

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

Present:

Satya Kalra (President), Shae Kosch (Vice President), Richard Condit (Secretary, Molecular Genetics), Donna Duckworth (Treasurer), John Aris (Anatomy), Timothy E. Morey (Anesthesiology), Jorg Bungert (Biochemistry), Linda Hensley (CHFM), Manfred Diehl (Health Policy), Daylene Ripley (OB/GYN), Tariq Bhatti (Ophthalmology), Dani Zander (Pathology), Harm Knot (Pharmacology), Paul Oh (Physiology), Charles Bush (Radiology), Willem Van der Werf (Surgery), Wayne D. Bottom (Physician Assistant Program), Jennifer Brindise (HSC Public Information), Rhona Williams (Health Affairs Communications).

1) The minutes of the September 4 meeting were approved.

2) Chair evaluations

Dr. Douglas Barrett, Chair of Pediatrics and subject of one of the two pilot chair evaluations, attended the meeting to provide his feedback on the evaluation. He vigorously endorsed the project, and approved of the format of the evaluation and the tabulation of results. He expressed surprise that 2/3 of responding faculty responded "no" when asked on the questionnaire whether they would like the results of the evaluation discussed at a faculty meeting. He expressed some concern and disappointment that only 50% of the faculty who received evaluations returned completed evaluations. He described the comments as "spectacular", referring to their usefulness. He agreed that re-evaluation at 2-3 year intervals would be appropriate.

Cynthia Karle, Coordinator of Academic Services in the Office of Medical Education, attended the meeting to report on progress in formulating the remaining departmental evaluations for use on line. Currently the major effort is consumed in distributing passcodes to all faculty in the College of Medicine. These passcodes will be used by faculty to access not only the on-line evaluation for chairs, but also the new web based "Evaluation Portfolio" which gives faculty access to the results of evaluations by students and residents. As of October 2, faculty in 12 departments have received their passcodes, an additional six departments are nearly ready, and four departments remain to be processed. Once passcodes have been distributed, the chair evaluations in each department can begin. The faculty council now anticipates conducting these surveys in two batches, one at the end of October, and one in December.

The issue of whether or not to include Jacksonville faculty in the chair evaluation process was discussed. The decision was made to leave this up to individual departments in consultation with the faculty council representative and the chair.

3) Research day

This year's research day will take place sometime between the 2nd week in March and the 2nd week in April, 2002. The faculty council executive committee in collaboration with the Dean have identified several candidate keynote speakers, but none have been contacted yet. The sense is that we should attempt to recruit a speaker with significant clinical background for this year. The faculty council is eager to consider any nominations for keynote speaker from others in the college. Nominations should be forwarded to Satya Kalra or Richard Condit.

4) Faculty salaries

The status of review of faculty salaries was discussed. The review of faculty salaries is the responsibility of the Faculty Compensation Committee. This committee currently needs a new chair, and once a new chair has been appointed, the committee can meet and review faculty salaries.

Faculty may review the COM compensation plan and core salaries at this website:

<http://www.med.ufl.edu/personel/Nancy/>

For comparison, salaries of all faculty at state universities in Florida can be found at:

<http://nersp.nerdc.ufl.edu/~selfrid/uff.html>

Also for comparison, The AAMC 2000 faculty salary information can be accessed at the following website, with the user id and password listed:

<https://pnet400.aamc.org/fssreports/>

User ID: GIP (case sensitive)

Password: AMCPlanners (case sensitive)

Any faculty who discover gross discrepancies in compensation may report these discrepancies to the faculty council for forwarding to the Faculty Compensation Committee, or directly to the committee.

It was noted that departmental bonuses are now supposed to be distributed consistent with the faculty compensation plan.

5) Executive committee report (Satya Kalra)

The college has a \$3.5M positive variance for the fiscal year 2000-2001. The total bonus pool for the COM is \$2.1M. Specific bonus allocations have been made to individual departments.

6) Treasurer's report (Donna Duckworth)

The Faculty Council has available \$6336.37, currently earning 0.35% interest. Many operating costs for the faculty council no longer exist, for example a college directory and mailings which have been replaced by email, and the faculty council dinner, which for the past few years has been supplemented or paid for entirely by the Dean's office. Given these considerations, the faculty council decided to waive dues collection for this year (2001-2002) and also explore using some of the available funds (~\$1000) for a travel award for medical or graduate students attending scientific meetings.

7) The meeting was adjourned at 6:10 PM.