

Minutes of the February 2012 Faculty Council Meeting
Tuesday, February 7, 2012, 5 PM
Hugh Hill Conference Room

Officers Present:

President - Marilyn Dumont-Driscoll
Treasurer - David Quillen

President Elect- David Quillen

Officers Absent:

Secretary – Leslie Gonzalez-Rothi

Department Representatives Present:

Steve Anton – Aging
Sue McGorray – Biostatistics
John Hiemenz - Medicine
Gregory Murad – Neurological Surgery
Susan Semple-Rowland - Neuroscience
Sanford Boye – Ophthalmology
Robert Bobilin – PA Program
Carolyn Carter – Pediatrics
Peter Sayeski – Physiology
Philipp Dahm - Urology

Yi Qiu (proxy) – Anatomy
Epidemiology – Cindy Prins
James Resnick – MGM
Jean Cibula – Neurology
Nashat Moawad – OBGYN
Parker Gibbs - Orthopaedics
Marguerite Hatch – Pathology
Tom Rowe – Pharmacology
Psychiatry – James Byrd

Absent:

Nicole Dobija - Anesthesiology
George Samraj – CHF
Kelli Komeo – HOP
Jatinder Palta – Radiation Oncology
Saleem Islam – Surgery

Kevin Brown – Biochemistry & Molecular
Robyn Hoelle – Emergency Med
John Harwick – Otolaryngology
Scott Peterson – Radiology

Invited Guest:

Dr. Marylou Behnke – Academic Personnel Board

1. President Dumont-Driscoll called the meeting to order at approximately 5:05PM
2. Announcements, Reports, and Old Business:
 - a. Review and approval of January minutes
 - b. President Dumont-Driscoll gave a brief overview of the P&T Town Hall meeting of February 6, 2012 and types of questions posed regarding the suggested changes. Dr. Limacher distributed a draft copy of proposed changes to the COM promotion and tenure guidelines and presented slides highlighting the old and newly proposed changes. An open discussion by the FC representatives continued with concerns that there was only a small number of junior faculty in attendance. The difficulty for clinical faculty to attend was noted. Feedback from faculty in each department is requested from the Faculty Council representatives.

Dr. Marylou Behnke from the Department of Pediatrics was introduced. She serves on the UF Academic Personnel Board, which reviews and makes recommendations on each packet submitted for P&T, and was asked to provide the faculty council with feedback regarding the process. The ARB is responsible for reviewing the P&T packets according to the **guidelines set by each college**; she suggested that many of the packets submitted from the COM need more clarification, especially given the confusing issue in evaluation letters of clinical performance based on RVUs and compensation. Over the past year, Dr. Behnke noted that the COM P&T guidelines are not delineated or spelled out like other UF colleges. For promotion with tenure,

colleges define the need for distinction in at least two areas of the faculty member's primary responsibility (generally teaching and scholarship).

Further discussion on numerous aspects of P&T continued with a summary below of some major points or identified concerns:

- According to Dr. Dumont-Driscoll, that the COM Executive Committee will vote on the new P&T policy and acknowledge if the faculty council is comfortable with the proposed changes
- Many of the faculty council representatives felt they would like the opportunity to receive additional feedback from its department members on the proposed changes
- Suggestions were made to have a forum for clinical faculty only
- Ascertain ways for more junior faculty involvement (possible lack of awareness from the junior faculty on specific changes); there is concern that junior faculty may not feel they can speak out due to fear of consequences.
- Suggestions were made to have a town hall meetings with faculty without the presence of the Department Chairs
- Dr. Dumont-Driscoll solicited ways to improve on more faculty input by either open forums with better time schedules for meetings or work more closely with departments within a smaller group or department meetings
- The formal motion was made and seconded stating support of the concept of a multi-track system, but an inability to support the guidelines as currently written. Further discussion noted that in some cases, for example the education track, the criteria may not be sufficiently flexible to acknowledge certain types of scholarship or the blended responsibilities within a multi-track system. The motion passed unanimously.
- A letter will be drafted indicating that the faculty council is not ready to move forward with approval of the current proposed promotion and tenure guidelines for the COM

3. The meeting was adjourned at 6:20PM

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

Minutes recorded by Sonya Jones, Administrative Assistant