

Minutes of the June 2013 Faculty Council Meeting
Tuesday, June 4, 2013, 5 PM
M-304 Conference Room

Officers Present:

President – David Quillen
Secretary – Jean Cibula

Vice President – Kevin Brown

Officers Absent:

Past President – Marilyn Dumont-Driscoll
President Elect – Nancy Hardt

Treasurer – Frank Bova

Department Representatives Present:

Steve Anton – Aging
Kevin Brown – Biochemistry & Molecular
Robyn Hoelle – Emergency Medicine
John Hiemenz – Medicine
Gregory Murad – Neurological Surgery
Sanford Boye – Ophthalmology
Kevin Raisch – Otolaryngology
Carolyn Carter – Pediatrics
Peter Sayeski – Physiology

Maria Zajac-Kaye – Anatomy
George Samraj – CHFM
Volker Mai – Epidemiology
James Resnick – MGM
Susan Semple-Rowland – Neuroscience
Robert Matthias – Orthopaedics
Marguerite Hatch – Pathology
Brian Law – Pharmacology
Vincent Bird – Urology

Department Representatives Absent:

Nicole Dobija - Anesthesiology
Sarah Lynne-Landsman – HOP
Emily Weber LeBrun – OBGYN
James Byrd – Psychiatry
Judith Lightsey – Radiation Oncology

Sue McGorray – Biostatistics
Diego Rincon Limas – Neurology
Robert Bobilin – PA Program
Scott Peterson – Radiology
Saleem Islam – Surgery

Invited Guests:

Michael Good, M.D., Dean, College of Medicine (Unable to Attend – Out of Town)

1. President David Quillen called the meeting to order at approximately 5:00PM; the May minutes were approved.
2. Announcement, Reports, and Old Business
 - a. Dr. Quillen will be finishing his term as Faculty Council President. Dr. Nancy Hardt will become the next President effective July 1, 2013. Dr. Quillen mentioned the following items he will complete before he finishes his term
 1. Meeting with the Dean
 2. Create an agenda, in conjunction with Dr. Hardt, for the July meeting
 3. He will represent the Faculty Council at the Celebration of Life ceremony for Dr. Ed Valenstein on June 8th, to posthumously award the Lifetime Achievement Award.
 - b. Compensation Committee Update
 - Initial draft of the new compensation plan was presented to the department chairs, but was not well received. Issues related to formulations rather than the stated principles. The Faculty Council will make a recommendation to the Dean that the compensation plan be based on the four values listed below.
 1. Compensation plan incentives should not place the College of Medicine into a budget deficit to maintain financial viability.
 2. Benchmarking for the assignment of RVU targets for faculty in clinical departments. Further discussion may be needed to agree on the source for benchmarking (currently it is derived from the MGMA survey data – 50th percentile).

3. Factor Multipliers – the availability of mid-level providers to assist a faculty member in generating RVUs.
4. Underperformance issues – How should it be handled when a faculty member may truly be underperforming, as salaries have not been reduced in previous situations? If “underperformance” is caused from participating in committees or other activities that do not receive salary support, how should that be resolved? Currently, adjustment to goals is not made for FMLA or pregnancy leaves.
 - Additional recommendation made for separate compensation plans for clinical and non-clinical faculty members
- c. Challenges for clinical track promotion under the new Tenure and Promotion guidelines:
 - Unclear guidelines to determine a specific process to promote on the clinical track
 - Disconnect between shifting focus towards RVU generation and the educational or research missions
 - A related issue concerns specific requirements for being on track to get tenure (ie grant requirements). Additionally, the guidelines may not be succinct enough for a streamlined approval process at the APB.
- d. Senate Election Results
 - Seven new senators elected for the College of Medicine
 - New this year is an open guideline allowing the senators to come from a mixture of COM departments, rather than being tied specifically to certain departments. Furthermore, some departments may have more than one senator to represent the College.
3. New Business
 - a. Faculty Council President-Elect Election
 - Email with a link to the election website will be sent to all faculty. Candidate bios and vision statements will be listed for reference.
 - Caprice Knapp, PhD and Sharda Udassi, MD are the two candidates running for this office
 - b. Policy Board Updates
 - i. Research – no update
 - ii. Faculty Welfare – update provided by Robyn Hoelle, MD
 - Dr. Hoelle met with Dr. Marvin Dewar to discuss the impact of the new GatorCare plan on capacity constraints and other concerns from a provider perspective.
 - Dr. Dewar explained that it is the individual departments’ responsibility to determine capacity.
 - Each department chair was contacted to explain the increased need for capacity. Options were given to meet these upcoming capacity needs through contracting with outside providers, or the chair may choose to handle the strategy within their respective departments.
 - Capacity concerns are identified and addressed based on anecdotal evidence. Also, based on comparisons of assigned departments FTEs and clinical work volume.
 - c. Presentation of Gavel Plaque to Dr. David Quillen for his service as Faculty Council President for the 2012-2013 term.
4. The meeting was adjourned at 5:50PM

The next Faculty Council meeting will be held Tuesday, July 2, 2013 @ 5PM in Room M-304

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