

MSP Bylaws revisions/update from 2007

Process: Since the MSP bylaws were last amended in 2007, and following the amendment of the College of Medicine bylaws in August 2017, the MSP Executive Committee felt it was time for an update. In September 2017 they commissioned a small working group to begin reviewing the bylaws and to propose changes. The culmination of that work was presented to the MSP Board of Directors for their endorsement at the 12/6/18 meeting. With their approval, the amended bylaws will now be presented at an annual meeting of all MSP members for their endorsement. The final step in this process will be the review and approval of the UI Board of Trustees.

General principles we applied:

Change only what is absolutely necessary.

Update nomenclature to reflect current reality.

Ensure that current practice conforms to what the bylaws say – either change the bylaws accordingly, or change current practice.

Ensure that bylaws establish broad principles of governance that will stand up over time, and do not include policies, procedures, or practices which might change more frequently.

Changes basically fall into one of the three categories described below...

1. Formatting

Changed the order of the goals in the Preamble (what was section H is now section A).

Moved sections on Board of Directors (was Article VI), Executive Committee (was Article VII), and Annual and Special Meetings (Article X) to a new section titled “Governance” (now Article IV).

Changed title on “Professional Fees” to “Financial Structure” (formerly Article IV, now Article V).

2. Nomenclature

Introduced “UI Physicians Group” as the entity to which these bylaws apply (in the Preamble).

Replaced “UI Medical Center” with “UI health system leadership” or “UI Hospital and clinics” where appropriate.

Eliminated references to COM “Vice Dean,” a position/title not currently filled (in sections on MSP Board of Directors and MSP Executive Committee, was VI.A.3, VII.A.2, and VII.G).

Eliminated references to “cash” and “cash balance” and “account” in favor of “fund” and “fund balance”; this reflects a change in our financial reporting from a focus on cash-based accounting to accrual-based accounting, and also terminology used in Banner rather than in UFAS, the financial system in place before Banner. (These references generally appear throughout what was Article IV – Professional Fees, now Article V – Financial Structure).

3. Substantive Changes

Added reference to activities conducted off-campus as still part of the MSP (in section II.D).

Eliminated the notion of separate departmental MSP bylaws (in section II.J).

Changed definition of “Associate” and “Affiliate” members from amount of billings they generate to % FTE they are appointed, which is 50-99% and 1-49% respectively (in section III.A).

Made requirement for department heads to be full-time faculty subject to the Dean’s discretion (section III.E).

Simplified process for proposing agenda items to the MSP Board of Directors (in what is now section IV.E)

Eliminated references to the UIC Chancellor as recipient of advice from the MSP Board of Directors (in what was section VI.B).

Eliminated the notion of each department forming an MSP Advisory Committee from their faculty (in section V.B), in favor of the generic Faculty Advisory Committee required under the University of Illinois Statutes for each department governed by a head.

Eliminated language specifying the calculation of the Dean’s tax, as this is more a policy or procedure than a bylaws issue; the bylaws merely establish the principle that the Dean may impose a tax on clinical revenues (in section V.C.5).

Eliminated language dealing with deficit management, as we deem this more a policy or procedure than a bylaws issue (in section V.C.7).

Streamlined language defining compensation (was Article V, now Article VI).

Streamlined requirements for departmental incentive compensation plans (in section VI.C, and former Articles VIII and IX). This language has been replaced with a template for incentive comp plans issued by the Dean’s Office in November 2016, following a review of existing departmental incentive comp plans by Internal Audit.

Working group members:

David Schwartz, MD

Mark Rosenblatt, MD, PhD, MBA

Todd Van Neck

Frank Goldberg, PhD

Patrick Tranmer, MD