

College of Medicine Faculty Council
Minutes of Meeting
Wednesday, April 21, 2004, 5 PM, R-1-106

Officers Present: Shae G. Kosch (President), Dan Driscoll (President Elect), Mary Ann Burg (Vice President), Gregory Schultz (Secretary)

Department Representatives Present:

Timothy E. Morey	anesthesiology
Jorg Bungert	biochemistry
Linda Hensley	community health and family medicine
Lei Zhou	molecular genetics & microbiology
Herbert Fernandez	neurology
Lucia Notterpek	neurosciences
Rodney Edwards	obstetrics & gynecology
Harvey Evans	physician assistant Program
Hideko Kasahara	physiology
Robert Zlotecki	radiation oncology

Guests Present: Robert Watson, Sr. Assoc. Dean for Education, Richard Davidson, Chair Medical Curriculum Committee

COM Senators: Fonda Eyler (pediatrics)

1. Call to order @ 5:00 PM President Kosch
2. The motion was made, seconded and passed unanimously to approve the minutes of the March 2004, COM Faculty Council Meeting. President Kosch
3. Announcements, Reports, and Old Business
 - a. COM Faculty Council Research Day and Dinner Meeting April 27, 2004. Please RSVP for the Dinner to Sandra Smith (email SNSmith@dean.med.ufl.edu and phone 392-5398)
 - b. The next FC meeting will be May 4 and Dr. Barrett, VP for Health Affairs will address FC on issues of shared governance between Shands and the faculty of COM. Dr. Kosch asked representatives to email her three issues that their faculty wanted to discuss.
 - c. President Kosch reported the results from evaluations of Department Chairs reviewed this cycle. The response rates ranged from 33% (1 department), 66% (4 departments) to 76% (2 departments). All 7 department chairs completed the self evaluations. Overall, there was good correlation between the faculty members' evaluations of strengths and weaknesses of their chair and the chairs' self-evaluation (within one point on key questions). The overall rating of the chairs ranged from 3.6 to 4.9 on a 5 point scale with 5 as top, and evaluations of the leadership skills of the chairs ranged from 2.7 to 4.8. Comparison of the current evaluations with the evaluations of these chairs performed previously (2000-2001) indicated there was good agreement in overall ratings of the chairs. This indicates test-to-test variation was low and the evaluation appears to accurately reflect the views of faculty members. The survey data were passed on to Dean Tisher who will use the data in his evaluation of the chairs' performances. Representatives suggested that it would be good to have Officers of the Faculty Council present the results to each chair rather than the departmental representative.
 - d. Several issues were raised during the discussion of the proposed changes to the Tenure and Promotion Guidelines, which included the need to phase in these changes over several years, since faculty members hired within the last several years were given different goals and expectations. Also, it was suggested that the clinical educator tenure track be retained. Concern was raised that, in the future, a very high percentage of clinical faculty members would in non-tenure tracks which will reduce their research productivity.

- e. A copy of the COM Faculty Compensation Plan will be given to each faculty member and will be discussed in the June FC meeting after Dean Tisher has met with the faculty members of each department.
- f. Fonda Eyer reviewed actions of the Faculty Senate. President Machen is sending a survey to all faculty members, Kim Tanzer was elected President-Elect of the Faculty Senate, all constitutional amendments were passed including counting non-tenure track faculty members in COM as faculty members, Dr. Barrett will chair the search committee for the Provost position, and the 24th street extension was not approved.

4. New Business

Robert Watson, Senior Associate Dean for Education, and Richard Davidson, Chair, COM Curriculum Committee address the Faculty Council on the topic "The Curriculum Committee as an Example of Shared Governance". Dr. Watson reviewed the history of the CC and emphasized that the faculty members have determined the policies and content of the curriculum for a number of years. Thus, the CC has functioned as a "faculty directed" committee for a number of years which is consistent with the concepts and policy of Shared Governance. Dr. Davidson reviewed the important changes that have been implemented over the last few years including the new research tract, programs on bioterrorism, and new clinical competencies. Both Drs Watson and Davidson expressed concerns that the proposed new guidelines for tenure and promotion appeared to under-valued clinical education compared to funded research activities.

5. Adjourned approximately 6:15

Respectfully submitted,

Gregory Schultz, Ph.D.

Secretary

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