

Minutes of the January 2015 Faculty Council Meeting
Tuesday, January 6, 2015, 5 PM
Hugh Hill Conference Room

Officers Present:

President – Laurence Solberg
Vice President – Alice Rhoton-Vlasak
Past President – Nancy Hardt

President Elect –
Secretary – Jean Cibula
Treasurer – Frank Bova

Officers Absent:

Department Representatives Present:

Thomas Buford – Aging & Geriatric Research
Maria Zajac-Kaye – Anatomy
Thomas Yang – Biochemistry & Molecular Biology
Arlene Naranjo – Biostatistics
David Quillen – CHF
Robert Cook – Epidemiology
Stephanie Staras – Health Outcomes & Policy
John Hiemenz – Medicine
Jada Lewis – Neuroscience

Emily Weber LeBrun – Obstetrics & Gynecology
Kevin Raisch – Otolaryngology
Elizabeth Brownlee – PA School
Larry Fowler – Pathology
Brian Law – Pharmacology & Therapeutics
Peter Sayeski – Physiology
Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology

Department Representatives Absent:

Sonia Mehta – Anesthesiology
Ann Church – Dermatology
Thomas Payton – Emergency Medicine
Peggy Wallace – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Diego Rincon-Limas – Neurology

Qihong Li – Ophthalmology
Robert Matthias – Orthopaedics & Rehabilitation
Byron Petersen – Pediatrics
Suzanne Mastin - Radiology
Kfir Ben-David – Surgery
Vincent Bird – Urology

Invited Guests:

Michael L. Good, M.D., Dean, College of Medicine

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00PM.
2. Dean's Report – Dr. Michael Good, Dean, College of Medicine:
 - The new UF President, Dr. W. Kent Fuchs, is now onboard as of January 1, 2015. UF Deans will have their first meeting with Dr. Fuchs next week.
 - Currently there are two COM Chair searches underway that are near completion. The Department of Anesthesiology Search committee is interviewing Dr. Timothy Morey, the 3rd of three finalists today. The Department of Ophthalmology has 3 finalists and their interviews will be completed by the first week of February. There are two other chairs that will be stepping down in the next week or so. The Department of Psychiatry also has an interim chair so Dr. Good indicated he would seek suggestions from the Faculty Council to appoint three search committees in the near future.
 - Dr. Good thanked the Faculty Council for their evaluation process for COM Chairs. The evaluation reports provided robust statistical analysis and the comments on strengths and weaknesses were helpful to him during the annual evaluation process.
 - Dean Good reported that the Faculty Council has asked him to look into the issue of the rehire of retired faculty. A policy is being developed that will allow the rehire of retired faculty in frontline clinical positions.
 - Groundbreaking for the new hospital will occur on January 23, 2015. The new facility will provide 100 beds for heart and vascular medicine and 100 beds for neuromedicine. The Medical Education building should open between June and August 2015.
 - The LCME Site Visit is scheduled for February 22-25, 2015. If anyone has questions regarding their role in the LCME Site visit, contact Dr. Good or Dr. Joseph Fantone.
 - The Department of Anesthesiology has had an interim chair for 2 years and has fallen behind on recruitment of faculty and this is impacting surgical specialties. The College is hiring two search firms and a physician recruiter to fast track recruitment of 15 new anesthesiology faculty members. There is one other department that may also be put on the fast track for recruitment of new faculty.

- The College of Medicine has had a growth rate of 6%-8% over the past 2-3 years. The College has had a 10% turnover for the past 6 years that Dr. Good has been Dean. So the College hires 100-120 new faculty each year to stay even and for the last 3 years has hired 30-40 additional faculty. Our budget process drives salary and the number of faculty. The COM needs to develop a market based Compensation Plan. Dr. Good indicated he is open to ideas from the Compensation Committee for a better Compensation Plan.
 - Dr. Good supports the proposal presented to him by the Faculty Council to have the Faculty Enhancement Opportunity program support part-time faculty at the College level. He will present this to the chairs at the January Executive Committee meeting. The Dean will commit \$10,000 for support of FEO awards for part-time faculty. The part time applications will be approved at the College level and not go forward to UF since it is a UF rule that applicants must be full-time.
3. The December Faculty Council meeting minutes were approved.
 - a. Dr. David Quillen discussed the new tenure and promotion oversight/governance committee. The next step in the process is for the FC officers to discuss the draft document with Dr. Limacher. The document will then be presented to the COM Executive Committee. Dr. Quillen reported he will have drafts of the Senior Associate Dean Evaluations completed soon and will present them at an upcoming FC meeting.
 - b. Dr. Solberg plans to meet with the UF Ombudsman to discuss the College of Medicine proposal. Dr. Solberg will make any updates needed and report back to the Faculty Council. An important question that needs an answer is what happens to the Grievance Process if faculty chose the Ombuds first. Where on the timeline can a grievance be filed since a grievance is subject to a time limit? Dr. Solberg plans to invite Kenneth Gerhardt the UF Ombuds to the next Faculty Council meeting in order for council members to better understand the role of an Ombudsman.
 - c. Dr. Solberg will send an email asking for nominations for the Faculty Council President-Elect position. After a ballot is put together an election will be held.
 4. EFAC Report – Dr. Larry Fowler
 - Dr. Fowler reported that the EFAC Committee now sends out their reports a month after a meeting rather than prior to their meetings. Therefore, currently he has no new reports to distribute to the Faculty Council. He should receive the December reports next week.
 5. Executive Committee Report – Dr. Laurence Solberg
 - Nothing relevant to the Faculty Council was discussed at the December Executive Committee meeting.
 6. Continued Discussion:

Dr. Peter Sayeski is a member of the College of Medicine Compensation Committee. He reported the Compensation Committee has not met in four months. The next scheduled meeting will be held in January. There is discussion around the country of transitioning to a value based; the volume based system that is used by College of Medicine is outdated. This is a national problem. It was suggested that a sub-committee be established with faculty that are interested in looking at the future of medicine to learn more about how to transition to a value based system. The committee could provide input to the Dean and other College administration.
 7. Dr. Laurence Solberg adjourned the meeting at 6:00 PM.

The next Faculty Council meeting will be held Tuesday, February 3, 2015 @ 5PM in the room 9433 (Ninth Floor of Shands Hospital—take the Patient Elevators).

Minutes recorded by Debbie Hodge, Administrative Assistant and edited by Dr. Jean Cibula.