

COM Faculty Council Minutes from June 3, 2003

Present:

S. G. Kosch (President), D. Driscoll (President Elect), Mary Ann Berg (Vice President)

Sue McGorray (Biostatistics), Linda Hensley (CHFM), Lucia Notterpek (Neuroscience), Clay Smith (Ophthalmology), Harm Knot (Pharmacology), Charles Bush (Radiology)

Guests:

Tom Harris, Jan Eller, Janice Smith

- 1) Motion for approval of minutes passed.
- 2) Report on COM Humana Group Health Plan changes was given by Tom Harris. He explained that, as in the past, there will be a continuation of the policy wherein the policy holder can see a UF physician in a Shands facility and receive discounted services and have the remainder of the bill written off. However, due to the fact that Shands has been hiring their own physicians and using a different billing agency, some recent services provided to COM employees at the emergency room and AGH have generated bills. The fringe benefits office is working to rectify this billing problem. If you have received a bill for services rendered under Humana, you should send it to Janice Smith and she will have it paid for you. This includes any bills you may have already paid. Send bills to Janice Smith, Box 100014, Fringe Benefits. Her phone is 392-8188.

COM employees on the State BCBS plan are not affected by this situation, and will have no immediate changes in their coverage. There is a new increase in BCBS deductibles and co-pays. You can find specific information on these increases by looking at the "Infogator" on the UF personnel website.

- 3) Tom Harris urged faculty attendance at the Dean's General Faculty Meeting at 5 PM on 6/11/03 in the MSB auditorium.
- 4) Shae Kosch presented an update on the review of the COM tenure and promotion policy. A subcommittee of the Faculty Council met with the Dean and presented their comments and suggestions for changes in the Dean's draft of the revised T&P policy. Dean Tisher said that there would be no changes in the T&P policy for faculty coming up for tenure in this (2003-2004) cycle. Changes have been made in the University-wide T&P policy, and the new guidelines can be viewed on the UF web site.

These include: extending the time for tenure review from five to six years; establishing mid-career reviews near the end of the third or fourth year in order to give faculty on tenure tracks guidance as to their progress toward tenure; and establishment of a required mentoring process for tenure track faculty, wherein department chairs be required to assign a mentor for all tenure-track faculty. This mentor/mentee relationship will be subject to change by the mentee at the end of the first year. Faculty Council will sponsor an Orientation for New Faculty on August 25th, 2003, wherein T&P guidelines will be reviewed.

- 5) Dan Driscoll is now on a university committee to review the President's plan for "Shared Governance." Dan will report on the committee's first meeting at the next Faculty Council meeting.
- 6) Shae Kosch solicited ideas for upcoming 2003-2004 Faculty Council meetings. Currently these include: updates on changes in the T&P guidelines; COM fringe benefits; revisions in the faculty compensation plan; and ways to improve the grant proposal processing mechanisms in the COM. It was agreed to invite Mr. Peter Pevonka and Dr. Richard Moyer to an upcoming Faculty Council meeting for discussion of proposal processing issues.

- 7) Shae Kosch discussed the need to resume the Faculty Council's obligation to conduct evaluations of department chairs. Currently, six departments have not yet had an evaluation of their chairs. In September, the Faculty Council will select approximately one-third of the COM departments (including the six not yet evaluated) to evaluate in this academic year.
- 8) The next Faculty Council meeting is scheduled for Tuesday, August 5th at 5PM. There is a contingency plan to call a meeting in the second week of July if specific issues need to be discussed at that time.

Respectfully submitted,

Gregory Schultz
Secretary, Faculty Council

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