

**Minutes of the May 2011 Faculty Council Meeting
Tuesday, May 10, 2011, 5 PM
Hugh Hill Conference Room**

Officers Present:

President - Frank Bova
Vice President - Leslie Gonzalez-Rothi
Past President - David Kays

President Elect - Marilyn Dumont-Driscoll
Vice President - Jennifer Light
Treasurer - David Quillen

Department Representatives Present:

Maria Zajac-Kaye - Anatomy
Robyn Hoelle - Emergency Medicine
James Resnick - MGM
Sonal Tuli - Ophthalmology
Michael Medina - Otolaryngology
Deborah Scheuer - Physiology
Jatinder Palta - Radiation Oncology

Nicole Dobija - Anesthesiology
Caprice Knapp - HOP
Jean Cibula - Neurology
Parker Gibbs - Orthopaedics
Carolyn Carter - Pediatrics
James Byrd - Psychiatry
Saleem Islam - Surgery

Guests:

Michael Good, M.D., Dean, College of Medicine
Mary Ann Kiely, Associate VP for Development, UF Health Science Center & VP for Development, Shands HealthCenter
F. Kayser Enneking, M.D., Department of Anesthesiology, College of Medicine

1. President Bova called the meeting to order at approximately 5:00PM

2. Announcements, Reports, and Old Business:

a. Approval of the March minutes - Dr. Bova

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

b. Call Center Open House

Everyone should have received an emailed invitation to the call center open house being held on May 12th from 4-6pm @ 4026 NW 22nd DR

c. Online Chair Evaluations

The following departments are evaluating their chairs this year. Online access is open through Friday, May 20th.

Anesthesiology	Emergency Medicine	OBGYN
Pediatrics	Pharmacology	Psychiatry
Radiology		

d. Patient Safety Report - Dr. Bova

Dr. Bova met with Dr. Flynn regarding the patient safety reports. Anyone in the institution can generate a patient safety report. This report would go to Dr. Flynn, is confidential, and the doctor who this report is about may not know that a safety report has been filed. There is however a threshold that needs to be met before Dr. Flynn would address the reports with that particular doctor and/or department chair. It was mentioned that the reports are not discoverable until that threshold is met.

e. Officer Nominations - Dr. Bova

Nominations are needed for the FC Officer position of President Elect.

f. Postdoc Policy - Dr. Gonzalez-Rothi

The COM is working on implementing a Postdoc policy. This will bring us in line with the rest of the university. A postdoc position will have a two term (six years) max. Each term must be in a different lab.

g. T&P Election - Dr. Bova

When the T&P election process came up this year the following was noticed. If you look at the ratio of tenured/tenure track faculty at Gainesville and tenured/tenure track faculty at Jacksonville the ratio is 7:61. But the representation of Jacksonville to Gainesville is 4:1. This works out to Jacksonville having twice the representation on the committee. It may be something the FC would want the policy council to look into.

The other issue is, if you read the university rules, it turns out that the only people allowed to vote for T&P committee electant are faculty with tenure. This could be an issue with the COM since they use the T&P committee for both tenure track and non-tenure track. Dr. Bova believes that we need to let the university know that we allow all faculty to vote in the T&P committee election. The reason for letting the university know that we deviate from the policy is in case we have someone who places a grievance and it could become an issue with the university once they know that the COM doesn't follow the policy of only tenure track faculty voting in the T&P committee election.

h. COM Report - Dean Good

Shands has received sovereign immunity. The university got approval to start the spring/summer enrollment pilot project. UF received the authority to self insure its health insurance product (will kick in 2013). The Cancer Hospital received a 5 million dollar line item and Shands in general received an 8 million dollar line item (although they also received a 12% cut in their Medicaid). Shands started out with a 68-70 million dollar cut in state funds, but ended up receiving a 25 million dollar cut in funding. The spinal cord and brain tumor research are still in the budget. And, particularly good for Jacksonville, the Medicaid PSN was allowed to maintain its fee for service for another 2 years. The COM is working on creating this for Gainesville as well.

The university took (when all was settled out) a 33 million dollar hole. The HealthCenter line item is somewhere close to flat, but do not know how this will be distributed. Dr. Machen is planning to have a special session with the UF Faculty Senate on Thursday. He wants to maintain the academic programs. And he wants to address the reductions this year with non-recurring funds. There are several strategies Dr. Machen is working on. The 3% contribution that everyone is going to be required to make to their retirement really bothers Dr. Machen. It may be another 3-5 weeks before the university will have its budget set.

i. UF&Shands HSC Strategic Plan (fundraising) - Mary Ann Kiely

The "Matching Gift Program" has been temporarily suspended due to state budget cuts. The office of development has developed a [strategic plan](#) (link to plan) to help with their fundraising. It has become harder to raise funds when there is not the extra incentive with having your gift matched by the state. Their office is working on implementing a "Concierge Program" for Medical patients and VetMed clients. This program, depending on gift amount, will give

individuals access to parking, access to quiet rooms, arts and football tickets, etc. It will also give access to a network of hospitals that have the same type of program. If an individual in our concierge program happens to be in CA and in need of hospital care, they can call a number here at UF&Shands where someone will be able to contact that hospital's concierge program coordinator and access will be given to the concierge immunities that the hospital has.

j. Compensation Plan Change - Dr. Enneking

All proposals will go in effect next year. IHI came last year and recommended aligning the incentives. They suggested that the compensation plan address quality. A portion of the clinical scoring system will be allotted to quality. The idea that has been put forward is that this becomes a component of the clinical incentive. Each department will propose a patient safety and quality metric that will then be vetted by the PQSEC (patient quality and safety executive committee). They will make sure that the departmental plan is level across the department and that they are aligned with the goals that the college and hospital has for patient quality and safety. Some of the suggested metrics to meet are PQRI metrics, core measure metrics, and performance improvement metrics. In order to be eligible for a clinical incentive, based on your rvu target, you must meet the metric on your departmental quality target. It will be an all or nothing.

There is also a proposal that there be a departmental overage out of the clinical rvu and to also be supplemented from the college rvu overages. This will be for those who don't make their rvu targets but provide high levels of quality and patient safety.

Dr. Enneking will send a draft of the compensation plan to the FC for review. It is set to go to the Executive Committee for approval in June.

3. Future Topics:

4. The meeting was adjourned at 6:05PM

The next Faculty Council meeting will be held Tuesday, June 14, 2011 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Rachel Dotson, Office Assistant

Minutes edited by Jean Cibula, MD, Department of Neurology FC Representative