

**Minutes of the July 2011 Faculty Council Meeting**  
**Tuesday, July 12, 2011, 5 PM**  
**Dean's Office Conference Room**

**Officers Present:**

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

Past President - Frank Bova  
Secretary - Leslie Gonzalez-Rothi

**Department Representatives Present:**

Todd Manini - Aging  
Sue McGorray (proxy) - Biostatistics  
James Resnick - MGM  
Nashat Moawad - OBGYN  
Parker Gibbs - Orthopaedics  
Peter Sayeski - Physiology

Kevin Brown - Biochemistry  
Melanie Sberna (proxy) - HOP  
Jean Cibula - Neurology  
Sonal Tuli - Ophthalmology  
Carolyn Carter - Pediatrics  
Scott Peterson - Radiology

**Guests:**

Michael L. Good, MD - Dean, College of Medicine  
Jodi Gentry, MA - Director, UF HR Services  
Bob Parks, PhD - Assistant Director, UF HR Services

1. President Dumont-Driscoll called the meeting to order at approximately 5:05PM
2. Announcements, Reports, and Old Business:
  - a. Approval of the June minutes - Dr. Dumont-Driscoll

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

- b. Dean's Report - Dr. Good

Chair Searches:

Pharmacology, Pediatrics, Orthopaedics, and Dermatology all have one or more candidates that are being interviewed. Pharmacology just completed their first round interviews with four candidates. Pediatrics completed their second round interviews with three candidates. Orthopaedics completed their second round interviews with four candidates. At the moment Dermatology only has one candidate that they are currently talking to, but talks with a second candidate may take place later this week.

The Promotion & Tenure guidelines group is getting ready to begin vetting their work product. They are proposing to modernize our P&T guidelines. They have been working with the Provost office and the FC policy board. Dean Good believes it's been a good team effort and he thinks the proposed changes are heading in the right direction.

Dr. Fantone has one more retreat scheduled. They currently have a substantial revision of our medical school curriculum planned.

This past Saturday (July 9<sup>th</sup>) the Chairs, Division Chiefs and their counterparts from Shands, had a clinical quality retreat. Our quality numbers are improving quickly. Our "patient safety indicators" have gone from 50 a month to around 20 and observed: expected mortality is also decreasing.

UF & Shands has hired a Chief Quality Officer. She comes to us from [Case](#)

[Western Reserve University School of Medicine](#). Case went from being numbered in the 80's; they are currently #8 in the country in terms of quality and safety.

The CoM received their budget allocations from the university on Thursday and are close to break even. The CoM is \$2 million down (non-recurring money) and at the moment our clinical practice is approximately 1% growth. After 3 or 4 years of 5-6% year over year growth, our volumes are down. With the closure of AGH, we went from 23 operating rooms to 36. We have a 50% increase in the number of ORs and a 5% increase in the number of surgeries. In hospital admissions we went from 600 beds to 800 and we have not seen a rise in admissions yet. Dean Good does meet with the chairs to discuss clinical volumes. We need to let the faculty and staff at UF know that our clinical practice is here to provide medical service to them. Our clinical programs need to step up and do a good job at taking care of our own.

Dean Good appreciates the FC reviewing the chair evaluation process. He believes it is valuable and has become a little stale over the years.

There will be a CoM faculty meeting on Tuesday, August 16<sup>th</sup> @ 5:30PM in Room 6120. This meeting will be teleconferenced with JAX and the President of the AMA will be speaking.

c. Chair Evaluation Process - Dr. Bova

Each year the FC sets up an online evaluation process for about 1/3 of the CoM chairs. The current form has about 79 questions which have varying degrees of usefulness for the FC. Dr. Bova, as FC president, reviewed the evaluation of each chair. After reviewing the results, he compiled a [short spreadsheet](#) that looks at overall ratings (Administrator, Clinical Endeavors, etc.) Dr. Bova has been working with HR on campus and would like to shorten the form and make it more user-friendly.

d. Chair Evaluation Revision - Ms. Jodi Gentry

Ms. Gentry distributed several handouts. Information given included the following.

[Leadership Evaluation and Feedback](#) (link to handout):

- Identify What Constitutes Successful Leadership for Organization: Interviews/Focus Groups
- Define Competencies Needed for Success: Knowledge, Skills, Behaviors
- Vet with Appropriate Leaders, Groups
- Refine Competency Model
- Design Multi-Source Assessment to Measure Leaders' Behaviors Based on Model
- Obtain and Provide Feedback to Leader
- Identify Action Steps to Capitalize on Areas of Strength or Improve Where Needed

[Competency Model](#) (link to handout):

- Cultivate Talent
- Build Trust
- Generate Alignment
- Create and Communicate Vision

You need to be very clear about what you want to measure and cultivate. About 2 years ago HR started to revamp their (UF's) evaluation process. The model that was used was from UC Berkeley. UF HR is willing to help the FC revamp their process for chair evaluations. The model shown would be adjusted for the

College of Medicine needs and utilize methods to provide anonymity for those providing feedback (for example, if any of the subgroups were less than 5 respondents, to include those in a larger grouping).

[UF Leader 360 Report](#) (link to handout)

e. EFAC Report - Dr. Gibbs

EFAC is a monthly overview of the CoM finances. Those who are normally in attendance are the department chairs and administrators.

[EFAC CoM Budget Report May 2011](#) (link to presentation)

f. President's Report - Dr. Dumont-Driscoll

Dr. Dumont-Driscoll attended her first executive meeting and was concerned about some differences in perception between administrators and faculty members, including unfunded research, clinical efforts and EPIC. Suggestions were made regarding future agenda items for the FC meetings.

Dr. Dumont-Driscoll requested that each FC representative email to her the issues they feel should be prioritized by the Faculty Council during this coming academic year. She would like to have the new chair evaluation process completed by the end of this year.

3. Future Topics:

4. The meeting was adjourned at 6:30PM

The next Faculty Council meeting will be held Tuesday, August 2, 2011 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Rachel Dotson, Office Assistant*

*Edited by Jean E. Cibula, MD, FC Representative for the Department of Neurology*