

**Minutes of the November 2010 Faculty Council Meeting**  
**Tuesday, November 9, 2010, 5 PM**  
**Hugh Hill Conference Room**

**Officers Present:**

President - Frank Bova  
Vice President - Jennifer Light

President Elect - Marilyn Dumont-Driscoll  
Treasurer - David Quillen

**Department Representatives Present:**

Maria Zajac-Kaye - Anatomy  
Caprice Knapp - HO&P  
Jean Cibula - Neurology  
Sonal Tuli - Ophthalmology  
Carolyn Carter - Pediatrics  
James Byrd - Psychiatry

Nicole Dobija - Anesthesiology  
James Resnick - MGM  
Steven Blackband - Neuroscience  
Parker Gibbs - Orthopaedics  
Deborah Scheuer - Physiology  
Saleem Islam - Surgery

**Guests:**

Marvin Dewar, M.D., JD, Sr. Associate Dean & CEO for UF Physicians

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

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

- b. Appointment Updates - Dr. Dewar

Dr. Dewar will be meeting with the Medical Directors at 530 today. The presentations of an Access Center will be given.

EPIC – It has continued to migrate out. It does get better with time. Is it getting better as fast as we would like? Probably not, but there is no doubt it is getting better. The biggest challenge now is the increasing bumping into the in-patient EPIC preparation. The bigger issue is the amount of resources it takes to take care of the in-patient piece of EPIC. In trying to fix some of the in-patient issues, it causes problems with the out-patient side of EPIC. It has diverted the attention of some of the people who also work on the out-patient side of EPIC.

They believe that this may cause some people to be disadvantaged after the hospital goes up in March. Initially the rollout schedule was taking people through the first part of 2012. But once the hospital comes up in March, people who are still off of this system will be disadvantaged. Because of this they are trying to work through a rollout schedule that will have everybody up and on the system by the middle of 2011. Dr. Dewar believes that this is the right thing to do. In order to do this more resources are needed.

Surescripts (electronic prescription network) – The agreement with surescripts are now completed. The IT build of the electronic prescribing is underway. Dr. Dewar believes that this will go live just before the hospital goes live.

IDX (billing and scheduling system) is going to be turned off by the end of 2011. A lot of effort is being put into switching over to EPIC scheduling, registration and billing module.

Concern about secure communications with pre-patients was mentioned. Dr. Dewar noted that several vendors have been reviewed. Their program would be installed on our servers, which would allow us to interface with those who are looking at the possibility of becoming patients at the COM.

Gator Advantage - For Shands employees this has made a big difference. We now have about 3 months worth of data. Last week was the highest week, since the first week of this program, of seeing Gator Advantage patients. Starting Monday, this program will be announced to the Health Science Center staff and faculty. VA employees and the whole UF campus will also be able to take advantage of this program in the near future.

A series of focus groups are being planned for the patient side of this program. A survey will go out within a week to the first set of patients. The schedulers have been reconvened to give feedback on how things are going on their end.

Schedulers have been told that a gator advantage patient appointment within 24 hours is not required. It should be within a timeframe that is acceptable to the patient, including the next day but not a requirement.

Capacity issues were discussed. A few departments have started tracking this data to give to Dr. Dewar.

It was noted that there are still frustrations (faculty, staff and patient) with the current EPIC system. Dr. Dewar stated that we are still in the implementation phase of EPIC and we are working towards the optimization phase.

Bump Rates – A few months back Dr. Dewar presented the FC with high bump rates. They are in the process of updating the data to get a more current divisional bump rate for each department.

Dr. Dewar sent the [EPIC Rollout Schedule](#) to Dr. Bova on Friday, November 12<sup>th</sup>.  
(link to pdf)

c. President's Report - Dr. Bova

A question about clinic referral issues was asked at a meeting several months back. We should have someone at the December meeting who can answer this question.

The outcome of the meeting with Steve Hitt is that they will go back to the drawing board with the dining room.

Don't forget that the FC has a new website address: [facultycouncil.med.ufl.edu](http://facultycouncil.med.ufl.edu)

Marshalls for graduation are needed (4). [Graduation is Friday, December 17<sup>th</sup>](#)  
(link to schedule). As of this meeting 3 have volunteered.

d. Policy Board Updates - Policy Board Chairs

Jennifer Light, Chair, Academic Policy -

At the moment this board is interested in two items. One is being involved with the IDP director. Discussions with the Dean, Drs. Sugrue and Fantone were held. A search committee has been reappointed and two candidates have been named.

