

Minutes of the October 2015 Faculty Council Meeting
Tuesday, October 6, 2015, 5 PM
R1-106 Conference Room

Officers Present:

President – Laurence Solberg
Vice President – Alice Rhoton-Vlasak
Past-Past President- David Quillen

President Elect – Peggy Wallace
Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

None

Department Representatives Present:

Thomas Buford – Aging & Geriatric Research
Maria Zajac-Kaye – Anatomy
Albert Robinson, III – Anesthesiology
David Quillen – CHFM
Robert Cook – Epidemiology
Francois Modave – Health Outcomes & Policy
John Hiemenz-Medicine
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology
Jada Lewis – Neuroscience

Qihong Li – Ophthalmology
Robert Matthias – Orthopaedics & Rehabilitation
Kevin Raisch – Otolaryngology
Larry Fowler – Pathology
Bryon Petersen – Pediatrics
Brian Law – Pharmacology & Therapeutics
Peter Sayeski – Physiology
Judith Lightsey – Radiation Oncology
Suzanne Mastin – Radiology
Victoria Bird - Urology

Department Representatives Absent:

Thomas Yang – Biochemistry & Molecular Biology
Arlene Naranjo – Biostatistics
Ann Church – Dermatology
Thomas Payton – Emergency Medicine

Emily Weber LeBrun – Obstetrics & Gynecology
Elizabeth Brownlee – PA School
Richard Holbert – Psychiatry
Bob Feezor – Surgery

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00 PM. The September Faculty Council meeting minutes were approved.
2. Introduce new department representatives – Dr. Laurence Solberg
 - a. Dr. Meredith Wicklund, Department of Neurology
3. Compensation Committee Report – Dr. Peter Sayeski
 - a. The last several meetings have focused on the Departments of Surgery and Anesthesiology. These departments want to create their own modified versions of compensation based on the College of Medicine plan.
 1. Dr. Behrns' plan for Surgery is that during negotiations with new hires, the Assistant Professors would start at the 40th percentile of the national average for that specific specialty during the first 1-2 years, progress to the 50th percentile during years 2-4, and then the 60th percentile during years 5-7. This would simplify the hiring process and help streamline salaries department-wide.

2. Dr. Morey's plan for Anesthesiology is procedure-based and tailored more for their department. They plan to be more flexible in scheduling by shifting work around to become more efficient. For example, junior faculty members would have the option to take call coverage and work extra hours, whereas senior faculty members could choose to pass those responsibilities on to someone else. Dr. Morey formed a committee to help gather data to devise the proposed plan. He also had a meeting with his faculty to address the plan and gain faculty consensus.
 - b. Under Shared Governance, faculty members only have an advisory role in compensation. Although faculty do not vote to approve proposed plans, they are involved in the decision-making process and should receive all of the pertinent information.
 - c. There was discussion regarding a policy within the new compensation plan that was implemented in June 2014. It states that new faculty, within 36 months of hire, are not eligible to participate in the clinical incentive plan. The Chair can make an exception to this policy by writing a letter of support on behalf of the individual and submitting this letter and a profit-loss statement for the department to the Compensation Committee for review and approval. Alternatively, under this policy, new faculty members will not receive negative base pay adjustments within the first 36 months, unless there are unforeseen financial circumstances within the department or college. The intent is to protect new faculty members and provide them time to build their practice for the first three years without being penalized for lower productivity (falling below target RVUs).
 - d. Dr. Sayeski will draft a document to submit to the Compensation Plan Committee suggesting that a provision be added to the plan stating that once the new faculty member demonstrates a positive margin in earnings (RVUs, grants, etc.), then they are able to participate in the incentive plan. He will present the draft to the Faculty Council for review.
4. Executive Fiscal Advisory Committee Report – Dr. Larry Fowler
 - a. Dr. Fowler distributed the minutes and supporting materials from the EFAC meeting in September. The meeting provided an overview of the UFCOM financial reports and Billing/Accounts Receivable charges for the month ending August 2015. The COM finished FY2015 with a positive balance of \$37M.
5. Executive Committee report – Dr. Laurence Solberg
 - a. Dr. Solberg briefed the council on the Executive Committee meeting from September. Minutes from that meeting can be found at:
<http://medinfo.ufl.edu/faculty/minutes/secure/execc/>
6. Announcements – Dr. Laurence Solberg
 - a. Nominations are needed for a new junior faculty member representative for the AAMC Council of Faculty and Academic Societies (CFAS). To qualify, this faculty member would need to be within 10 years of their initial faculty appointment. Nominations can be emailed directly to Dr. Laurence Solberg. Further information about the program can be found at: <https://www.aamc.org/members/cfas/>.
 - b. Council representatives were asked to remind their faculty members to RSVP for the upcoming College of Medicine Faculty Appreciation Reception on October 21.
 - c. The College of Medicine Administrators have requested nominations for broad interest speakers for the college, specifically focusing on leaders from other colleges of medicine. Nominations can be emailed directly to Dr. Marian Limacher.

