

Minutes of the July 2013 Faculty Council Meeting
Tuesday, July 2, 2013, 5 PM
M-304 Conference Room

Officers Present:

President – Nancy Hardt
Secretary – Jean Cibula

Past President – David Quillen
Treasurer – Frank Bova

Officers Absent:

Vice President – Kevin Brown

President Elect – Caprice Knapp

Department Representatives Present:

Steve Anton – Aging
Sue McGorray – Biostatistics
James Resnick – MGM
Diego Rincon Limas – Neurology
Emily Weber LeBrun – OBGYN
Kevin Raisch – Otolaryngology
Carolyn Carter – Pediatrics
James Byrd – Psychiatry
Kfir Ben-David – Surgery

Maria Zajac-Kaye – Anatomy
Robyn Hoelle – Emergency Medicine
Gregory Murad – Neurological Surgery
Susan Semple-Rowland – Neuroscience
Sanford Boye – Ophthalmology
Marguerite Hatch – Pathology
Peter Sayeski – Physiology
Judith Lightsey – Radiation Oncology

Department Representatives Absent:

Sonia Deshmukh - Anesthesiology
George Samraj – CHFM
Kelli Komro – HOP
Robert Matthias – Orthopaedics
Brian Law – Pharmacology
Vincent Bird – Urology

Kevin Brown – Biochemistry & Molecular
Volker Mai – Epidemiology
John Hiemenz – Medicine
Robert Bobilin – PA Program
Scott Peterson – Radiology

Invited Guests:

None

1. President Nancy Hardt called the meeting to order at approximately 5:05PM; the June minutes were approved. All members introduced themselves for any new members present at the meeting.
2. Announcement, Reports, and Old Business
 - a. Dr. Hardt made the recommendation that the Faculty Council decide on specific questions for Dean Good and present them to him prior to the meeting. He can then use his time at the meetings to specifically respond to Faculty Council points of interest. It may be possible that he will only be requested to attend the meeting on an as-needed basis. Dean Good has expressed his willingness to attend the Faculty Council meetings as often as necessary.
 - b. Budget Update – Presented by Dr. Quillen
 - FY 2013 was a banner year. However, the proposed budget for FY 2014 faces many challenges, including the funding for faculty raises.
 - While the loss of UPL (Upper Payment Limit) may have a large impact, there are some potential financial opportunities through the new GatorCare plan and the increase of reimbursement rates for Medicaid to match Medicare rates.
 - Group Discussion – Greater need for awareness by faculty of their respective department budgets, as reserves are not available as in the past to fund incentives, bonuses, etc.
 - c. Leave Adjustments
 - 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 cashouts as a result of resignation will be limited to 200 hours (compared to the previous level of 352 hours).

3. New Business

a. Discussion about 2013-2014 Faculty Council Focus – Led by Dr. Hardt

- What will be the main themes and agendas for the Faculty Council to direct their focus over the next year?
- Identify specific areas, based on faculty opinions, that would lead to an improved workplace
- What areas within our current resources are being underutilized, where potential opportunities exist already for these improvements? (i.e. FEO)
- Seek improvements in areas of research (IRB and IACUC) where we may be lagging against national benchmarks
- Retention of faculty at the ranks of Associate Professor and Professor

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.

4. The meeting was adjourned at 6:00PM

The next Faculty Council meeting will be held Tuesday, August 6, 2013 @ 5PM in the Hugh Hill Conference Room.

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