The second interest is with the redesign of the medical school curriculum. Dr. Fantone has started this process and two sessions have been scheduled (one has already been held and another is being held in the near future). After the second meeting, which is being held in December, Dr. Fantone will present a draft and his vision for this project to the board shortly thereafter. The institution of "pass/fail" was implemented before the board was formed.

C. Parker Gibbs, Chair, Fiscal Affairs -

The two issues that this board would like to address are:

Some effort to have faculty council impact on the compensation committee, specifically to shorten the compensation plan a little. Two members from this board have accepted membership on the compensation committee. The faculty council will hold two permanent seats on the compensation committee.

Develop (with Wayne Tharp) a one page, maybe two, financial summary of each department that is an abbreviated version of what is produced at EFAC. This will be available for each faculty member of each department to access. There will be some lack of granularity simply because we can't produce a document big enough to cover all. This will need to be approved by the department chairs and the dean prior to implementation.

David Quillen, Chair, Faculty Development -

This board has been working on the COM's promotion criteria. Due to the faculty welfare position being vacant, a dean's office liaison has yet to be appointed. Once this position is filled, the board will be able to move forward.

Three basics have been discussed (format, evaluation and process):

(Format) The COM currently has those who are promoted and those who aren't. The Dean is looking at a 7 tiered system; similar to UVA's system. It can be broken down into tenure/non-tenure. There are several models that can be chosen. Dr. Quillen likes the model at UNC. They have what we currently have; the promotions criteria, but then they take everyone else and put them in a group called "Mission Critical for the University". This would allow the department to write the promotions criteria / job description for that position. It needs to be narrowed down for the COM.

(Evaluation) How the promotion will be evaluated needs to be decided. Some variation of a 360 evaluation probably makes the most sense.

(Process) The final step will be to work out the process. This will be the steps from the departments, to the college, to the dean and then to campus.

Marilyn Dumont-Driscoll, (proxy for Eric Sobel, Chair) Clinical Affairs -

There are two primary issues that this board is currently reviewing:

1) There was a request from the COM administration for FC input on the current volunteer and shadowing policies at the COM. It would seem appropriate to identify consistent requirements applicable for both UF and Shands. A search of each website failed to reveal straightforward or user-friendly access for this information. Individual faculty and departmental frustrations with the current policies were voiced.

In order to delineate key points, members of the Clinical Policy Board are reviewing any available UF requirements, related to volunteering and shadowing, and have contacted other medical institutions for comparable information.

Limited information is available to date. Of note, Johns Hopkins assigns departmental discretion and responsibility for individuals volunteering less than two weeks; COM requirements apply for longer periods of time.

2) The Clinical Policy Board will be reviewing the implementation of EPIC over the past year which has generated substantial feedback regarding its detrimental effect on faculty morale, clinic efficiency, decreased clinician productivity RVU-wise and a concomitant significant increase in faculty time and effort in generating accurate notes and correct prescriptions. Plans are to develop a short faculty survey to identify specific clinic barriers and develop strategies to enhance overall operation.

Deborah Scheuer, (proxy for Chair TBA) Research & Scholarship -

Ways to make the College of Medicine faculty aware or our board were discussed. Also discussed were possible mechanisms for them to bring up concerns that are within our area of responsibility. This policy board will find out if the Faculty Council already has a mechanism for this.

This board discussed the potential areas of concern and came up with the following:

RAC and IRB. Concerns included the length of time required to obtain approval from RAC and IRB.

The IDP program. Concern was that there is currently no leadership or plans for recruiting students.

The board needs to find out if the IDP program is their area of responsibility.

The board has been told that an electronic version of IRB (like IACUC) is "in the works".

A chair has yet to be appointed for this Policy Board.

3. Future Topics:

Referral Team Reconfiguration Update

4. The meeting was adjourned at 6:15 pm.

The next Faculty Council meeting will be held Tuesday, December 14, 2010 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Rachel Dotson, Office Assistant*

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