

**Faculty Council Meeting
Minutes
January 2, 2001, 5 PM, R1-106**

Present:

Jon Williams (President), Satya Kalra (President Elect), Sarah Chesrown (Vice President), Richard Condit (Secretary), Timothy E. Morey (Anesthesiology), Jorg Bungert (Biochemistry), Shae Kosch (CHFM), Jim Hill (Medicine), Steven N. Roper (Neurosurgery), Patrick Antonelli (Otolaryngology), Paul Oh (Physiology), Charles Bush (Radiology), Jennifer Guyan (Office of Public Information), Rhona Williams (Health Affairs Communications)

1) Shands CEO update (Jon Williams)

A search committee has been formulated and has met twice. The job description for the Shands CEO is being reviewed by the search committee. A search firm (Heidrick & Struggles) has been hired to conduct the search, and the firm has begun its search.

2) COM research day

Proposals for a date and keynote speaker for the 2001 COM research day were discussed. Subsequent to the meeting it was determined that Research Day will be on Friday, March 30. The keynote speaker will be David Botstein, Ph.D., Professor & Chair, Dept. Genetics, Stanford Univ. School of Medicine. Further planning is in progress.

3) Evaluations of Chairs

The faculty council has recently received and reviewed correspondence relating to a 1994 faculty council effort to create a process for periodic evaluation of department chairs. This 1994 effort was in response to a request from Dr. Neims, then Dean. An evaluation procedure was developed but never implemented. Since that time, the Dean's office has instituted a periodic department evaluation which uses outside consultants.

A discussion ensued which concluded that a periodic evaluation (every two years) of department chairs, facilitated by the faculty council but conducted by the department faculty, to be kept within and used by the individual departments, might be desirable. The COM faculty will be surveyed by email with an outline of this plan to determine a level of support the idea.

4) General faculty meeting

The idea of conducting an additional general faculty meeting featuring high level health science or university administrators was aired. No immediate support for such a plan was apparent.

5) Pot luck dinner

Suggestions for an additional faculty council pot luck dinner were solicited, but none were received, therefore there are no immediate plans for another pot luck dinner.

6) General discussion - The impact of mentoring on promotion and tenure

Noting results of recent promotion and tenure proceedings within the COM, a discussion took place concerning

the impact of mentoring on promotion and tenure of faculty. Specifically, to what extent are failures in the P&T process the result of failures in mentoring, and if mentoring is a problem, what can be done to remedy it? The suggestion was made that the faculty council invite the chairs of the COM P&T committees to attend a faculty council meeting and report on their committees.