

**Minutes of the April 2012 Faculty Council Meeting  
Tuesday, April 3, 2012, 5 PM  
Hugh Hill Conference Room**

**Officers Present:**

President - Marilyn Dumont-Driscoll  
Treasurer - David Quillen

President Elect- David Quillen  
Secretary – Leslie Gonzalez-Rothi

**Department Representatives Present:**

Maria Zajac-Kaye – Anatomy  
George Samraj – CHFM  
Epidemiology – Cindy Prins  
James Resnick – MGM  
Jean Cibula – Neurology  
Robert Matthias – Orthopaedics  
Marguerite Hatch – Pathology  
Tom Rowe – Pharmacology

Sue McGorray – Biostatistics  
Robyn Hoelle – Emergency Med  
John Hiemenz – Medicine  
Gregory Murad – Neurological Surgery  
Sanford Boye – Ophthalmology  
Kevin Raisch – Otolaryngology  
Carolyn Carter – Pediatrics

**Absent:**

Steve Anton – Aging  
Kevin Brown – Biochemistry & Molecular  
Susan Semple-Rowland - Neuroscience  
Robert Bobilin – PA Program  
Psychiatry – James Byrd  
Scott Peterson – Radiology  
Philipp Dahm - Urology

Nicole Dobija - Anesthesiology  
Kelli Komeo – HOP  
Nashat Moawad – OBGYN  
Peter Sayeski – Physiology  
Jatinder Palta – Radiation Oncology  
Saleem Islam – Surgery

**Invited Guest:**

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

1. President Dumont-Driscoll called the meeting to order at approximately 5:02PM
2. Dean's report

The COM residency match—over the past four years there were 130 seniors that matched and 40% of the graduates went into primary care (a little higher than usual). If you look at where our students are going; 18% of our graduates are going into Residency programs at the top 10 medical schools and 30% of the graduates went to the top 25 medical schools. The top specialties were—Internal Medicine at 15%, Emergency Medicine – 14%, Pediatrics - 12%, OB/GYN which moved up to 11% and Family Medicine, Radiology and Surgery tied for 5<sup>th</sup> place.

A memo should go out within the next few days regarding the vacation leave for the COM faculty—an extension has been approved for one year through December 2013 for faculty to use up vacation hours. The cap of 480 at the end of December 2012 will carry forward one year to 2013 for the COM faculty. The reduction of hours for the roll-over cap of 352 will begin December of next year—any vacation leave hours over the cap at the end of next year will convert to sick leave. This extension helps faculty to use vacation leave without a big interruption in clinical coverage.

The COM will start a search for Dr. R. Whit Curry's Chair position with CHFM—the college will be using a hiring firm for this recruitment. There is still Chair positions open for the following departments: Pharmacology and Anatomy.

Last year the state contribution was 10.42% with the employee contribution at 3% and the state contribution 7.42%; subsequently, the governor ordered an additional mandatory contribution of 3% to be paid by the employee. President Machen provided a compensatory 3% increase in salary to help offset the cost of the initial change, but is unlikely to be able to offset the latest change. Both houses of the Florida legislature passed a bill changing the current contribution rates paid into FRS Investment Plan and SUSORP participant accounts and it is currently awaiting the Governor's signature. Thus, the state's current contribution of 7.42% will be reduced to 5.14% effective July 1, 2012 (2.28% cut in contribution). Unfortunately, the state did the calculations by using the total salary for UF employees

(state and the practice plan) and they cut the budget by that amount. Dr. Good and the COM are looking for survey data for salary and retirement from other universities to create a compelling vision and plan, as there is concern about the effect on retention and recruitment. Suggestions include defining benchmarks for measureable improvements in our benefits packets for faculty recruitment and retention and look for ways to generate more revenue. The COM still does not have the actual budget numbers from campus; however, these should be published within the next two weeks.

3. Announcements, Reports, and Old Business:

President Dumont-Driscoll gave a brief overview of the several topics discussed by Dr. Good and how benefits have changed since her tenure here at UF. She led discussion on several topics such as: benefits, shared governance, and a brief follow up to the compensation plan discussed from the previous meeting. For example, there has been a significant increase over the years in the cost of parking decals and the lack of openings for COM faculty's children at UF Baby Gator Daycare and PK Yonge. Other suggestions to help with recruitment and retention were solicited.

The FC feels that the benefits at UF have reduced so much that departments are losing good applicants to private practice or other hospitals and universities.

Many of the officers have been emphasizing the need for shared governance with Dr. Good. Decisions have been made without knowledge of the department Chairs and other faculty. Furthermore, other decisions regarding issues that affect faculty are being made by Department Administrators with little or no input from faculty.

Dr. Dumont-Driscoll asked the FC to volunteer for committees and think of ways to get feedback from department faculty on their reaction to policy changes that are being made. Equally important, find ways to communicate the key things—large and small—that faculty may have felt for some time should be done, but may not have had the chance to express in forums or town hall meetings due to clinical responsibilities or lack of knowledge. As a way to keep faculty informed, Dr. Dumont-Driscoll is working to schedule an open monthly meeting for all faculty to meet and discuss issue driven topics and to use this forum as means to provide more exposure for the Faculty Council. Dr. Dumont-Driscoll also encouraged the FC to challenge the faculty in each of their departments to become more involved and be aware of the policy changes. As an example, the new compensation plan will not give faculty credit for administrative or services work and the question is—how do we relate this type of information to our faculty?

Due to time constraints, many of the agenda items were not discussed in detail; however, those will be discussed at a later date or the next FC meeting.

3. The meeting was adjourned at 6:45PM

The next Faculty Council meeting will be held Tuesday, May 1, 2012 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Sonya Jones, Administrative Assistant & edited by Dr. Jean Cibula*