

Minutes of the February 2015 Faculty Council Meeting
Tuesday, February 3, 2015, 5 PM
H-108 Conference Room

Officers Present:

President – Laurence Solberg
Vice President – Alice Rhoton-Vlasak
President Elect –

Secretary – Jean Cibula
Treasurer – Frank Bova

Officers Absent:

Past President – Nancy Hardt

Department Representatives Present:

Thomas Buford – Aging & Geriatric Research
Arlene Naranjo – Biostatistics
David Quillen – CHFM
Peggy Wallace – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Diego Rincon-Limas – Neurology
Qihong Li – Ophthalmology
Robert Matthias – Orthopaedics & Rehabilitation

Kevin Raisch – Otolaryngology
Larry Fowler – Pathology
Byron Petersen – Pediatrics
Peter Sayeski – Physiology

Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology
Kfir Ben-David – Surgery

Department Representatives Absent:

Maria Zajac-Kaye – Anatomy
Sonia Mehta – Anesthesiology
Thomas Yang – Biochemistry & Molecular Biology
Ann Church – Dermatology
Thomas Payton – Emergency Medicine
Robert Cook – Epidemiology
Stephanie Staras – Health Outcomes & Policy
John Hiemenz – Medicine

Jada Lewis – Neuroscience
Emily Weber LeBrun – Obstetrics & Gynecology
Elizabeth Brownlee – PA School
Brian Law – Pharmacology & Therapeutics
Suzanne Mastin - Radiology
Kfir Ben-David – Surgery
Vincent Bird – Urology

Invited Guests:

Ken Gerhardt, PhD, Professor Emeritus and UF Faculty Ombuds

Minutes:

1. Call to Order: President Laurence Solberg called the meeting to order at 5:00 PM.
2. The January Faculty Council meeting minutes were approved.
3. Drs. Gerhardt & Solberg- UF Faculty Ombuds
 - Dr. Gerhardt discussed his role as Ombuds for the faculty of the University of Florida. His office is independent of the administration, allowing him to maintain confidentiality for faculty complaints. The university cannot force him to discuss any issues in regards to the faculty. He works with faculty to identify options to resolve conflicts that they have with the institution.
 - Dr. Gerhardt serves both the faculty and the administration; he is neither an advocate for the administration nor the faculty. He does not investigate or mediate, but rather assists with discussion of problems that faculty encounter and reviews the regulations that pertain to the issue that the faculty member is experiencing.

- Once the formal grievance process begins, both the faculty and administration must adhere to the current guidelines set forth by the University.
 - The Faculty Council discussed the type of ombuds that they would like to have. The current proposal drafted a position based on information from another university. Further discussion by officers and representatives concluded that the Faculty Council would want someone similar to the ombuds, but that would allow a pathway alternate to the grievance process. The “Ombuds” would advocate when appropriate (for both faculty and chairs/ administration), investigate the issues and help resolve/ mediate the problem where appropriate.
 - Dr. Gerhardt and the Faculty Council further discussed questions about the role of the position, the process of the informal and formal grievance process, rules and regulations of the University and the departments, and the needs of the Faculty Council.
 - Dr. Solberg thanked Dr. Gerhardt for his discussion about the Ombudsman and its role for the university and faculty, stating that the ombuds would likely require a position in the Dean’s office or Faculty Affairs and Development.
 - For the role envisioned, the University of Minnesota has the most compatible policies for the informal and formal process of mediation, hearing from both faculty and administration in regards to conflicts, acting as an advocate for the faculty, and communicating with the chairs and the faculty members regarding complaints.
 - The faculty council discussed the role of a vice dean and passed a motion to discuss and identify guidelines for a Vice Dean rather than having an official ombudsman.
5. Update on Committee on Faculty Academics—Oversight of P&T – David Quillen
- Dr Quillen states that a chair needs to be appointed to assemble the committee and begin the process of creating the oversight for the P&T process.
 - Dr. Quillen was nominated for the position of chair and unanimously endorsed by the council.
6. Deadlines– Laurence Solberg
- Request for President-Elect nominations will be sent out next month: nominees do not need to be current members of faculty council to be eligible. The regular faculty council representatives turn over in July.
 - Lifetime achievement awardees are listed on the faculty council website. The individual must have been faculty for 10 years and has had outstanding achievements and contributed significantly to the University of Florida. <http://faculty council.med.ufl.edu/faculty-information/lifetime-achievement-award/>
 - Chair evaluations are out, please remind faculty to fill out chair evaluations. The evaluations are worth the time and are used extensively (and anonymously) by the Dean to provide feedback and encourage areas of development in the annual review.
7. EFAC-Larry Fowler
- EFAC reports have not been issued to members so communication to obtain the report would be appreciated.
 - UPL payments are bringing in revenue for UF, but the extension of the UPL may not continue beyond June. Negotiations continue.
 - Larry Fowler stated that Dr. Good is noticing how hard the faculty works and the increase of revenue for UF with ongoing annual increases in patient visits.
 - The cash-on-hand status has been at an all-time high.

9. Senior Associate Dean evaluations-David Quillen
 - Dr. Quillen stated that a final format needs to be settled on for the SAD evaluations.
 - The anticipated date is April, but it can be moved to May.
 - Dr. Solberg would like the faculty council to look at the link and approve it.

10. Dr. Laurence Solberg adjourned the meeting at 6:00 PM after Dr Ben-David announced his resignation from the Council in view of his pending departure to Rutgers University.

The next Faculty Council Meeting will be held Tuesday, March 3, 2015 @ 5PM in the room R1-106

Minutes recorded by Rachel Lowe, Senior Clerk and edited by Dr. Jean Cibula.