

Minutes of the August 2013 Faculty Council Meeting
Tuesday, August 7, 2013, 5 PM
Hugh Hill Conference Room

Officers Present:

President – Nancy Hardt
Secretary – Jean Cibula

Treasurer – Frank Bova
Vice President – Kevin Brown

Officers Absent:

President Elect – Caprice Knapp
Past President- David Quillen

Department Representatives Present:

Steve Anton – Aging
Kevin Brown – Biochemistry & Molecular
Hajar Kadivar – CHF
Peggy Wallace-Molecular Genetics & Micro
Susan Semple-Rowland – Neuroscience
Sanford Boye – Ophthalmology
Kevin Raisch – Otolaryngology
Carolyn Carter – Pediatrics
Peter Sayeski – Physiology
Kfir Ben-David – Surgery

Maria Zajac-Kaye – Anatomy
Sue McGorray – Biostatistics
John Hiemenz – Medicine
Diego Rincon Limas – Neurology
Emily Weber LeBrun – OBGYN
Robert Matthias – Orthopaedics
Elizabeth Brownlee-PA School
Brian Law – Pharmacology
Suzanne Mastin-Radiology
Vincent Bird – Urology

Department Representatives Absent:

Sonia Deshmukh – Anesthesiology
Volker Mai – Epidemiology
Gregory Murad – Neurological Surgery
James Byrd – Psychiatry

Robyn Hoelle – Emergency Medicine
Kelli Komro – HOP
Marguerite Hatch – Pathology
Judith Lightsey – Radiation Oncology

Invited Guests: none

1. President Nancy Hardt called the meeting to order at approximately 5:00PM; the July minutes were approved. All members introduced themselves for any new members present at the meeting.
2. Rachel Westwood will be taking over Brian Berryman's position as staff support for the faculty council, her email is rwestwood@ufl.edu. Thanks to Brian for his service; he will be moving to the benefits office.
3. Policy Boards- Dr. Nancy Hardt and Dr. Jean Cibula discussed the policy boards and their functions. Members are encouraged to choose one of the three boards (contact Rachel and Dr Cibula for preferences, please) :
 - **Clinical** - Involved with matters pertaining to clinical issues such as Epic, clinical medical education, and clinical faculty issues. Chair- Dr. Robyn Hoelle
 - **Faculty Welfare** - Involved with matters of faculty development and well-being including salary and compensation, promotion and tenure, benefits, pension, etc. Chair- Dr. Frank Bova
 - **Research / Basic Science** – Involved with matters pertaining to the basic sciences, research and graduate school education. Chair- Dr. Kevin Brown
 - **A new EFAC representative is requested;** Drs Boye and Sayeski will represent Faculty Council on the Compensation Committee this year. Thanks to Drs Islam and Mathias, who represented us last year.
4. Faculty benefits, tenure and promotion, chair evaluations, leave adjustments:
 - Faculty benefits: perceived decline in value may affect faculty retention
 - Tenure and promotion
 - Chair evaluations and the process: there was a poor response rate as the email may have been easily overlooked and the survey could only be opened once, as this was part of the anonymity of the responses. Many faculty were concerned whether or not this was truly anonymous, and Dr Bova had worked carefully with

Jody Gentry of HR to ensure that it was. Unfortunately, there was only a 25% response rate on the survey submitted. More information is needed from the Dean as to how this data will be used and how the chairs are informed of the outcomes. The process will be tweaked further and initiated sooner in the spring of 2014. (NB: the Dean is including this information in the Chairs' evaluations and will expect an action plan from the Chairs if changes need to be made, per the FC officers' meeting with Dean Good)

- Leave adjustments (look in myufl.edu My Self Service// Payroll and Compensation// My Leave History to locate up-to-date leave balances)
 - Previous 1-year extension to utilize vacation hours above the threshold of 352 hours will expire on 12/31/2013. In turn, all vacation hours over this amount will be converted to sick leave.
 - Going forward, vacation accruals will only be allowed up to 352 hours (compared to the previous level of 480 hours), and vacation cash outs at the time of resignation will be limited to 200 hours (compared to the previous level of 352 hours).

5. Dr. Hardt presented the following information from the Executive Committee:

- a. Faculty (clinic and basic science) need to get free flu shots. If you won't get one, you may be asked to wear a mask. Don't forget that many of the folks in our corridors are immunosuppressed. Flu might not kill us but it could kill them.
- b. AAMC Council of Academic Societies has morphed into the Council for Faculty and Academic Societies. FC was asked to nominate two faculty (one senior, one junior) within 48 hours for this prestigious council. The board nominated Adrian Tyndall (ED) and FC's own Emily Weber-LeBrun (OBGYN). Lucia Notterpek (Neuroscience) was also nominated by her academic society, so we will have 3 reps.
- c. Incentive pay will be added to payroll on Oct.4, and raises on Oct. 18. We now have a balanced budget at the College level that includes a placeholder for 3.5% raises across the board for staff and a 3 % overall merit pool for faculty. Salary equity is also a concern of the general faculty; the appropriate comparison salaries are tracked by the Medical Group Managers Association (MGMA), and this data can be obtained from the departmental administrators or through Dr Limacher's office (Faculty Development).
- d. Clinical practice billings were the highest ever; visits up 7%, and collections were +12M over budget. 90% of sites qualified for "meaningful use" funds to repay the clinical practice for the investment in EPIC.
- e. The Med Ed building groundbreaking will be in October, with planned completion Aug 2015
- f. UF Pre-eminence Bill passed; opportunity programs are available to all, and faculty should explore the new programs.
- g. Dr. Limacher is accepting applicants for the UF executive talent/ development program: <http://ufexec.ufl.edu/ldi.aspx>
- h. P&T results: will be shared at the September Town Hall meeting by Dr Limacher
- i. After the first round of the new P&T process, re-evaluation and adjustments are being made. Tenure vs non tenure track promotions may be reviewed separately by peer faculty groups rather than by rank. The Academic Personnel Board may need more specific instructions in order to interpret our guidelines, since job descriptions and criteria are significantly different from the rest of the faculty.

6. The meeting was adjourned at 6:00PM

The next Faculty Council meeting will be held Tuesday, September 3, 2013 @ 5PM in the Hugh Hill Conference Room.

Minutes recorded by Rachel Westwood, Administrative Assistant and edited by Dr. Jean Cibula