

**Minutes of the October 2012 Faculty Council Meeting
Tuesday, October 3, 2012, 5 PM
Hugh Hill Conference Room**

Officers Present:

President – David Quillen
Secretary – Jean Cibula

Vice President – Kevin Brown
Treasurer – Frank Bova

Officers Absent:

Past President – Marilyn Dumont-Driscoll

President Elect – Nancy Hardt

Department Representatives Present:

Sue McGorray – Biostatistics
Kelli Komro – HOP
James Resnick – MGM
Diego Rincon Limas – Neurology
Sanford Boye – Ophthalmology
Kevin Raisch – Otolaryngology
Brian Law – Pharmacology
Judith Lightsey – Radiation Oncology
Scott Peterson – Radiology

George Samraj – CHFM
Robert Bobilin – PA Program
Gregory Murad – Neurological Surgery
Susan Semple-Rowland – Neuroscience
James Byrd – Psychiatry
Marguerite Hatch – Pathology
Peter Sayeski – Physiology
Carolyn Carter – Pediatrics
Vincent Bird – Urology

Absent:

Maria Zajac-Kaye – Anatomy
Kevin Brown – Biochemistry & Molecular
Emily Weber LeBrun – OBGYN
John Hiemenz – Medicine
Steve Anton – Aging

Nicole Dobija - Anesthesiology
Cindy Prins - Epidemiology
Saleem Islam – Surgery
Robert Matthias – Orthopaedics
Robyn Hoelle – Emergency Med

Invited guests:

Michael Good, M.D., Dean, College of Medicine
Kari Cassel, Sr. VP & CIO Shands Healthcare & UF HSC
Al Amirin, Sr. Director Technical Services – UF&Shands Academic Health Center Information Technology

1. President David Quillen called the meeting to order at approximately 5:00PM; the September minutes were approved.

2. Announcement, Reports, and Old Business
 - a. Commencement Selection Committee – Designed to Select the Keynote Speaker
 - Please send speaker recommendations to Dr. Quillen

 - b. COM Jacksonville and Mayo Clinic have participated in a training course for physician communication skills. Two-hour session.
 - Mayo has data showing improved customer satisfaction surveys and potentially avoiding lawsuits. Mayo now requires that staff take this course every two years.

 - c. Dean's report – Michael Good, M.D.

Incentives:

2011-2012 Incentives will be paid on the October 19th paycheck for the clinical and research incentives. Education incentives are a little behind schedule.

583 Faculty members will receive incentives. \$8.1M will be paid out: \$6.5M for clinical incentives and \$1.6M for research incentives. Median incentive is \$6500 and average incentive is \$13,800. A total of 83 Faculty members will receive incentives greater than \$25,000. Dr. Good acknowledged

that the incentives should be paid more closely to the period in which they were earned and that the Dean's office will pursue that goal for the next cycle.

Long-Term Disability Policy Bids:

Dr. Good has asked Dr. Quillen to gather a group of people to help review the faculty long-term disability insurance policy options. Two different vendors, including the incumbent, are proposing more comprehensive policies for a lower cost than the current plan. Each plan would cost the College about \$500K less than the current plan. Each of the two proposed options has subtle plan design differences. Dr. Good suggested that the COM Fringe Benefit Committee and the appropriate members from FC attend the company presentations on October 11th from 8:45am – noon. It is worthwhile to note that one of the companies is the same group administering GatorCare, so there may be some opportunities for alignment and cost efficiencies.

Dept Budget Improvements:

During the last two fiscal years the COM has finished -\$3M and -\$2M. Dr. Good has asked each Dept Chair to either reduce unrestricted expenses (not research grant-funded) by 1% or increase revenues by 2% over budget. The option was given as some depts are at minimum amounts of staff and it is more feasible to grow revenues than to reduce expenses.

