

**Faculty Council Meeting
Minutes
April 1, 2003, 5 PM, R1-106**

Present:

Shae Kosch (President Elect), Satya Kalra (Past President), Richard Condit (Secretary, Molecular Genetics), John Aris (Anatomy), Timothy E. Morey (Anesthesiology), Lucia Notterpek (Neuroscience), Daylene Ripley (OB/GYN), Rob Averbuch (Psychiatry)

NOTE: Douglas J. Barrett, M.D., Vice President for Health Affairs, attended the Faculty Council meeting in order to update the representatives on new developments affecting the Health Science Center and its colleges. He reviewed current State-level budget proposals that will affect the HSC and the COM, including proposed budget cuts and tuition increases. He also participated in the discussion of the main agenda item, faculty compensation in the COM.

1) Research Day

Plans are complete for research day. A program can be found on the web at:

<http://www.med.ufl.edu/work/fc/rday.htm>

which is also accessible through the faculty council web page (link below).

2) Discussion of issues related to faculty compensation.

Dr. Barrett initiated the discussion by emphasizing that flexibility in compensation may be most important in lean financial times. In order to continue to reward performance in times of budgetary stagnation, the money must come from "somewhere". In theory, if some faculty are to be rewarded, others who do not perform up to specified criteria would be allocated no raises or would even receive salary cuts. The current COM Faculty Compensation Plan provides for this flexibility.

During the discussion, Dr. Barrett made the distinction between "revenue" issues and "compensation" issues. Some issues (revenue issues) that may seem like compensation issues are not—they have to do with the ability of UF, the COM, or particular units to obtain or generate sufficient income to cover educational, research, and clinical activities. Some revenue issues have to do with the allocation of funds from the State and/or the way legislative decisions affect how the HSC can allocate money between units and designate funds for raises or bonuses. Representatives pointed out that there are some areas of potential revenue in which UF and the COM clearly are behind other comparable institutions and this presents one problem area related to compensation. If base salaries or average salaries are low compared to institutions with which the COM competes for faculty, it is difficult to recruit and maintain faculty, let alone reward high performers.

Significant discussion from representatives and Dr. Barrett focused on implementation and verification of the existing compensation plan or any future plans. Several faculty stated that there has not been sufficient information presented to the faculty in many departments to know if the current plan is being implemented in an appropriate manner. Without this information, it is difficult for the current plan to serve as an

incentive for most faculty. There is a sense that the current flexibility is seldom used, salaries are seldom cut, which is especially problematic when money is short. The discussion emphasized that, in order for any plan to be successful, its implementation by the Chairs should be consistent and verified by outside review.

Another area of discussion was focused on budget inequities among departments; that there is the presence in the COM of "rich" departments and "poor" departments. The financial "bottom line" of a department can be significantly affected by college level decisions, which affect, for example, taxation and/or overhead. Discussion also focused on the fact that during the implementation of the present Faculty Compensation Plan, departments, which maintain a positive budget balance, may end up subsidizing departments with a negative budget balance. At the very least, when the overall COM budget ends the fiscal year in a deficit mode, Chairs in profitable departments cannot allocate compensation rewards to productive faculty. There was general agreement that inequities in department budgets and subsidy of unproductive departments by productive departments was a difficult issue for many faculty.

3) Faculty Council Officer nominations

We still need candidates for two offices, President-elect and Secretary, for the upcoming faculty council election. As of April 1, the ballot is:

President Elect: Dan Driscoll; Vice President: Tim Morey, Robert Mericle, Mary Ann Burg; Secretary, Bryon Petersen; Treasurer: Sally Chesrown, Laurence Morel

Nominations from any quarter are welcome, including self-nominations. Please ensure that any nominee is willing to serve. Send nominations to Rich Condit by return email.

Respectfully submitted,

Richard Condit
Secretary

Visit the Faculty Council Homepage: <http://www.med.ufl.edu/work/fc/>