

Minutes of the September 2011 Faculty Council Meeting
Tuesday, September 6, 2011, 5 PM
Hugh Hill Conference Room

Officers Present:

President - Marilyn Dumont-Driscoll
Secretary -

President Elect- David Quillen
Treasurer - David Quillen

Department Representatives Present:

Steve Anton - Aging
Sue McGorray (proxy) – Biostatistics
Robyn Hoelle – Emergency Med
James Resnick - MGM
Jean Cibula – Neurology
Nashat Moawad - OBGYN
Parker Gibbs - Orthopaedics
Carolyn Carter – Pediatrics
Jatinder Palta – Rad Oncology
Philipp Dahm - Urology

Maria Zajac-Kaye – Anatomy
George Samraj - CHF
John Hiemenz - Medicine
Gregory Murad – Neurological Surgery
Susan Semple-Rowland – Neuroscience
Sanford Boye – Ophthalmology
Michael Medina – Otolaryngology
Peter Sayeski - Physiology
Saleem Islam – Surgery

Guests:

Kathy Peck, Associate Dean – COM Dean's Office, Financial Services
Michael L. Good, M.D. - Dean, College of Medicine
Marian C. Limacher, M.D., Senior Associate Dean – Faculty Affairs & Professional Development

1. President Dumont-Driscoll called the meeting to order at approximately 5:05PM
2. Announcements, Reports, and Old Business:
 - a. Review and approval of the August minutes – (N/A - these will be emailed)

- b. Kathy Peck, Associate Dean

2011 Fall Professional Book Groups - this reading group were a great hit earlier this year and they will come together again this year with a different book. The purpose is to provide an environment that explores the content of the book and develops leadership and management issues among COM and Shands leaders. This professional book group will come together again to offer two reading groups (20 participants each - 10 Shands & 10 College of Medicine). The next discussion book is ***Drive: The Surprising Truth About What Motivates Us (Daniel Pink – Author)***. The book will be provided at no cost to the participants. 40 participants will be selected on a first come basis. ([link to presentation](#))

- c. Dean Report - Dean Good

An announcement was made about the hire of Randy Harmatz, M.B.A., who has been named the Chief Quality Officer for UF&Shands and the University of Florida Academic Health Center. Ms. Harmatz will develop strategies to ensure safe, high-quality care for our patients. The months of July and August were good months for clinical volume. Shands Hospital for Children at UF opened the Pediatrics emergency room. UF physicians are currently treating 40-60 patients/day and average about 58. The COM welcomes the new Residents and Graduate students starting in July. Dr. Good talked about three students who have received the Florida Opportunity Scholarship Award – this scholarship is awarded to academically promising undergraduate students who are the first in his or her family to attend college and whose family income is less than \$40,000 annually. The

University of Florida is committed to actively supporting initiatives that enable access to higher education for qualified students from all socio-economic backgrounds (200+ students are currently recipients of this award). Dr. Good reported about the year-end financials – \$5 million in the positive; however, the COM lost \$2 million and \$7 million was paid for employee's incentives. The University has named Win Phillips, Vice President for Research, to the post of Senior Vice President and Chief Operating Officer, effective Sept. 6 and Dr. Good feels this hire is good for the COM due to his knowledge of the college and his current leadership in sponsored research.

d. Marian C. Limacher, M.D., Senior Associate Dean - Promotion and Tenure (P&T) Information:

- Current tenured accruing faculty - Gainesville - 303 and Jacksonville – 41 (tenure-accruing positions – 13% Gainesville & 2% Jacksonville).
- Proposed - recommendations for tenure and/or promotion should be based on established education portfolio and clinical portfolio. Current - peer evaluation is desirable but not required. Proposed – prepare and submit clinical education portfolio and clinical portfolio.
- Education portfolio – proposed by the Society of Teaching Scholars
- Clinical portfolio – description of scope and impact of practice, clinical leadership and referral
- Proposal to extend the tenured-track probationary period to 10 years - the College of Medicine considers seven years of service to be “normal” for tenure consideration (faculty with clinical responsibilities are at a disadvantage).
- Propose a multi-year contract track for non-tenured faculty (clinical, educator & research).
- Creation of a single-mission focused track for outreach physicians.
- UF regulations – establish a town home meeting to discuss (executive committee meeting notes). Propose - senior educator as a member of each committee. Establish an advisory sub-committee to the COM P&T committee composed of clinicians and senior faculty to review & recommend clinical faculty promotion.

3. Future Topics:

4. The meeting was adjourned at 6:40PM

The next Faculty Council meeting will be held Tuesday, October 4, 2011 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Sonya Jones, Administrative Assistant