

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

Present:

Satya Kalra (President), Shae Kosch (Vice President), Richard Condit (Secretary, Molecular Genetics), Jorg Bungert (Biochemistry), Linda Hensley (CHFM), Manfred Diehl (Health Policy), Daylene Ripley (OB/GYN), Raymond Woo (Orthopedics), Dani Zander (Pathology), Sallie Chesrown (Pediatrics), Harm Knot (Pharmacology), Paul Oh (Physiology), Richard Greer (Psychiatry), Robert Zlotecki (Radiation Oncology), Charles Bush (Radiology), Jennifer Brindise (HSC Office of Public Information), Rhona Williams (HSC Health Affairs Communications)

1) The minutes of the May 1, 2001 meeting were approved

2) Announcements

There will be an award reception to honor Dr. Albert Rhoton, recipient of the 2001 College of Medicine Lifetime Achievement Award. The reception will take place on October 9, 2001 from 3-5 PM in the Founder's Gallery. Further announcements will be made in the future.

3) Bylaws

The vote on the revision of the Bylaws of the Faculty of the University of Florida College of Medicine, taken by email in July 2001, was 98 in favor of the revisions and 2 opposed to the revisions. Thus the revisions were officially approved by the faculty. Some return votes noted typographical and syntactical errors that will be corrected in the final document.

4) Faculty evaluation of department chairs

Two pilot web-based chair evaluations have been conducted, one for a clinical department (Pediatrics) and one for a basic science department (Molecular Genetics & Microbiology). An evaluation of the process was presented by the representatives of each of these departments. For the most part the process ran smoothly. In both cases the response rate was approximately 50%. In Pediatrics, 60% of the responding faculty favored discussion of the evaluation results at a faculty meeting. In MGM, 40% of the responding faculty favored discussion of the evaluation results at a faculty meeting. In both cases, responding faculty agreed (average 4.2 on a 5 point scale) that the evaluation was valuable for providing feedback. Most faculty in Pediatrics preferred the evaluation be done every 1 or 2 years. Most faculty in MGM preferred the evaluation be done every 3 years.

Based on these results and further discussion, the following plan was approved

a) The numerical results and unedited comments from these and subsequent evaluations will be forwarded to both the Chair and to the Dean, along with a cover letter from the department representative to the faculty council and the faculty council president very briefly summarizing the results. Subsequently, confidentiality and sunshine laws dictate that it is the Chair's sole prerogative to determine how much, if anything, of the contents of the evaluation are discussed with department faculty or others.

b) A question will be added to the evaluation relating to whether the Chair effectively and fairly implements the faculty compensation plan.

c) The faculty council will attempt to evaluate all remaining departments during this academic year, 2001-2002.

Evaluations will be limited to departments where the permanent, interim, or associate chair has served for at least one year.

d) Based on the results of these evaluations, a decision will be made at a later time on how frequently to conduct repeat evaluations.