

Minutes of the January 2016 Faculty Council Meeting
Tuesday, January 5, 2016, 5 PM
R1-106 Conference Room

Officers Present:

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

Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

Past-Past President- David Quillen

Advisor – Frank Bova

Department Representatives Present:

Thomas Buford – Aging & Geriatric Research
Maria Zajac-Kaye – Anatomy
Albert Robinson, III – Anesthesiology
Thomas Yang – Biochemistry & Molecular Biology
Arlene Naranjo – Biostatistics
Francois Modave – Health Outcomes & Policy
John Hiemenz-Medicine
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology

Jada Lewis – Neuroscience
Emily Weber LeBrun – Obstetrics & Gynecology
Qihong Li – Ophthalmology
Robert Matthias – Orthopaedics & Rehabilitation
Larry Fowler – Pathology
Bryon Petersen – Pediatrics
Brian Law – Pharmacology & Therapeutics
Peter Sayeski – Physiology
Richard Holbert – Psychiatry
Victoria Bird - Urology

Department Representatives Absent:

David Quillen – CHFM
Ann Church – Dermatology
Thomas Payton – Emergency Medicine
Robert Cook – Epidemiology
Rodrigo Silva – Otolaryngology

Elizabeth Brownlee – PA School
Judith Lightsey – Radiation Oncology
Suzanne Mastin – Radiology
Bob Feezor – Surgery

Invited guest:

Christy Carter, Ph.D., Assistant Professor, Department of Aging and Geriatric Research

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00 PM. The December Faculty Council meeting minutes were approved.
2. Introduce new department representatives – Dr. Laurence Solberg
 - a. None noted.
3. Executive Committee report – Dr. Laurence Solberg
 - a. Dr. Solberg briefed the council on the [Executive Committee meeting](#) from December. Highlights from the EFAC meeting – new eRVU system to be showcased on January 19; report from UF President’s goal setting task force; revision to the process of determining the University budget; valuing faculty.

- b. The report from [President Fuchs' Goal Setting Task Force](#) is available on the Faculty Council website.
4. Curriculum Committee and Advisory Board (PhD Program) – Dr. Peggy Wallace
 - a. Dr. Wallace provided updates on the College of Medicine [Curriculum Committee](#). The Learning Objectives are currently being refined and simplified with the goal of reducing the number of objectives down from 107 to less than 30. Studycore being closed, moving courses to CANVAS and evaluations to New Innovations.
 - b. Dr. Wallace also provided updates on the PhD Program Advisory Board. The [Interdisciplinary Program in Biomedical Sciences](#) (IDP-BMS) PhD interview season is about to start. There are currently 37 students scheduled for interviews on January 25-26. The next interviews will be held on February 7-9. Approximately 60 students will be interviewed for the 30 available slots. They hope to make more labs available for students and will continue recruiting the best students possible.
5. GatorCare Working Group Update – Dr. Laurence Solberg
 - a. Dr. Solberg stated that he is pleased that there are now five Faculty Council representatives on the GatorCare Steering Committee and he thanked everyone for their participation. Their next meeting will be held on January 23.
6. Faculty Council By-laws vote – Dr. Peggy Wallace
 - a. The revisions to the Faculty Council By-laws were emailed to the committee. The main changes are:
 - Selection of an advisor to the Steering Committee
 - Resolution of ties in departmental elections of representatives
 - Elimination of Policy Boards that will be replaced with Working Groups that are to be established on an as-needed basis
 - The Steering Committee is charged with the periodic review of the constitution and by-laws to make recommendations for modifications as necessary
 - A Past Past-President will serve as an Officer in the event that the Past President is no longer able to serve
 - b. A motion was made to approve the changes and was seconded, therefore the revisions were approved.
7. COM Compensation Committee – Dr. Peter Sayeski
 - a. Dr. Sayeski reported that the two main topics that were discussed at the last Compensation Plan Committee meeting were the recent Educational Incentive payments and the methods of calculating base salaries in each department.
 - 1). Educational incentive payments – The Educational Incentive payments were recently included in the November 2015 paychecks for eligible College of Medicine faculty members. Several faculty members expressed concern about not receiving any incentive payments. The Committee will review the ranking process and come up with an equitable way of distributing Education Incentive payments appropriately.
 - 2). Methods of calculating base salaries in each department – It was brought to the Committee's attention that the faculty salary data for the UF COM that is provided yearly to the AAMC is for national averages and does not always reflect actual earnings, as the base salary doesn't include incentives, bonuses, etc. This makes it especially difficult for departments to remain competitive with other colleges as they

are recruiting new faculty. The Committee plans to work with each department to determine how they are figuring the salaries and identify what information should be included for their particular specialty.

