

Minutes of the September 2005 Faculty Council Meeting
Tuesday, September 6, 2005, 5 PM
Hugh Hill Conference Room, R1-106

Officers Present:

President - Fonda Davis Eyler
Past-President - Daniel Driscoll

Vice-President - Lise Youngblade
Secretary - Gregory Schultz

Department Representatives Present:

Christy Carter - Aging & Geriatric Research
Linda Montgomery - CHFM
Lei Zhou - Molecular Genetics
Frank Bova - Neurosurgery
Sonal Tuli - Ophthalmology
Lori Kornberg - Otolaryngology
Robert Zlotewski - Radiation Oncology

Jorg Bungert - Biochemistry & Molecular Biology
Rebecca Pauly - Medicine
Lucia Notterpek - Neuroscience
Rodney Edwards - Ob/Gyn
Parker Gibbs - Orthopaedics
Tom Rowe - Pharmacology & Therapeutics

Guests Present:

Faculty Compensation Plan Committee Member, Shae Kosch - CHFM
Associate Vice-President, Tom Harris – College of Medicine Deans Office
Assistant Director, Dennis Hines - Senior Vice President for Health Affairs Office

1. President Fonda Davis Eyler called meeting to order at approximately 5:07pm.
2. Minutes for August 2005 meeting were accepted with minor corrections.
3. Announcements, Reports, and Old Business:
 - a. There was no report from the FC Treasurer.
 - b. The Department Representatives present introduced themselves.
 - c. West Entrance Update - Tom Harris, COM Deans Office & Dennis Hines, SVPHA Office
Mr. Harris reported that the general consensus from the HSC Deans is to have the west entrance locked after hours, on the weekends and holidays. They have also expressed concern about installing a card scanner at this entrance and the belief that it will not function properly. Using a database that would allow access to all Gator One cardholders is felt to not be as secure as needed.
Mr. Hines reported that the University has mandated the use of Lennell Security Systems, which is a task that is larger than it sounds. Lennell is currently used by the Orthopedic Center, HPNP and the College of Journalism. Ideally the database would use the core information from the University Personnel system, if there were a change in personnel it would automatically update. At this moment the HSC is nowhere close to having a database that functional; it would all have to be done manually. There is no security group here, in place, which would be able to manage that workload.
 - d. Report on the Faculty Group Practice meeting - President Eyler
 - I. Not a lot of information was given that isn't already known or of particular interest to the Council.
 - II. There was a Clinic Report that there will be staff uniforms, satisfaction evaluations, and monthly and yearly quality assurance (QA) reviews. There is a lot of attention being given to QA.

- III. The monthly reports on RVUs should now be available and accurate. However, the actual fee schedule hasn't been updated in quite a while.
 - IV. There has been some concern regarding Medicaid credentialing. It takes Medicaid a long time in accepting physicians (sometimes up to 80 days). They no longer make your acceptance retroactive to your application date. This causes a huge loss of money and hinders the ability of getting people into clinical programs when needed. There are going to be meetings with the Medicaid Office regarding this concern.
 - V. There is a Medical Directors Retreat this month and they are going to talk about issues concerning patient satisfaction.
- e. Report on the COM Executive Committee Meeting - President Eyler
- I. The Dean announced that Francesca Kayser Enneking, M.D. would be the new Assistant Dean for Clinical Affairs. There should have been a faculty email sent out with this announcement as well. There was some recognition at the meeting for the Faculty Council, as President Eyler was introduced.
 - II. Dean Tisher gave a report on the salary incentives and bonuses. There were 229 faculty eligible for education incentives, 41 were nominated by their Chairs and each of them got some type of monetary incentive (\$1,000 to \$3,000). The Dean encouraged the Chairs and Faculty to nominate themselves if they have a high teaching FTE, because there will be money to distribute next year. In research there is a little under \$300,000 to distribute. In clinical there is about \$2 million dollars to use for those who are above their RVU target, and got the appropriate scores in other areas. There were caps put on that for this year, but Dean Tisher announced that next year they were going to remove that cap. The Dean reminded the Chairs about the need to meet with the faculty and set goals, particularly setting RVU targets. Several faculty members did not have RVU targets set, but actually did very well with their RVU intakes. When the time came to give incentives based on meeting their RUV targets, they didn't have anything to compare their RVUs with and missed out on receiving an incentive.
 - III. The Chairs were also asked to read and be knowledgeable with the Compensation Plan. The Compensation Plan Committee is an ongoing, active committee and they are to be the group that intervenes for the faculty with their concerns.
 - IV. Those who were eligible should receive their bonus checks mid-September. However, not every department had a positive variance that is required before chairs can give bonuses.
 - V. The COM met more than 40% of the AQSA standard, thus will receive an additional \$4 million dollars. Money will be put into an account for future awards, which can be earned, as standards are met.
 - VI. Grants awarded have increased from \$83.9 million to \$90.9 million. Compared to other Colleges of Medicine, the UF College of Medicine rank is now 59th out of 121 in NIH research funding.
 - VII. The Dean announced the Chair Search Committee for Urology will be headed by Dr. Flotte and the one for Molecular Biology by Dr. Flanagan.
 - VIII. There have been several compliance issues. Seven departments are working on Corrective Action Plans.
 - IX. Reports of some HIPAA issues included a laptop, hard-drive and notebooks being misplaced, emails being misdirected, and research recruiting not being handled properly. There was also inappropriate personal access to private health information

