

Minutes of the August 2015 Faculty Council Meeting
Tuesday, August 4, 2015, 5 PM
R1-106 Conference Room

Officers Present:

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

President Elect – Peggy Wallace
Secretary – Steven Swarts
Treasurer-Jean Cibula

Officers Absent:

Department Representatives Present:

Maria Zajac-Kaye – Anatomy
Albert Robinson, III – Anesthesiology
Robert Cook – Epidemiology
Francois Modave – Health Outcomes & Policy
John Hiemenz-Medicine
Lizi Wu – Molecular Genetics & Microbiology
Qihong Li – Ophthalmology
Kevin Raisch – Otolaryngology

Elizabeth Brownlee – PA School
Larry Fowler – Pathology
Bryon Petersen – Pediatrics
Brian Law – Pharmacology & Therapeutics
Peter Sayeski – Physiology
Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology
Victoria Bird - Urology

Department Representatives Absent:

Thomas Buford – Aging & Geriatric Research
Thomas Yang – Biochemistry & Molecular Biology
David Quillen – CHFM
Arlene Naranjo – Biostatistics
Ann Church – Dermatology
Thomas Payton – Emergency Medicine
Gregory Murad – Neurological Surgery

Diego Rincon-Limas – Neurology
Jada Lewis – Neuroscience
Emily Weber LeBrun – Obstetrics & Gynecology
Robert Matthias – Orthopaedics & Rehabilitation
Suzanne Mastin – Radiology
Bob Feezor – Surgery

Invited Guest: Joseph Fantone, M.D., Senior Associate Dean for Educational Affairs, College of Medicine

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00 PM. The July Faculty Council meeting minutes were approved.
2. Introduce new department representatives – Dr. Solberg
 - a. Dr. Lizi Wu, Department of Molecular Genetics & Microbiology
3. Executive Committee report – Dr. Solberg
 - a. The July Executive Committee meeting was replaced by a private tour of the new Harrell Medical Education Building.
4. eRVU's – Dr. Joseph Fantone
 - a. Dr. Fantone provided an overview of the educational relative value unit (eRVU) model that is used to equate teaching load to state general revenue (SGR) distribution to cover costs of faculty teaching in the College of Medicine.

Dr. Fantone's presentation can be found at:

<https://facultycouncil.sites.medinfo.ufl.edu/files/2015/08/eRVUs-update-8-4-15-Fantone-.pptx>.

- b. The funds allocation model, Responsibility Center Management (RCM) model, is in line with a mission-based funding model, and is not based on an instructor workload (IWL) model. This information can be found at:
<http://fora.aa.ufl.edu/docs/73//SharedGovernance//finalizedbudgetcouncilrcmreport4252011.pdf>.
 - c. The state general revenue (sum of tuition + state funds) that is received by the university is distributed to colleges. From the SGR funds received by the College of Medicine, portions go to the University tax (42%), to funding specific earmark programs, to funding the cost of Dean's education administration, and the remainder goes to basic science and clinical departments. The distribution to departments is based on the proportion of the department's teaching (eRVUs) to the total eRVUs of the College of Medicine (approximately 160,000 total eRVUs for 2014-2015).
 - d. Approximately \$38 million has been spent on accounting of eRVU and SGR distributions.
 - e. Only faculty teaching load is covered, and only for College of Medicine courses (including dental); cross university teaching loads are not covered, which is a drawback to the RCM model because it forces faculty into "silos" and does not foster inter-collaborative efforts between colleges.
 - f. The principles underlying the eRVU model, the eRVU valuation of specific educational activities, COM revenue per student/course and total revenues from RCM funds for 2011 are shown in Dr. Fantone's presentation.
5. Revised Ombuds proposal – Dr. Laurence Solberg
- a. Dr. Solberg revised the original proposal after talking to the current ombudsman for the University of Florida, Dr. Ken Gerhardt, as well as several ombudsman from different universities. The current proposal states that the College of Medicine ombudsman will provide informal, impartial, and confidential assistance for faculty seeking information on university conflict resolution processes. Informal dispute resolution would be available, but would not replace the institution's existing resources or processes for formal conflict resolution, including the grievance processes under UF regulations or relevant faculty policies.
 - b. This is a pilot program, with the College of Medicine being the first college at UF to have a college-specific ombudsman. The UF Ombudsman's office will hire and oversee this position, with the goal of eventually having an ombudsman for each college within the university. The College of Medicine ombudsman would be an Adjunct Professor with a 30% appointment. The applicant will be expected to have faculty experience, preferably as a former faculty member in the College of Medicine. Three years of professional level experience in dealing with administrative, human resources, or related issues is required.
 - c. Dr. Solberg asked the committee to review the proposal and send him any comments or suggestions. He plans to submit the proposal to the Dean within the next month to be presented to the Executive Committee.
6. Laurence Solberg adjourned the meeting at 6:07pm.

The next Faculty Council Meeting will be held Tuesday, September 1, 2015 @ 5PM in Room R1-106.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Steven Swarts.