- b. The Faculty Council plans to request summaries of each department's compensation plans to assess how departments are determining base salaries, incentives and bonuses as a possible first step in assisting efforts to make faculty compensation more equitable and competitive.
 - c. As discussed in the October 2015 Faculty Council meeting, a new policy within the Compensation Plan that was implemented in June 2014 stated that new faculty, within 36 months of hire, are not eligible to participate in the clinical incentive plan without a letter of support from their Chair and a profit-loss statement for the department. As a result of that discussion, Dr. Sayeski presented a document to the Compensation Plan Committee suggesting that a provision be added to the plan stating that once new faculty members demonstrate a positive margin in earnings (RVUs, grants, etc.), then they are able to participate in the incentive plan. This will be discussed at the next Compensation Plan Committee meeting.
8. Invited presentation: COM Online Course/Program Initiatives: Christy Carter, Ph.D.
- a. Dr. Carter, who is in the Department of Aging, stated that their department encountered many challenges during their recent launch of an online education program for a Master's Program certificate. Dr. Czerne Reid in the Department of Psychiatry had similar difficulties initiating their online program. Dr. Carter and Dr. Reid decided to develop guidelines to help other departments/divisions that are endeavoring to create online programs.
 - b. They consulted the Office of Graduate Education for feedback on their experience with online education programs. Dr. Thomas Rowe, Associate Dean for Graduate Education, suggested that Dr. Carter and Dr. Reid draft a [College of Medicine Online Education Task Force White Paper](#) document to recommend solutions for addressing challenges encountered during the development of UF College of Medicine online programs.
 - c. Dr. Carter and Dr. Reid noted the following roadblocks for instituting online programs:
 - 1). Not recognizing who are the students served through the online mission and not considering the goals of the new students and what they need.
 - 2). Recapitulating the "onsite" classroom "online".
 - 3). Need for administrative, design and technology support.
 - d. Dr. Carter and Dr. Reid made the following recommendations for instituting online programs:
 - 1). Create a mission statement for the College of Medicine's online education enterprise that takes into account target learners and their needs.
 - 2). Ongoing faculty development training sessions or workshops on the theory and practice of developing new online education programs and converting face-to-face programs.
 - 3). Incorporate this training into ongoing faculty development such as The Educational Scholarship Program.
 - 4). Educational scholarship and evaluation focusing on online programs.
 - 5). Include online education line in all COM graduate education grant proposals and with the support of the CTSI.
 - 6). Follow quality standards for programmatic and course development.
 - 7). A written and online guide for faculty and staff, and workshops on the UF academic approval process for online education programs.
 - 8). Centralized support for marketing, course development and student services.
 - 9). A formalized way for different departments to share self-funded courses as electives

to leverage enrollments.

9. Announcements – Dr. Laurence Solberg

- a. The Council was reminded that nominations for the Lifetime Achievement Awards will open in January 2016. A description of this award is on the [Faculty Council website](#). Nominations will be requested early in the calendar year, and can be submitted to the Faculty Council for consideration in the form of a letter detailing the nominee's contributions.
- b. 2016 marks the 60th anniversary of the COM. Events that are being planned include a Dean's Panel, a gala dinner, a faculty/ staff luncheon, commemorative pins, an anniversary history book, a branding campaign on general faculty events, and a highlight of the Lifetime Achievement honorees.
- c. Faculty Enhancement Opportunity (FEO) Awards are now open for submission. Details can be found on the [Faculty Council website](#).
- d. The COM Celebration of Research Week will be held February 22-26, 2016. The Poster Session and Reception are scheduled for Monday, February 22, 2016 from 5:30pm -8:30pm at the O'Connell Center. The research poster abstract submission deadline is at midnight on Sunday, January 10, 2016 (extended to midnight January 24, 2016). The Keynote Speaker is Stanley Perlman, M.D., Ph.D. His seminar will be held on February 23, 2016 from 12:00pm - 1:00pm and is entitled "Pathogenesis of Severe Acute Respiratory Syndrome and Middle East Respiratory Syndrome". Additional information can be found on the [Research Affairs website](#).
- e. The COM Medical Education Week Seminar Series will be held March 14-18, 2016. The seminars will be held daily from 12:00pm-1:00pm.
- f. The Faculty Forward survey should be sent out around the second week of January and will go through March.
- g. The next Virtual COM "Faculty Club" will be held at the Blue Gill restaurant on January 28, 2016 from 5pm-7pm. The Departments invited to this Faculty Club are Neurology, Aging, Surgery, the School of Physician Assistant Studies, and the Divisions of Nephrology, General Internal Medicine, and Endocrinology. The Faculty Council representatives were encouraged to attend.
- h. The President of the American Medical Association (AMA), Dr. Steven Stack, is visiting UF on January 21-22, 2016. Dr. Stack will be attending an Alachua County Medical Society meeting one evening that is open to all faculty. He will also be presenting at an Emergency Medicine Grand Rounds that faculty can attend.
- i. The UF Faculty Senate is seeking nominations for participation in university committees and councils, for Fall 2016 appointments. Faculty can nominate themselves or nominate their colleagues who agree to be nominated and meet the requirements to serve on the committees. Contact Dr. Paul Davenport at pdavenpo@ufl.edu or your department faculty senate member for more information. The deadline for nominations has been extended to January 30, 2016 at 5pm. Further details can be found on the [UF Faculty Senate website](#).

10. Dr. Laurence Solberg adjourned the meeting at 6:01pm.

The next Faculty Council Meeting will be held Tuesday, February 2, 2016 @ 5PM in Room R1-106.

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