

Minutes of the March 2012 Faculty Council Meeting
Tuesday, March 6, 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:

Nicole Dobija - Anesthesiology
Sue McGorray – Biostatistics
James Resnick – MGM
Jean Cibula – Neurology
Nashat Moawad – OBGYN
Kevin Raisch – Otolaryngology
Scott Peterson – Radiology

Kevin Brown – Biochemistry & Molecular
George Samraj – CHFM
Gregory Murad – Neurological Surgery
Susan Semple-Rowland - Neuroscience
Sanford Boye – Ophthalmology
Marguerite Hatch – Pathology

Absent:

Steve Anton – Aging
Robyn Hoelle – Emergency Med
Kelli Komeo – HOP
Robert Matthias - Orthopaedics
Carolyn Carter – Pediatrics
Peter Sayeski – Physiology
Jatinder Palta – Radiation Oncology
Philipp Dahm - Urology

Yi Qiu (proxy) – Anatomy
Epidemiology – Cindy Prins
John Hiemenz – Medicine
Robert Bobilin – PA Program
Tom Rowe – Pharmacology
Psychiatry – James Byrd
Saleem Islam – Surgery

Invited Guest:

Cheri Winton Brodeur, Ph.D., Chair-Elect, UF Faculty Senate (member of the Florida Advisory Council of Faculty Senates)

1. President Dumont-Driscoll called the meeting to order at approximately 5:05PM
2. Announcements, Reports, Introductions and Old Business:
 - a. Review and approval of February minutes
 - b. Dr. Cheri Brodeur, Chair-Elect, UF Faculty Senate provided the Faculty Council with information on networking among UF colleges and how we can use shared governance within the COM. There seems to be a disconnect with the faculty and the UF Faculty Senate. The culture is different here at the COM so the UF Faculty Senate would like to hear issues that affect the faculty here in the COM as well as throughout campus and to open up a line of communication. The UF Senate has set up a blog for faculty to express/ comment on any concerns and to help identify unanticipated issues and problems. For example, Dr. Machen is retiring no later than December 2013 and the UF Senate would like to hear from faculty as to what they would like to see in a new President and make sure we maintain shared governance for the new UF President. There are also a number of other issues affecting faculty, including the legislature cutting another 3% from the ORP contributions. With feedback from the faculty, UF Faculty Senate has been able to change the direction of some outcomes. Each of UF's colleges has its own institutions of shared governance; each college is diverse and must find ways to be more collaborative, with networking being absolutely critical. The purpose is to provide a means for faculty to participate in the shared governance in all cases.

- c. President Dumont-Driscoll gave a brief overview of the report from Dean Good: an extension has been approved through December 2013 for faculty to use up vacation hours. A faculty cash-out for unused leave is still under review; it depends on the outcome of the state legislative session. The faculty should hear more information about the leave cash-out by May.
- d. **Information on GatorCare:**

The University of Florida and Shands are working on a new model to provide employees with health and wellness insurance by creating its own self-insurance plan to provide more cost-effective and customized care for employees and their dependents. However, there is a lot of concern that faculty benefits will be cut.

Pending legislative approval, implementation of this model will result in a consolidated health insurance plan that will encompass all eligible faculty and staff.

One of the most important goals of this new model is to be as responsive to employee needs as possible by seeking ways to help improve health care access, health outcomes and quality of life while keeping health care costs as low and competitive as possible. The model should also be mindful of the current uncertain health care benefit landscape and the probability of changes to current state employee health plans that will likely lead to higher contributions from our employees.

The new health plan is planned to roll out in January 2013, with open enrollment occurring in fall 2012. Some employees groups will join the plan after January 2013—UF Physicians' target date is July 1, 2013.

The faculty council expressed concerns that there was little input from the faculty and other faculty council representatives. A question was raised as to how many faculty members were involved in the discussion to move UF to a self-insured program. Concerns have been raised regarding capacity and continuity of care as well.

- e. **Update on Compensation plan:**

The Business school has been consulted to look at the COM current compensation plan. The most significant changes proposed so far include:

Potential reductions in base salary up to 20% if a faculty member does not achieve target goals. A faculty member's base salary cannot be reduced below the AAMC 20th percentile, and cannot exceed the AAMC 75th percentile, except as noted below. It is the intent of the COM to provide appropriate total compensation without inflating base salary. When annual faculty salary increases are authorized by UF or the COM, faculty above the 75th percentile may be granted a payment in lieu of a base salary adjustment. Other external benchmarks in lieu of the AAMC 75th percentile ceiling may be used with the approval of the Dean. For basic science faculty and PhDs in clinical departments, base salary is subject to the AAMC 20th percentile floor but not the ceiling.

The Department of Medicine is using this type of compensation plan as a pilot this year without faculty vote effective July 1st. Assigned RVUs are expected to be between the 50th and 90th percentile (adjusted for clinical FTE) for the individual's specialty as defined in the most recent Medical Group Management Association (MGMA) Academic Practice Compensation and Productivity Survey. RVU targets and expectations may be changed to UHC targets on the basis of better consistency and reporting data.

The COM's Financial Services Division is responsible for maintaining the compensation plan database upon which incentives will be calculated and for aligning departmental budgets and FTE assignments with the compensation plan. Department Administrators can provide Faculty data from AAMC and MGMA

Suggestion was made to have Dr. Curry come and address the faculty council regarding the compensation plan

f. **EPIC:**

Regarding EPIC—the question was raised, how can we be more productive and effective?

The results of the EPIC survey have come back and there was more satisfaction with inpatient Epic than with outpatient; overall, opinions have not changed much.

3. The meeting was adjourned at 6:20PM

The next Faculty Council meeting will be held Tuesday, April 3, 2012 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Sonya Jones, Administrative Assistant & edited by Dr. Jean Cibula