The University is gathering its legislative budget requests. Restoration of the past level of state funding to the COM is a part of the current UF legislative requests.

d. New paging system; Follow-Up Discussion – Kari Cassel and Al Amirin

Kari Cassel provided a recap of the proposed paging system, AmCom. The system can easily keep track of who is on-call and can be used for both paging and calling. It provides thorough reports detailing all system activity. Additionally, a rule can be utilized where a non-response can create an escalation of other numbers on file being called in cases of emergency.

The goal would be to reduce the use of pagers for two reasons – 1) users often report that pagers do not work well on/off campus and sometimes do not receive messages 2) paging technology is no longer being promoted in the community (not many resources are being allocated to improving the signal quality). Healthcare systems are the last main supporters of this technology.

Smartphones are now the standard of communication technology. However, this new system will still support existing pagers.

Some challenges:

- Should smartphones be required? How does the recharging need affect this requirement?
- Should pagers be returned?
- Recharging stations? Swappable batteries?
- Coverage in the OR and ground floor

Dr. Murad expressed concern about battery life of smartphones. He especially noted that residents can take call for 30-hour periods and would not have sufficient means to recharge their smartphones to maintain access to the on-call system. He also stated that coverage concerns also exist throughout the building for AT&T, Verizon, Sprint, etc. and if the user switches to Wi-Fi coverage then the battery life greatly diminishes.

Dr. Quillen suggests that we now make the migration to smartphone technology.

Coverage from AT&T from the 4th Floor and higher is good. To improve signal quality in the ground floor and floors 1- 3, an antenna system is being installed to act as a booster. All equipment for this upgrade has been ordered. The ground floor will receive installation by the end of October with the project being fully optimized by the end of the year. Other carriers will be able to piggy-back off the AT&T technology.

AmCom system will also improve the tracking reporting system to give departments the data to show where internal improvements might be made. This will eventually replace the CHRIS system.

Pricing

Current price of a pager including all taxes and fees is about \$7.50 / month. The new software system is less than \$8 / month. Essentially, it is a breakeven proposal, even if only half of the paging clients make the initial switch.

Shands will be purchasing the software packages. The cost savings also does not include several on-call systems that will be consolidated. Further savings will be realized through having a two-way messaging system, thereby eliminating a need for a return phone call in many situations.

Emory is our peer institution with this system and there may be some opportunities for site visits to assist with our transition to the new system.

e. Chair Evaluation – Frank Bova, Ph.D.

The format has been determined for the Department Chair evaluation process. All chairs will participate in this initial round. Jodi Gentry in HR has been active throughout in the process; the evaluation will be incorporated into the HR platform and be dispersed in a variety of methods.

The letter will go out from the President of FC to all faculty members. HR will administer the evaluation, score the results, and collate all of the information.

A test example will be done by the end of October and will be sent out to the FC. Then, in November, the real evaluation will be sent out, with anonymous responses.

3. Ongoing issues—Dr. Quillen led discussion regarding the restructure of the FC policy boards and the UF Senate information:

a. Policy Boards – Jean Cibula, M.D.

Acting Chairs have been designated to arrange meetings and elect the ongoing chair. Robyn Hoelle was selected for the clinical team; Nancy Hardt for the Faculty Welfare team; and a volunteer is needed for the research team to convene the first meeting. Research chair to be named at a future date.

Dr. Quillen suggested that a policy board meeting could take place immediately following the next FC meeting.

b. Faculty Senate – Open Seats

- Two nominees short for a ballot election
- Open seats will not be determined by clinical / basic science mix at this point
- FC has the responsibility of recruiting the nominees
- Meetings are held Thursday afternoons (3-5pm), usually on the third Thursday of the month

c. FEO grants have completed the COM review process and have been sent to main campus.

- 27 letters of intent, 11 applications, 8 have been sent to campus for final approval

4. The meeting was adjourned at 5:45PM

The next Faculty Council meeting will be held Tuesday, November 6, 2012 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Brian Berryman, Coordinator and edited by Dr. Jean Cibula