- d. The Department of Psychiatry has announced their “Mindful Relaxation Minutes” series. These weekly 30-minute sessions can be attended in person, by phone or via broadcasts to several locations around campus. Additional details about the series can be found at: <https://intranet.ahc.ufl.edu/www/Colleges/com/psychiatry/MindfulMinutes/SitePages/Home.aspx>.
 - e. President Fuchs gave a “State of the University” address at the UF Faculty Senate meeting on September 24. The link to the webcast is: <http://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/AgendasMinutes2015-2016> .
 - f. The Council was reminded that Lifetime Achievement Award nominations will open in January 2016.
7. Faculty Enhancement Opportunities (FEO) Report – Dr. David Quillen
- a. There were 7 applications for the Spring 2016 FEO awards; 2 from the Jacksonville campus and 5 from the Gainesville campus. All 7 were reviewed and approved by the College-level committee and the Dean. The applications have been sent to the University-level Task Force, which will review the applications and recommend awards to the Provost.
 - b. There are two FEO grant cycles per year and the next anticipated application deadline will be in January 2016. It is suggested that faculty members email the FEO applications to Dr. Quillen at least two weeks prior to the college-review deadline. The applications will be edited by the COM-FEO Review Committee and sent back for revisions. For applications that have come in early, the College of Medicine currently has over a 95% funding rate.
8. UF College of Medicine Ombuds – Dr. Laurence Solberg
- a. Dr. Solberg is awaiting a decision from the Human Resources office on campus to determine whether or not faculty can be rehired after they retire. If they were hired under the DROP system, they have to wait a year before they can be rehired. If needed, it should be acceptable for the College of Medicine Dean to write a supporting letter since the faculty member would not be rehired in a clinical venue.
 - b. Dr. Solberg is going to check with Dr. Ken Gerhardt in the UF Ombuds office to determine the process by which the COM Ombuds will be evaluated.
9. Working Groups
- a. Faculty Support Network Work Group – Dr. Alice Rhoton-Vlasak
 - 1. Dr. Rhoton has added all of the webpages to the Faculty Support Resource Page and plans to subdivide the links into categories for easier searching.
 - 2. Dr. Rhoton asked the committee to email her with any final suggestions for topics to be included, as she intends to finish this project by the end of October.
10. Amendments of Faculty Council bylaws: Past-past President, Policy Boards – Dr. Laurence Solberg
- a. The bylaws will be amended to allow for a Past-past President to serve as an officer (for example, the previous President retired before she could serve her term as Past President). Dr. David Quillen will fulfill this role.
 - b. A contingency will be added to the bylaws to allow for appointment of a previous officer to act as an advisor to the current officers to preserve institutional memory. Dr. Frank Bova will fulfill this role.
 - c. It was determined last year that instead of using Policy Boards, Working Groups will be established as needed for issues to be addressed. The bylaws will be updated to reflect this change.
 - d. The President, President-Elect and Past President will start the process of updating the

bylaws and will present a draft to the committee to vote on.

11. Faculty Hiring system and oversight

- a. The question was raised about what rules and regulations exist for hiring new administrative faculty members. It was noted that there are guidelines for this in the College of Medicine Constitution available through link at: facultycouncil.med.ufl.edu

12. Laurence Solberg adjourned the meeting at 6:04pm.

The next Faculty Council Meeting will be held Tuesday, November 3, 2015 @ 5PM in Room R1-106.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Steven Swarts.