

Case Western Reserve University

School of Medicine

Committee on Budget, Finance and Compensation

[This committee will become a standing committee of the faculty upon amendment of the Bylaws of the Faculty of Medicine expected to be approved in the fall of 2013.]

- I. With regards to Budget and Finance, the purpose of this Committee is to serve as the faculty's principal forum for the consideration of matters relating to the SOM's budgeting and financing. The Committee will:
 - a. Review proposed budgets for consistency with SOM strategic plan priorities.
 - b. Analyze and report on SOM sponsored research activity.
 - c. Provide the Faculty Council (FC) with financial overviews of the SOM based on data obtained from the Vice-Dean for Finance for the SOM.
 - d. Provide annual recommendations to the FC on the allocation of SOM resources.
 - e. Be assigned additional duties from time to time by the FC related to Budget and Finance.
- II. With regards to Compensation, the purpose of this Committee is to consult with and advise the SOM administration on the formation and review of SOM policies and procedures concerning faculty compensation. The responsibilities of the committee shall include:
 - a. Consultation with SOM administration regarding compensation and the annual allocation of funds available for faculty compensation.
 - b. An annual review of the guidelines and policies for faculty compensation for each Department considering issues of comparability in policies across Departments, and review of the implementation of those guidelines and policies at each Department.
 - c. Competitive analyses of faculty compensation in peer universities nationwide.
 - d. The effect of compensation on the ability of the SOM to attract and retain top faculty.
 - e. Other matters of policy and equity brought to its attention by the faculty or administration.
- III. The structure of the Faculty Committee on Budget, Finance and Compensation is
 - a. Seven members elected by the Faculty of Medicine; the elected committee members shall have the right to vote on committee business;
 - i. 2 elected members from basic science departments
 - ii. 2 elected members from clinical science departments
 - iii. 3 elected at large members
 - iv. *Ex-officio* non-voting members
 1. Vice Dean for Finance for the SOM
 2. Basic Science Chair appointed by the Chair of the Council of Basic Science
 3. Clinical Chair appointed by the Chair of Council of Clinical Chairs
 - v. The Committee may at its discretion have a faculty member of Case Western Reserve University who is an expert in budget and finance serve as a non-voting member.
 - b. Elected members serve three-year terms.
 - c. All elected faculty members of this Committee may serve for a maximum of six consecutive years and thereafter shall be eligible for re-election to the Committee only after the lapse of at least one year.
 - d. The Committee will meet no fewer than four times a year.

Approved by Faculty Council 4/23/12