

**Minutes of the August 2010 Faculty Council Meeting**  
**Tuesday, August 17, 2010, 5 PM**  
**MSB Room 6120**

**Officers Present:**

President - Frank Bova  
Secretary - Leslie Gonzalez-Rothi

President Elect - Marilyn Dumont-Driscoll

**Department Representatives Present:**

Maria Zajac-Kaye - Anatomy  
Irene Malaty (proxy for Jean Cibula) - Neurology  
Parker Gibbs - Orthopaedics  
John Reith - Pathology  
Jatinder Palta - Radiation Oncology  
Philip Dahm - Urology

Eric Sobel - Medicine  
Orhan Bukulmez - OBGYN  
Michael Medina - Otolaryngology  
Carolyn Carter - Pediatrics  
Scott Peterson - Radiology

**Guests:**

Joseph C. Fantone, M.D. - Senior Associate Dean for Educational Affairs, College of Medicine  
Michael L. Good, M.D. - Dean, College of Medicine

1. President Bova called the meeting to order at approximately 5:05 pm.
2. Announcements, Reports, and Old Business:
  - a. Approval of the July minutes - Dr. Bova

Motion to approve minutes was made, seconded, and approved unanimously.

Item f. from the July minutes was discussed. At the COM Executive Meeting, Dean Good announced a slate of 4 candidates for the Senior Associate Dean for Faculty Development position. This announcement was made before the faculty council officers could submit the request letter to Dr. Good. Dr. Quillen is the faculty council representative on the search committee and he will report back to the officers. Based on this; the officers decided to wait and see how the interviews go.

- b. EFAC & Faculty Forward Report - Dr. Gibbs

EFAC meets on the 2<sup>nd</sup> Tuesday of every month. Dr. Gibbs would like to present a slide report at the next faculty council meeting. Here are a few 09-10 highlights:

- 1) Charges from the COM were 9.2 million over budget.
- 2) 25 million (projected charges/specialty estimates/less revenue due to departures) was left on the table by providers who left the COM during the year – the faculty forward committee is trying to address this issue. The 25 million has been offset by several items.
- 3) The emergency medicine department salaries have been paid 100% by Shands (20 million).
- 4) Collections up 11 million over budget; 20 million over last year. 4 million due to faculty who are managing accounts better. The aged accounts receivable are up 3.7 million. There is an unknown amount is due to rate increases for RVUs charged.
- 5) Work RVUs up 8.6% over the previous year; almost all due to out-patient setting (7.32%). Out-patients visits up almost 5%. In-patient RVU up 0.72%.
- 6) Bad debt up 4 million.
- 7) Charity care up 4.3 million.
- 8) Difficult to recruit faculty.

A “Charge Entry Task Force” is looking at how charges are captured and submitted in an in-patient setting. Specifically related to procedures, OR cases and in-patient consultations. The feeling is that there is quite a bit of money being left on the table for work that is already being done. This is based on charges submitted, how they’re submitted and how they are collected.

A subcommittee called “Administrative Cross Allocation Methodology” had been created. This subcommittee is looking at departmental/divisional administration areas with a lot of administration support and/or staff support per. faculty or per. FTE. This is highly variable within departments and between departments within the COM. They are looking to see if there is a way to standardize this across the COM. It was noted that this may prove to be quite difficult to do. Data and benchmarks are being pulled.

AQSA funding will most likely decrease; secondary to a couple of things:

- 1) Line Item Veto
- 2) Less support to safety net hospitals in general – this will happen 3 years prior to when the new Health Care Bill is to kick in

FY11 raises will retro to July 1<sup>st</sup>. There is a 4% merit pool raise for each department; each chair gets self discretion about what % raise to give each faculty member based on their merit. The staff will see their increase in the August 27<sup>th</sup> paycheck. Faculty will see their pay increase in the September 24<sup>th</sup> paycheck. Faculty incentives will follow in a later paycheck.

