The Committee of Ten works on issues that are pertinent to the College of Medicine Faculty.

In the past, we have focused on RCM flow, focusing on where and how teaching RCM is distributed (Revenue from Undergraduate Programs (BS), PhD/MS programs and Medical School Tuition). The continued goal is to obtain transparency of where teaching dollars flow within the College of Medicine. Several inequities exist in how these dollars are distributed to Departments. Graduate Student Tuition (PhD) is a particular focus as most are paid from NIH grants and flow of these dollars back to the PI of record/Department would increase the research potential of NIH funded mentors.

Over the past year we have addressed the following issues by meeting with COM Leadership/Administrators

1) Performance and competitiveness of our medical school students including program oversight, curriculum and student placement in residency programs.

2) Research Issues Discussions include bridge funds and shared services/core facilities (UA)
   a. Bridge programs for all. The Bridge Fund Program was initiated by Dr Garcia for just over 18 months before being cancelled. The recent bridge fund program (2019) was focused on clinical research. C10 is working to restore the Bridge Fund Program for all faculty researchers.
   b. Shared service costs at UA are higher than our peers, investment into research infrastructure must be made to leverage future NIH funding.

3) Salary, equity and promotion issues discussions (UA/Banner).
   a. Salary increases are not being processed for faculty who are promoted, either at Banner or UA. Working with COM to place clear guidelines online for standardized increases, 5-10% of base on promotion and or/tenure
   b. C10 is working with WAM to examine salary equity, and tenure positions. Goal is to obtain funding from COM/Banner to examine the data on equity within COM.
   c. Maternity benefits vary across COM depending on positions (UA vs Banner).