

Minutes of the January 2013 Faculty Council Meeting
Tuesday, January 8, 2013, 5 PM
Hugh Hill Conference Room

Officers Present:

President – David Quillen
Past President – Marilyn Dumont-Driscoll
Secretary – Jean Cibula

Vice President – Kevin Brown
President Elect – Nancy Hardt

Officers Absent:

Treasurer – Frank Bova

Department Representatives Present:

Steve Anton – Aging
Nicole Dobija - Anesthesiology
Robyn Hoelle – Emergency Medicine
Kelli Komro – HOP
James Resnick – MGM
Susan Semple-Rowland – Neuroscience
Sanford Boye – Ophthalmology
Kevin Raisch – Otolaryngology
Marguerite Hatch – Pathology
Peter Sayeski – Physiology

Maria Zajac-Kaye – Anatomy
Kevin Brown – Biochemistry & Molecular
Volker Mai – Epidemiology
John Hiemenz – Medicine
Gregory Murad – Neurological Surgery
Emily Weber LeBrun – OBGYN
Robert Matthias – Orthopaedics
Robert Bobilin – PA Program
Brian Law – Pharmacology

Absent:

Sue McGorray – Biostatistics
Diego Rincon Limas – Neurology
James Byrd – Psychiatry
Judith Lightsey – Radiation Oncology
Vincent Bird – Urology

George Samraj – CHFM
Carolyn Carter – Pediatrics
Scott Peterson – Radiology
Saleem Islam – Surgery

Invited Guests:

Michael Good, M.D., Dean, College of Medicine

1. President David Quillen called the meeting to order at approximately 5:05PM; the December minutes were approved.
2. Announcement, Reports, and Old Business
 - a. Tenure and Promotion Task Force is currently meeting
 - Proposed changes are awaiting approval from the Provost's office
 - On track to approve a few clinical faculty members; Tenure-track faculty on course
 - On-going discussions for promotion opportunities for primarily clinical-based faculty who may now have a greater service role than conducting research
 - b. Faculty Council Bylaws will be reviewed/updated in the upcoming month
 - Policy Boards are now three separate groups instead of five
 - Various procedural changes
 - Drafts will be sent to the council for review and approval
 - c. University of Florida Presidential search is now on hold
 - d. Final round of FEO grants should be going forward
 - \$250K available for the entire campus
 - Smaller awards (up to \$20K) most likely to be approved

e. Dean's report – Michael Good, M.D.

1. **Much Accomplished in 2012**

The Dean expressed his appreciation towards all COM faculty for achievement in spite of many fiscal challenges in the past year.

2. **Dr. David Paulus**

He passed away recently. He served as an FC officer in the mid-1990's, with two separate terms as President. With FC support, the Dr. David Paulus Award for Clinical Excellence was created.

3. **Promotion and Tenure Guidelines**

Mission-track: While two areas must be part of an assignment, "excellence" must be demonstrated in one area for purposes of promotion; this has led to greater opportunities for faculty to be eligible for promotion. We now have mission-track faculty who are members of the promotion committee. Clinical and educational portfolios developed to create an effective way to demonstrate excellence in these two areas.

As with any new system some challenges were presented. One challenge relates to promotion to full professor for tenured Associate Professors. Also, better instructions for the outside letter templates will be developed in the Dean's Office.

A commitment has been made for ongoing review of the P&T Guidelines each spring for additional improvements.

4. **GatorCare**

Shands Gainesville and Jacksonville began enrollment in GatorCare on 1/1/2013. COM clinical faculty are on track to join in July 2013. COM will pay for the monthly premiums. Co-pays and deductibles have been negotiated to a low level. More details are to follow as the migration to the new plan approaches. Open enrollment for the clinical faculty will be this spring. Three plan options will be available and counselors will be able to explain the various plan differences. The university will seek approval this year from the state legislature for adding current State of Florida health insurance participants (which includes Basic Science faculty) to the GatorCare plan in 2014.

5. **39th Avenue Clinic**

Construction is almost complete. The facility will open within the next three weeks. Nine clinical specialties will be on site – Cardiology, Dermatology, Reproductive Endocrinology, OB/GYN, Psychiatry, Pain Management, Lab and X-ray, including better Mammography.

6. **Large Donations Received**

\$500K received for the new Medical Education building. \$1 million gift for student scholarships.

7. **Two Payroll Records for Faculty**

With the December 21, 2012 pay period, about 400 more faculty were converted to two payroll records to accurately align salaries with State and Practice Plan funding. As a result, the affected faculty will need to set up additional retirement accounts so that their contributions are routed appropriately, rather than being placed in holding accounts. About 600 faculty in total now have the two payroll records.

Faculty Council Comments to the Dean:

Faculty would like to see greater shared governance in many of the larger decisions. Further, a recommendation was made for the Dean to prioritize improving the retirement program.

f. New Business

Lifetime Achievement Award Nominations

- Faculty close to retiring, or who have already retired, can be good candidates.
- Generally, faculty with more than 10 years of service are most appropriate
- One month period to seek nominations

P&T Survey:

- Suggestion made to solicit feedback from candidates who participated in the promotion and tenure process under the new guidelines. Qualitative data may give better insight than strictly quantitative data showing the percentages of faculty receiving approval.
- It was noted that Promotion and Tenure can be variable based upon Department Chair knowledge of the guidelines. Suggestion made for further instruction and training on the new guidelines.

3. The meeting was adjourned at 6:00PM

The next Faculty Council meeting will be held Tuesday, February 5, 2013 @ 5PM in the Hugh Hill Conference Room

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