Dr. Mariam Limacher is chair of the faculty forward committee and they are working on reports to give the COM policy boards. The policy boards will review the information and submit recommendations. Dean Good believes that tenure and promotion should not be connected to compensation and vice-versa.

c. Meet our new Senior Associate Dean for Educational Affairs - Dr. Fantone

Dr. Fantone comes to us from the University of Michigan where he spent 30 years as faculty. His major interest has been in education. He ran a research lab for 22 years and got more involved with the college education. He took on more responsibility with the medical curriculum and college education in general at Michigan. He was the residency program director for 20 years. He also started/reactivated the graduate program for the department of pathology. He was the Associate Dean for Medical Education at Michigan for 12 ½ years.

Dr. Fantone is impressed with the faculty, the students and resources here at UF and the COM. He would like to engage a large number of faculty for feed-back regarding the self reflecting process. The initial part of this will take 9 months. He wants to look at the learning outcomes and expectations for our educational program; define what’s really foundational. To create a structure that fosters professional development of students not only for residency training but for other aspects of their professional lives.

The next step would be a needs assessment for measuring what we have, information and evaluation program against those learning outcomes. Decide on principals of our educational program and develop a curriculum design group. This group will propose some curricular restructuring to meet the goals of our educational program. Dr. Fantone believes that this process will take us into the spring 2011. They will solicit input from the faculty, the faculty council, the departments and those who will be the most dramatically affected by any change.

Once a generalized agreement on the curriculum design has been reached; a process of identifying very specific task forces who will design the elements around the specific learning outcomes, and assessment components will take place. The target for implementation is August 2012.

Dr. Fantone is interested in developing more dual degree opportunities for our students. He believes that there is a whole host of other opportunities specifically with the College of Education and the College of Public Health.

He will also focus on funding allocations based on faculty teaching/education efforts.

One change that has already taken place is the grading system (in the first two years) to pass / fail. This movement is wide spread in medical education.

Video capture of lectures is being implemented. This can be contentious for some faculty but it is a good learning tool. All of the public data shows that it is an essential learning tool for students. They can learn at their own pace and they are learning from the primary source and not a note taking service. Certain items will not be taped; mainly patient presentations or ethical topics.

d. Policy Boards - Dr. Bova

Dr. Bova presented the [faculty council policy board assignments](#) (link to pdf)

Be on the look-out for a doodle scheduling pool request. Rachel will work on setting up the initial policy board meetings.

e. Dean's Report - Dr. Good

Year end evaluations on faculty are due and our office is working on the raise files.

The group practice clinical volume grew 4.8% (year over year), but the hospital volume has not picked up. Monthly charts are given to the chairs. If we don't meet budget, the clinical volumes against budget, this is what determines staffing. We currently have the OR staffed for a certain volume of cases and we need the volumes to come up in order to justify staffing.

Today we have 3 finalists for the department of medicine chair search. Dr. Block is retiring November 1<sup>st</sup>. Second visits are taking place. The finalists are:

- 1) A cardiologist from Dallas
- 2) A pulmonologist from San Diego
- 3) A hematologist oncologist from New Mexico

The Pediatric search has been initiated and the search firm was here interviewing a large number of people last week.

The Orthopaedics chair search will start sometime in the next 4-6 weeks.

The Pathology chair search committee has started evaluating candidates. This job has been posted for about 4-6 weeks.

Dermatology has 5 candidates. First round interviews will take place in October.

We are in the late stages of negotiations for the PA School position.

The searches for Anatomy or Anesthesiology have yet to been started.

The new departments of Epidemiology and Biostatistics (single department under two colleges). These ads are posted.

Dean Good had been working with Dr. Bova on the policy board creation. He is also working on putting together a task force that will review the COM promotion and tenure guidelines. This is his number one priority for the academic year.

The COM compensation plan has become its evaluation system. Dean Good believes that there should be separation. An evaluation is about a set of goals and

a conversation between a chair and a faculty member. He wants to work together with the faculty council to find a right balance between the two. Concern regarding how current the current evaluation system works was noted.

3. Future Topics:

4. The meeting was adjourned at 6:30 pm.

The next Faculty Council meeting will be held Tuesday, September 14, 2010 @ 5PM in Office of Development Conference Room H-108

*Minutes recorded by Rachel Dotson, Office Assistant*

*Edited by Jean Cibula, M.D., Faculty Council - Department of Neurology Representative*