

**Minutes of the May 2015 Faculty Council Meeting**  
**Tuesday, May 5, 2015, 5 PM**  
**R1-106 Conference Room**

**Officers Present:**

President – Laurence Solberg  
Vice President – Alice Rhoton-Vlasak

President Elect – Peggy Wallace  
Secretary – Jean Cibula

**Officers Absent:**

Past President-Nancy Hardt  
Treasurer-Frank Bova

**Department Representatives Present:**

Thomas Buford – Aging & Geriatric Research  
Maria Zajac-Kaye – Anatomy  
Arlene Naranjo – Biostatistics  
Ann Church – Dermatology  
Robert Cook – Epidemiology  
Peggy Wallace – Molecular Genetics &  
Microbiology  
Jada Lewis – Neuroscience  
Emily Weber LeBrun – Obstetrics & Gynecology

Qihong Li – Ophthalmology  
Robert Matthias – Orthopaedics & Rehabilitation  
Kevin Raisch – Otolaryngology  
Larry Fowler – Pathology  
Bryon Petersen – Pediatrics  
Peter Sayeski – Physiology  
Richard Holbert – Psychiatry  
Judith Lightsey – Radiation Oncology  
Vincent Bird - Urology

**Department Representatives Absent:**

Sonia Mehta – Anesthesiology  
Thomas Yang – Biochemistry & Molecular Biology  
David Quillen – CHFM  
Thomas Payton – Emergency Medicine  
Stephanie Staras – Health Outcomes & Policy  
John Hiemenz-Medicine

Gregory Murad – Neurological Surgery  
Diego Rincon-Limas – Neurology  
Elizabeth Brownlee – PA School  
Brian Law – Pharmacology & Therapeutics  
Suzanne Mastin – Radiology  
Bob Feezor – Surgery

**Minutes:**

1. President Laurence Solberg called the meeting to order at 5:00 PM. The April Faculty Council meeting minutes were approved.
2. Certificate presentation – Dr. Marian Limacher
  - a. Dr. Limacher presented an Educational Certificate to Dr. Solberg in recognition of his completion of 10 sessions of the Educational Development Series for educators. She announced that the program is being revamped and exciting new changes will be coming up, including a new Program Director series that is currently being developed.
3. Executive Fiscal Advisory Committee Report – Dr. Larry Fowler
  - a. Dr. Fowler briefed the council on the EFAC meeting from April. The meeting provided an overview of the UFCOM financial reports and Billing/Accounts Receivable charges for the month ending March 2015.

4. Executive Committee Report – Dr. Solberg
  - a. Dr. Solberg briefed the council on the Executive Committee meeting from April. Minutes from that meeting may be found at: <http://medinfo.ufl.edu/faculty/minutes/secure/execc/>.
5. Faculty Council Elections – Dr. Solberg
  - a. Dr. Solberg congratulated Dr. Peggy Wallace on being elected the new Faculty Council President-Elect. Her term will begin in July of 2016.
6. UF Faculty Senate Elections – Dr. Solberg
  - a. Dr. Solberg reminded the council that the UF Faculty Senate elections are currently running and will close on May 15. He encouraged everyone to vote.
7. Chair evaluations – Dr. Solberg
  - a. Dr. Quillen sent the summary of the chair evaluation numbers to the Dean. He is still working on the final reports.
8. Senior Associate Dean evaluations – Dr. Solberg
  - a. The evaluations for the Senior Associate Deans started today, May 5, and will run for 4 weeks.
9. Fringe Benefit Work Group – Dr. Solberg
  - a. The Chair of this group, Dr. Frank Bova, created the following mission statement:  
In an effort to better serve the college's faculty, the Faculty Council has created a special task group and charged them with providing information back to the faculty concerning current changes to the benefits plan, and understanding the current process and suggesting how a more formal channel of communication can be established.
  - b. The first meeting of this group will be held on May 11.
10. Faculty Support Network Work Group – Dr. Alice Rhoton-Vlasak
  - a. This group will create a faculty resource welcome document for UF faculty and residents. The goals include identifying and compiling needed and helpful resources to improve the ability to navigate at work among colleagues, IT and within the health system. They will compile resources that are useful to maximize the enjoyment of Gainesville-life and surrounding areas. They will also identify individuals who can assist new faculty or residents in cases of need.
  - b. Dr. Rhoton plans to assemble a formal packet to present to the Faculty Council at next month's meeting.
11. COM Compensation Committee Report – Dr. Peter Sayeski
  - a. In response to the Dean's request, the Compensation Plan Committee solicited input regarding other compensation plan models and papers in an effort to improve our current

plan. The idea is to move more toward a value-based plan rather than our current performance-based plan, but the information gathered from other institutions shows that essentially all models are performance-based and principally RVU-based. There are value-based models being discussed, but nothing that has been implemented.

- b. Those who want to move more toward value-based compensation should begin discussion at the department/division level and then present it at the college level to be formalized.

12. Laurence Solberg adjourned the meeting at 6:00pm.

The next Faculty Council Meeting will be held Tuesday, June 2, 2015 @ 5PM in Room R1-106.

*Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Jean Cibula.*