

Minutes of the May 2010 Faculty Council Meeting

Tuesday, May 4, 2010, 5 PM

***Dean's Conference Room M-112**

*conference room change due to double booking of Hugh Hill room

Officers Present:

President - David Kays

Past President - Richard Neiberger

President Elect - Frank Bova

Vice President - Regina Bussing

Department Representatives Present:

George Samraj - CHFM

Caprice Knapp - E&HPR

Jean Cibula - Neurology

Parker Gibbs - Orthopaedics

Tom Rowe - Pharmacology

Jatinder Palta - Radiation Oncology

Jennifer Light - Emergency Medicine

Eric Sobel - Medicine

Steven Blackband - Neuroscience

Carolyn Carter - Pediatrics

James Byrd - Psychiatry

Guests:

Michael Good, MD, Dean COM

R. Whit Curry, Jr., MD, Chair, Department of Community Health and Family Medicine
Chair, Compensation Plan Committee

1. President Kays called the meeting to order at approximately 5:05 pm.

2. Announcements, Reports, and Old Business:

a. Approval of the April minutes - Dr. Kays

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

b. Compensation Plan Changes 2011 - R. Whit Curry, Jr., MD & Dr. Bussing

- Page 3 - Exempted Advanced Registered Nurse Practitioner's and Physician Assistants from the Plan.
- Page 4 - Terminated faculty who work through June 30th are eligible to receive incentives.
- Page 4 - Faculty assigned to Centers are also assigned to a home department for evaluation purposes.
- Page 5 - Department Chairs may increase or decrease a grade in any one mission by up to 1.0 point to reflect professionalism, attitude, enthusiasm, willingness to volunteer, attendance at meetings, participation as a team player, and similar characteristics and contributions. The Committee discussed grades, quality measures, and overall score.

The compensation plan committee is trying to find the balance between quantitative and qualitative measurements (RVUs and research/education). Purely qualitative systems of assessment can become highly subjective and purely quantitative systems of assessment can't account for all the factors that go into a faculty member's duties. This will allow chairs some leeway in evaluations.

A motion to support the proposed changes to the compensation plan was made, seconded, and approved unanimously. The compensation committee will now take the proposed changes to the executive committee for final approval.

The compensation committee will send a report to the faculty which will include break distributions. They will also point out changes from last year's compensation plan to this year's compensation plan.

c. Dean's Open Discussion – Dr. Good

Faculty Forward – At the last general faculty meeting, Dr. Limacher presented a report on the “top five”.

- Faculty Development
- Faculty Retention
- Promotion and Tenure Review and Alignment with the Compensation Plan
- Complete the Assessment of the Needs for Children's Services
- Speed up the Clinical Translational Science Development and Regulatory Efficiencies or Inefficiencies for Researchers

Dean Good would like to work with the FC and the Promotion and Tenure Committee to focus on the “Promotion and Tenure Review and Alignment with the Compensation Plan”. The current Promotion and Tenure guidelines have not been reviewed for at least five years. Our guidelines currently recognize one tenure and four non-tenure tracks. In Dean Good's opinion, these labels do not adequately reflect the faculty's assignments, for example as clinicians, clinician-educator, and so forth. Clinical faculty, who now comprise a majority of the COM faculty, are at a disadvantage when pursuing promotion and tenure. Dean Good would like to restructure this process to help remove those barriers and proposes that interested faculty from the Promotion and Tenure Committee, Compensation Plan Committee, and the Faculty Council. create a Tenure and Promotion Task Force to start working on these issues.

The current tenure process at UF is predominantly based on research and education. It does not take patient care into its criteria at all, thus clinicians are rejected, which also can create a barrier for promotion. Clinician-educators will be needed on the Tenure and Promotion Task Force to represent their interests and the reality of the faculty composition. The FC believes that upper campus will be willing to work with the COM in reviewing the Tenure and Promotion issues that the COM faculty face.

Proposed Hiring and Advancement Tracks - [Aligning Mission, Promotion, and Compensation in the UF COM](#). (link to handout)

Only 50% of the medical schools now offer traditional tenure. Many medical schools have a point person for these issues, and Dean Good proposes that a [Senior Associate Dean for Faculty Affairs and Professional Development](#) position would help advance the college in these areas. (link to handout) The FC agreed that this position is needed at the COM. A discussion ensued regarding the FTE requirement of such a position, as initially it is likely to be quite time intensive.

In other news, the state legislature has voted to increase its per medical student funding to the COM, which is a welcome addition to the funds available.

d. Research Day/Faculty Council Dinner: Future Involvement - Dr. Bussing

The Office of Research Affairs will be responsible for future Research Day celebrations. The FC will now focus its efforts to recognize faculty accomplishment and will present a Celebration of Faculty Day. Dean Good has

agreed to help financially support the activities of this day. Dr Bussing's efforts in leading Research Day were recognized and appreciated by the council.

e. Faculty Forward: Faculty Council Issues - Dr. Kays

The "Policy Boards", created in the new Bylaws, should be assigned pertinent issues noted in the Faculty Forward presentation and focus on addressing them as part of their initial activities.

Dr. Kays would like to see the COM use clinical income to help advance the academic mission of the college, such as being able to use clinical income to hire a research nurse. Such budgetary flexibility may help preserve research and other academic activities when clinical demands are unexpectedly increased (such as loss of faculty or development of new programs). Currently, the finances of an academic institution can appear quite opaque and convoluted, but creative or new ways to financially support programs may assist with faculty retention.

In addition, Dr Bussing notes that departments/divisions may end up exceeding their budgets and may start out the next year with no reserve. Faculty may feel their efforts to correct the shortfall are unrewarded financially, but additional support of infrastructure could provide that acknowledgment.

Dr. Kays asked the FC to think about further ideas to support Faculty Forward utilizing the Policy Boards and will re-visit this discussion at the next FC meeting.

f. Bylaws - Dr. Bova

The bylaws in draft form are available on the [FC website](#). (link to page) We will set up an electronic email ballot.

g. Announcement:

- **UF Senate Nominations & Elections:** (reminder email to be sent to chairs)

Orthopaedics

- **FC Officer Nominations:** (please forward your nominations to Rachel Dotson)

President Elect - David Quillen, MD (accepted nomination)

Vice President -

- **FC Representative Elections:** (email to be sent to chairs)

Anatomy
Pathology

Anesthesiology
Surgery

MGM
PA School

CHFM - George Samraj (newly elected)

Otolaryngology - Michael Medina (newly elected)

Psychiatry - James Byrd (re-elected)

- **Chair Evaluations 2010:**

Biochemistry
Ophthalmology

CHFM
Otolaryngology

Neurosurgery
Physiology

Three faculty, preferably junior faculty, from Pediatrics/Surgery are needed to join the Faculty Forward Task Force in order to replace members who will be leaving the COM.

3. Future Topics:

4. The meeting was adjourned at approximately 6:40 pm.

The next Faculty Council meeting will be held Tuesday, June 1, 2010 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Rachel L. Dotson, Office Assistant
Edited by Jean Cibula (proxy for) Leslie Gonzalez-Rothi, FC Secretary*