

**Minutes of the March 2011 Faculty Council Meeting**  
**Tuesday, March 8, 2011, 5 PM**  
**Hugh Hill Conference Room**

**Officers Present:**

President - Frank Bova

Vice President - Leslie Gonzalez-Rothi

Treasurer - David Quillen

President Elect - Marilyn Dumont-Driscoll

Vice President - Jennifer Light

**Department Representatives Present:**

Todd Manini - Aging

Kevin Brown - Biochemistry

Robyn Hoelle - Emergency Medicine

Jean Cibula - Neurology

Nashat Moawad - OBGYN

Parker Gibbs - Orthopaedics

Scott Peterson - Radiology

Maria Zajac-Kaye - Anatomy

George Samraj - CHFM

Eric Sobel - Medicine

Steven Blackband - Neuroscience

Sonal Tuli (via phone) - Ophthalmology

James Byrd - Psychiatry

Saleem Islam - Surgery

**Guests:**

Kathy Peck, COM, Office of the Dean, Financial Services

1. President Bova called the meeting to order at approximately 5:05PM

2. Announcements, Reports, and Old Business:

a. Approval of the February minutes - Dr. Bova

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

b. Policy Board Updates - Policy Board Chairs

C. Parker Gibbs, Chair, Fiscal Affairs -

Kathy Peck (for Wayne Tharp) gave a report which is normally given at the monthly [Executive Committee meeting](#) - (link to presentation)

Financial Services and this policy board are working on a more user friendly budget layout which would be made available for review. The policy board would like suggestions and/or comments from the FC.

The restricted funds are grant and donor funds which are more specifically restricted to what the sponsor has designated. The un-restricted funds are mainly the clinical revenue (more freedom in how it is spent) and the state general revenue.

For January, the actual performance, budget and variance for the COM as a whole is on budget. The line items, collections (clinical revenue) which is a very important item for the COM, is down by \$1.2 million. The other clinical miscellaneous income is mainly contractual revenue from clinical contracts (on budget). Our overhead is sent to the University to cover payroll costs, building and physical plant costs, etc. we are currently under by \$4.6 million. This is largely because the University implemented a new way of charging for overhead (RCM – this process was explained at last month's meeting by Matt Fajack). Salaries and benefits are under budget by \$1 million, largely due to unfilled faculty lines. The transfers are between our un-restricted and

restricted funds, for example when we move some clinical revenue to fund some research work; when this involves animal or human research, it has to be transferred over to a grant fund.

The EMR represents an \$8 million investment over 4 years, and is reflected in the spreadsheet. It should also be noted that the cash reserves are down to 66 days, which is below the average for all schools (70 days) and all public schools (76 days). Monthly cash charts are significantly affected (“blue mountain effect”) by the pay periods per month, UPL funding and surgery spending from Shands. A quarterly presentation might smooth the “mountains” (ups and downs) of cash flow.

David Quillen, Chair, Faculty Development -

This policy board has been meeting with Dr. Limacher every Monday morning to work on the Tenure & Promotion process. Dr. Quillen believes that the current tenure process is working quite well. The process for promotion for the clinical faculty needs work.

Eric Sobel, Chair, Clinical Affairs -

This policy board is working on streamlining the volunteer process. They would like to see more progress and are concerned about high school volunteers. Dr. Gibbs suggested looking at the dental schools volunteer process and Dr. Donna Parker’s program for minorities, both of which would be good models.

Kevin Brown, Chair, Academic Policy -

Dean Good plans to appoint Dr. Mahla as Assistant Dean for Graduate Medical Education. The policy board met with Dr. Mahla last week. Dr. Mahla listed his primary responsibility as working with faculty to increase the quality of resident training. He would like to go towards a more curriculum based experience as a resident and to centralize (department base) the evaluation process. He recognizes that Medicare dollars are going to decrease and that we need to have an alternate ways to finance programs (alumni/private money).

Dr. Brown asked the FC if they want to meet with Dr. Mahla or if they are content with his meeting with the policy board. No opposition from the FC was given against appointing Dr. Mahla as Assistant Dean for Graduate Medical Education.

In general, the FC would like the hiring process of senior administration to be more open – many recent hires have been internal and it may be beneficial to the college to have new insight from outside. Further discussion with the Dean about this possibility was suggested.

c. Compensation & Pension Committee Report - Jean Cibula, Fiscal Policy/FC representative

Jean Cibula, Fiscal Policy/ FC representative to Compensation and Pension committee: Last year, nearly 18% of faculty was nominated for and received incentives related to education; dr Fantone would like to reapply the existing guidelines, which would result in approximately 12% of faculty receiving this incentive.

The existing guidelines (for bonus and incentive) recognize outstanding performance as having at least a score of 4.5 or greater with at least 15% of time assigned to teaching. The Dean has about \$200,000 to apply to the award pool which is typically \$1-3K per individual. Ultimately around 15% of the faculty would be recognized. Last year, 272 faculty members received some incentive for research, 302 received incentives for clinical and about 80 for education. In the COM, 567 people have at least a 15% assignment for education. The draft specifically says "faculty are selected based on the excellence of their teaching of medical students, residents and fellows, graduate students, postdoc and mentorship of other faculty." Concern was expressed that chairs may not be uniformly applying these criteria, for example, potentially interpreting educational assignment as applying only to medical students and not to resident/ fellow teaching or the teaching of graduate students.

d. FEO Report - Dr. Quillen

The FEO grants will continue!!!

3. Future Topics:

4. The meeting was adjourned at 6:05PM

The next Faculty Council meeting will be held Tuesday, April 12, 2011 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Rachel Dotson, Office Assistant  
Edited by Jean Cibula, MD, Department Representative for Neurology*