines such as the natural sciences. We need to level the playing field between the social sciences and the natural sciences.

- The College of Arts & Sciences needs to offer current faculty better incentives for research if the research productivity, including fundraising, is to improve.

The meeting adjourned at 11:10 a.m.

Remaining 2006-2007 Meetings

Tuesday, June 12 – 10:00 a.m. – Noon, Toepfer room

cc: President-Designate Barbara Snyder
    Interim President Eastwood
    Interim Dean Pamela Davis
    Dean G. Cleveland Gilmore
    Dean Jerold Goldberg
    Dean Mohan Reddy
    Dean Gary Simson
    Dean Cyrus Taylor
    Dean Norman Tien
    Dean May Wykle