

**COM Faculty Council Meeting**  
**Minutes**  
**Tuesday, August 5, 2003, 5 PM, R-1-106**

**Present:** S. G. Kosch (President), M.A. Burg (Vice President), T. Morey (Anesthesiology), S. McGorray (Biostatistics), L. Notterpek (Neuroscience), C. Zhou (Molecular Genetics and Microbiology), H. Kasahara (Physiology), R. Zlotecki (Radiation Oncology)

**Approval of the Minutes**

The motion was made and seconded and passed unanimously to approve the minutes of the July 1, 2003, COM Faculty Council Meeting.

**Announcements**

Shae Kosch, Faculty Council President, updated members on the following:

1. **COM Faculty Compensation Plan** -Dean Tisher announced at the COM Executive Committee Meeting in July, 2003 that the COM Compensation plan was reviewed during 2002-2003 by a faculty committee, along with outside consultants. The committee, chaired by Sigurd Normann, M.D., Ph.D., completed a draft plan for revising the process of compensation in the COM. The UF General Counsel's office will review the plan and report comments to Dean Tisher, who will then present the draft to the department Chairs for appropriate recommendations. After that, the draft will be shared with COM faculty. Since there is not an Executive Committee scheduled for August, the Compensation Plan will likely not be presented to the faculty until sometime in the Fall. The objective is to initiate the new plan sometime during 2004.
2. **Tenure and Promotion Guidelines** - Dean Tisher reported at the June Executive Meeting that a faculty work group had reviewed the College of Medicine Promotion and Tenure Guidelines and suggested revisions. As most of the Council representatives know, the report was then given to the Faculty Council, feedback obtained from all of the representatives present at a monthly meeting, and a subcommittee was convened twice, reviewed the issues, and submitted detailed, written suggestions to the Dean. A new draft is not yet prepared, but the Council will again be able to review it when it is completed. There is a New Faculty Orientation

workshop, co-sponsored by the Faculty Council and the Office of CME and Faculty Development scheduled for September 15. It is hoped that the general outlines of the new guidelines will be available for presentation to the new faculty who have been recently appointed in the College.

3. **Shared Governance** - Drs. Kosch and Driscoll (who is Faculty Council President-Elect) have been collaborating with members of the UF Faculty Senate on issues surrounding COM Faculty and President Young's proposals for "shared governance." Dr. Kosch has arranged a meeting regarding "Shared Governance," which is scheduled for Monday, September 15<sup>th</sup> in C1-11 at 5:00 PM. President Young and the Co-Chair of the Committee on Shared Governance, Professor Anthony Brennan, will be there to discuss ideas about the plan. The Faculty Council Officers, Dean Tisher, and others from the COM will be present to address the proposed role of the COM and its faculty in President Young's development of his plans for a greater role of faculty in planning and academic affairs in the University. Please attend and alert your faculty so that they can attend this important meeting. Specific questions can be submitted to Dr. Shae Kosch ([kosch@chfm.ufl.edu](mailto:kosch@chfm.ufl.edu)) or to the COM Faculty Council Secretary, Dr. Greg Schultz ([schultzg@obgyn.ufl.edu](mailto:schultzg@obgyn.ufl.edu)).

### **Agenda Items for Discussion**

1. **Shared Governance:** Faculty Council members agreed that it would be better to have the Shared Governance meeting later on 9/15/03, e.g. at 5:15 or 5:30. Also they agreed that it is important to alert COM faculty about the major issues in Shared Governance, and that this would be accomplished via a general faculty email prior to the meeting.
2. **Chair Evaluations:** Another series of Chair Evaluations will be conducted this year by the Faculty Council on one-third of the departments, progressing alphabetically. Those department chairs not evaluated previously will be completed as well this year, as long as the Chair has been in place for at least two years.
3. **Additional Evaluations:** A representative proposed that the Faculty Council discuss at the September meeting the possibility of also establishing an evaluation of Associate and Assistant Deans in the COM.
4. **Tenure and Promotion Guidelines:** There was discussion about and agreement on a process for the review of the second draft of the tenure and promotion guidelines. The members agreed that once the draft is available.

the Faculty Council will have a general discussion at a regular monthly meeting and a Faculty Council subcommittee will incorporate the Council's suggestions and prepare a response for the Dean. If the draft is released mid-month, the Faculty Council may call a special meeting to review the draft.

5. **Fringe Benefits Committee:** Several faculty have again been concerned about issues regarding fringe benefits. Although the problem of faculty being charged fees for AGH emergency department visits or some physicians and laboratory fees has been resolved, it became clear that there is not a representative from Faculty Council on the Committee. Traditionally, the Council has requested and been granted, a member on all major committees concerning faculty activities, and we will again request a member on this committee.

Respectfully submitted,

Gregory Schultz  
Secretary

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