

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

Officers Present:

President - Marilyn Dumont-Driscoll
Secretary – Leslie Gonzalez-Rothi

President Elect- David Quillen
Treasurer - David Quillen

Department Representatives Present:

Steve Anton – Aging
Nicole Dobija - Anesthesiology
Sue McGorray – Biostatistics
John Hiemenz - Medicine
Susan Semple-Rowland - Neuroscience
Sanford Boye – Ophthalmology
Robert Bobilin – PA Program
Peter Sayeski – Physiology

Maria Zajac-Kaye – Anatomy
Kevin Brown – Biochemistry & Molecular
George Samraj – CHFM
Jean Cibula – Neurology
Nashat Moawad – OBGYN
Parker Gibbs - Orthopaedics
Carolyn Carter – Pediatrics
Saleem Islam – Surgery

Absent:

Robyn Hoelle – Emergency Med
Caprice Knapp – HOP
Gregory Murad – Neurological Surgery
TBA – Pathology
Psychiatry – James Byrd
Scott Peterson – Radiology

Epidemiology – Cindy Prints
James Resnick - MGM
Michael Medina – Otolaryngology
Tom Rowe – Pharmacology
Jatinder Palta – Radiation Oncology
Philipp Dahm - Urology

Guests:

Jodi Gentry, Director, Human Resource Services – UF Training and Organizational Development

1. President Dumont-Driscoll called the meeting to order at approximately 5:07PM
2. Announcements, Reports, and Old Business:
 - a. Review and approval of December minutes
 - b. President Dumont-Driscoll led discussion with a brief overview of Dr. Limacher's announcement regarding the proposed revisions to the Promotion & Tenure - promotional & clinical track; provided information pertaining to rotating evaluation of department chairs (1/3 of the chairs were evaluated) and Jodi Gentry, Director of Human Resource Services will provide the faculty council feedback on ways we can use the evaluation process to help establish more meaningful ways to build, create and communicate vision for chairs to resolve issues effectively.

In response to Dr. Limacher's announcement, President Dumont-Driscoll advised the faculty council to make careful considerations regarding COM tenure and promotion guidelines and work with their faculty and get feedback and input to officers regarding propose changes (especially clinical & research instructors).

President Dr. Dumont-Driscoll had Dr. Gibbs of the Faculty Council Fiscal Policy Board present information regarding his meeting with Mr. Wayne Tharp, Senior Associate Dean for Financial Services and Mr. Jan Eller, Associate Dean for Administrative Affairs.

- c. Dr. Gibbs provided an overview of his meeting; in summary the changes are as follows:

The sick leave accrual rate is not changing; however, employees will not be paid for any unused sick leave upon separation from UF except for employees who separate as a result of retirement on or before June 30, 2016 (who may receive one-fourth (25%) of unused sick leave up to a total of 480 hours).

The year-end maximum vacation leave accrual for faculty members changed from 480 hours to 352 hours and the maximum cash-out for unused vacation leave available to faculty is 200 hours.

Changes related to vacation and sick leave benefits for faculty are still delayed and are contingent upon the approval of a 3 percent salary increase. These changes for faculty are not anticipated until the outcome of the lawsuit is resolved.

In response to the new leave changes, some COM Clinical faculty made requests to use all leave; however, some felt this would create a financial hardship in some departments due to the amount of time/ money involved and could leave some clinical services insufficiently staffed. Basic Science faculty made the argument that this could cause an issue with some of their departments due to the funding sources and departments budget.

Mr. Jan Eller reported that as result of the leave issues, suggestions were also made to campus to consider conversion to a paid time off (PTO) system that would include both sick and vacation leave combined.

Dr. Gibbs suggested that the faculty council to draft a letter to Dr. Good with recommendations regarding the sick leave payout and other leave negotiations that are currently underway with the faculty.

d. Jodi Gentry, Director, Human Resource Services – UF Training and Organizational Development.

Ms. Gentry discussed ways to maximize a department's leadership development using a UF Management/Leadership Competency Model and how it can be applied effectively to support leadership in our COM education setting. Discussions and examples were provided from the faculty council group to explore leadership development issues. Participants were divided into smaller groups for project activity and later discussed as a whole. Ms. Gentry had the faculty council provide her examples of an excellent leader and she placed this feedback in a framework for understanding what's most important for leadership success here at the COM.

As appropriate, key leadership challenges presented as case studies—some focusing on academic issues; others, on professional. Examples of topics discussed: the impact of rotating leadership at the department level, setting priorities in the face of budgetary realities, articulating a department vision, mentoring and retaining junior faculty and/or staff, addressing faculty and staff performance concerns.

Based on the faculty counsel collaborations in regards to this exercise, Ms. Gentry will follow up and provide the faculty council feedback from the discussion of the Management/Leadership topic and the Competency Model used. The following handouts were provided:

[Manger/Leader Competencies](#)
[Management/Leadership Competency Model](#)

3. The meeting was adjourned at 7:10PM

The next Faculty Council meeting will be held Tuesday, February 7, 2012 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Sonya Jones, Administrative Assistant