

**Minutes of the February 2013 Faculty Council Meeting
Tuesday, February 5, 2013, 5 PM
Hugh Hill Conference Room**

Officers Present:

President – David Quillen
Past President – Marilyn Dumont-Driscoll
Secretary – Jean Cibula

Vice President – Kevin Brown
President Elect – Nancy Hardt
Treasurer – Frank Bova

Officers Absent:

None

Department Representatives Present:

Steve Anton – Aging
Kevin Brown – Biochemistry & Molecular
Volker Mai – Epidemiology
John Hiemenz – Medicine
Gregory Murad – Neurological Surgery
Susan Semple-Rowland – Neuroscience
Sanford Boye – Ophthalmology
Kevin Raisch – Otolaryngology
Carolyn Carter – Pediatrics
Peter Sayeski – Physiology
Vincent Bird – Urology

Maria Zajac-Kaye – Anatomy
George Samraj – CHFM
Sarah Lynne-Landsman – HOP
James Resnick – MGM
Diego Rincon Limas – Neurology
Emily Weber LeBrun – OBGYN
Robert Matthias – Orthopaedics
Marguerite Hatch – Pathology
Brian Law – Pharmacology
Judith Lightsey – Radiation Oncology

Department Representatives Absent:

Nicole Dobija - Anesthesiology
Robyn Hoelle – Emergency Medicine
James Byrd – Psychiatry
Saleem Islam – Surgery

Sue McGorray – Biostatistics
Robert Bobilin – PA Program
Scott Peterson – Radiology

Invited Guests:

Michael Good, M.D., Dean, College of Medicine

1. President David Quillen called the meeting to order at approximately 5:00PM; the January minutes were approved.
2. Announcement, Reports, and Old Business
 - a. Dean's report – Michael Good, M.D.
 1. **Multi-year Faculty Contracts**
 - a. In the UF regulations, there is a provision for multi-year contracts. Aside from cases of tenure, faculty are usually given annual contracts.
 - b. At the request of the Faculty Council, Dr. Good will pursue these possibilities with the department chairs.
 - c. What is the central issue?
 - Recruitment
 - Faculty investment from the College
 - Many clinical faculty are not receiving tenure, so this could provide a bridge
 2. **GatorCare**
 - a. Overall GatorCare goals
 - Maintain benchmark validated high level benefits
 - Provide local control of benefits in a changing environment
 - Leverage UF&Shands as a health system
 - b. Open enrollment for COM April/May 2013 with go live July 1, 2013
 - c. Independent analysis – very high level medical benefits

- d. Currently approved GatorCare participants include 20,000 employees plus their dependents
- e. Enrollment Dates:
 - UF clinical faculty in Gainesville and Jacksonville (July 2013)
 - Housestaff (July 2013)
 - Postdoctoral associates (July 2013)
 - Graduate assistants on appointment (August 2013)
 - UF domestic partners (January 2013)
 - Shands Gainesville and Shands Jacksonville (January 2013)
 - UFJHI/UFJPI (January 2013)
 - IFAS Florida Seed Producers (May 2013)
 - UFICO (August 2013)
 - UF Foundation (May 2013)
 - UAA and proton therapy joining in 2013-14
- f. How does GatorCare work?
 - GatorCare is a UF Direct Services Organization
 - *UF Governing Board*
 - *Multiple working groups – network; plan design; finance; reporting; etc.*
 - BCBS is the plan administrator
 - GatorCare makes benefit design and network decisions
 - Opportunity to innovate
 - **COM covering ALL premium costs for faculty GatorCare. Faculty will be responsible for deductible and copay amounts.**
- g. Basic Plan Considerations
 - GatorCare Prime Plus
 - Least cost option when using GatorCare network providers, facilities (can use non-network emergency care)
 - Lower deductibles; lower co-pays = best value as long as you keep your care in-network
 - GatorCare Premium
 - Provides greater network flexibility
 - Higher deductibles, co-pays and maximum out of pocket costs
 - May be better option if you know substantial amounts of care will be outside the core network (e.g., multiple kids out of state in school)
 - Coverage Options
 - Employee Plus Child option changes to Employee Plus Children
 - Individual
 - Family
- h. What do faculty need to do?
 - Review GatorCare benefits information online
 - Discuss options with enrollment experts during Open Enrollment (April/May)
- i. Key Information Sources
 - See the GatorCare website for up to date information: <http://healthplan.ufl.edu>
 - If you have questions regarding GatorCare benefits or claims, please contact Leslie Florence, the Gainesville FloridaBlue GatorCare liaison at, leslie.florence@floridablue.com, or by phone at 352-594-3354, internal extension: 4-3354.
- j. COM will save approximately \$1300 - \$1400 per faculty member with the new health insurance plans.

3. Dept. Chair Recruitment - Anatomy

- a. The Dean is consulting Faculty Council regarding the internal appointment of Dr. Yehia Daaka as the Chair of the Department of Anatomy, without an external search. The chair has been vacant for some time, and funds to conduct a national chair search with an appropriate chair package are very limited.

- b. Dean Good and Dr. Daaka met several times and had preliminary conversations. Dr. Daaka was interviewed by the faculty in the Department of Anatomy, and received evaluation scores which were higher than many of the recent department chair candidates from national searches. Additionally, he met with the other Basic Science Department Chairs.
 - c. Dean Good explored this option with the UF Provost and Associate Provost and received support for waiving a search, if this is what the COM prefers to do.
4. Library is forming an Advisory Committee and they are requesting a representative from each College. Dean Good would like the Faculty Council to nominate a representative for the COM.

b. New Business

1. Chair evaluation survey emails should have already been received. Please complete the survey if you have not already done so.
2. Faculty Council webpage is now updated. Also, it is now linked to the main COM webpage.
3. Awards
 - Education, Research and Clinical
 - Award Selection Committee for each of the three awards will consist of five voting members – 3 Faculty Council members and 2 Administrative Faculty – with Dr. Limacher serving as a facilitator.
 - Resolution for this structure of the selection committee supported with a unanimous “for” vote from the Faculty Council
4. Need a candidate for Faculty Council President-Elect
5. Seeking feedback about both problems and positive reports with Epic
6. Volunteer policy (pertaining to high school students and undergraduate students who are not medical students) needs revisions. Dr. Quillen handed out initial draft for review and revisions.
7. Further Anatomy Department Chair discussion –
 - A lack of formalized search is concerning and could be perceived as decreasing the value of the position and process
 - A university wide search should not be onerous in terms of expense and time, and may allow candidates from other colleges to come forth.
 - Support was expressed for the Department of Anatomy, who wish the new Chair to be in place before the new academic year.
 - These points of recommendation were agreed upon by the council and will be communicated to the Dean

3. The meeting was adjourned at 6:15PM

The next Faculty Council meeting will be held Tuesday, March 5, 2013 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Brian Berryman, Coordinator and edited by Dr. Jean Cibula