

**Minutes of the November 2004 Faculty Council Meeting**  
**Tuesday, November 2, 2004, 5 PM**  
**Hugh Hill Conference Room, Room R1-106**

Officers Present: Dan Driscoll (President), Fonda Eyer (President Elect), Gregory Schultz (Secretary)  
Tim Morey (Vice President), Shae Kosch (Past President), Sally Chesrown (Treasurer)

Department Representatives Present:

<b>Members:</b>	<b>Department</b>
Timothy E. Morey	anesthesiology
Jorg Bungert	biochemistry
Sue McGorray	biostatistics
Linda Montgomery	community health & family medicine
June Nagle	health policy & epidemiology
Lei Zhou	molecular genetics & microbiology
Hubert Fernandez	neurology
Frank Bova	neurosurgery
Rodney Edwards	obstetrics & gynecology
Laurence Morel	pathology
Sarah Chesrown	pediatrics
Harm Knot	pharmacology
Harvey Evans	physician assistant program
Hideko Kasahara	physiology
Robert Zlotecki	radiation oncology
David Kays	surgery

Guests: Dr. Ben Dunn, Biochemistry and member of UF Promotion and Tenure Committee

1. Meeting was called to order by President Dr. Daniel Driscoll at 5:00 PM
2. Minutes for August 2004 meeting were approved with minor corrections
3. Announcements, Reports, and Old Business
  - a. Report from UF Faculty Senate liaison –Dr. Ben Dunn reported on the University Personnel Committee revision of the Tenure and Promotion guidelines. The nine points were discussed and issues that affect COM most strongly are the 6 to 7 year tenure probation time, the process of the mid-term evaluation, the role of mentors, and the election of faculty members to serve on the P&T committees in each college. The FC representatives generally felt that 7 year probation term would be better for COM faculty, that the mid-term evaluation should be implemented but not be included in the final P&T document unless the candidate chooses to include it, and that faculty members should be elected to the P&T committee.
  - b. Election of UF Senators – Dr. Driscoll reported that all 28 seats in UF Senator allotted to COM have been filled.
  - c. A meeting with Ed Poppell and the COM faculty and administrators is set for December 9 at 12:00 to 1:30 in C1-7. Email notices will be sent to the faculty and administrators.
  - d. Voting for proposed bylaw changes is will be held in December, 45 days after the email notice was sent to COM faculty.
  - e. The FC officers will discuss faculty and staff compensation and bonuses with Dean Tisher during next lunch meeting in December.
4. New Business

VPHA Barrett addressed five specific questions the FC had prepared and then open questions from the representatives. (1) Dr. Barrett thought the issue of shared governance between Shands Hospital and COM would best be achieved by having COM faculty members serve on key committees. Nominations for appointments to these committees as well as the Shands Board of Directors could be sought from the Faculty Council. (2) Dr. Barrett generally supported the increasing role of the Vice President for Health Science Center in local administration such as increasing local review and approval of tenure and promotion for Health Science Center

faculty rather than final review by the University-wide committee. (3) Dr. Barrett was pleased the role of the faculty in shared governance in the College of Medicine was generally increasing. (4) Dr. Barrett believes that the president or Deans should have final decision about hiring key personnel, but they should "close the loop" by meeting with the faculty recruitment committees and confidentially explaining decisions. (5) Dr. Barrett gave an example of the improved academic support package for the COM from Shands has an example of successful leadership. (6) Faculty Council representatives asked Dr. Barrett to encourage President Machen to visit the college of medicine.

5. Adjourned approximately at 6:30

Respectively submitted,  
Gregory Schultz, Ph.D., Secretary for Faculty Council