by employees. President Eyler encouraged the FC Reps to remind their colleagues to be extra careful when handling protected information. In particular, if permission is given by patients to use photos for educational purposes, make sure that the camera being used is registered with the University.

- X. I. Keith Stone, M.D. was awarded Teacher of the Year.
 - XI. UFs COM medical students, for 2005, rated their educational experience better than 76% of medical students attending other institutions. No medical students failed the USMLE Step I, 20 students earned a score over 250, and the mean score of our students was 234, compared to the national mean which was 216.
 - XII. ACGME - The COM was given 25 new Medicare supplement positions. Half of them will go back to the hospital to cover positions they had already funded. The other half will be for new COM positions.
 - XIII. This year is the 50th anniversary for the COM - March 10th & 11th will be part of the big celebration in conjunction with Alumnae Weekend.
 - XIV. It's not clear as to whether the VA faculty (salary) will get a cost of living increase or not.
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- f. The Faculty Council Meetings will be regularly announced in the College of Medicine Announcement. A link to the FC's web site will also be included.
 - g. The New Faculty Orientation occurred and there were 50 new faculty members in attendance. Chair of the Faculty Senate, Kim Tanzer, was the luncheon speaker. She spoke about shared governance and what is happening up on campus regarding that topic. President Eyler invited Ms. Tanzer to come and talk with the FC.
 - h. The FC Reps were reminded to make sure new faculty members in their departments look thru the tenure and promotion guidelines. The new faculty members were not given "examples of criteria for tenure and promotion". There is a page on the "Faculty Programs" web site under "Tenure and Promotion" where the tenure and promotion guidelines are listed out in table format. <http://www.med.ufl.edu/ADMIN/FacPro/index.htm>
 - i. Research Day is April 26th and the speaker will be Dr. Peter Agre.
 - j. A Research Day Committee meeting will be held towards the end of September. Sandra Smith has made reservations at the Hilton for dinner. FC Reps were asked to contact Vice-President Lise Youngblade with any possible volunteers to evaluate scientific posters that day.
 - k. President Eyler suggested that the current by-laws undergo a general rewrite and once this has been completed a draft will be brought before the FC for discussion.
 - l. Secretary Schultz reported that Dr. Bill Buhi, Director of the Animal Care and Use Committee, would be speaking at the October FC Meeting. Dr. Schultz is also going to try to get August Battles, DMV, Head of the Animal Care Services to join Dr. Buhi at that meeting. The AAACL (American Association for Animal Care Licensing) will be visiting the University, in October, for re-accreditation. It also was suggested that Dr. Peter Iafrales who is the HSC IRB Chair and Dr. Tom Walsh who oversees all the IRBs be invited to the November meeting. The FC Reps, for these important meetings, will solicit questions.
 - m. Report on FC Officers meeting with Dean Tisher - President Eyler
The FC Officers suggested that Dean Tisher have the Chairs give feedback to their faculty concerning the distribution of the new Comp Plan incentives and bonuses. This should include the medians, ranges and totals of faculty scores and incentives and bonuses received listed by department. A report is being worked on by the Dean's Office with this sort of

information, and will be available to the faculty once it has been finalized. President Eyler will contact the Dean to learn when we can expect to have that information.

- n. Faculty members should have received a copy of the new Compensation Plan from their department.
- o. Report from Compensation Plan Committee - Dr. Shae Kosch
Any issues that may arise with the new Compensation Plan are submitted to the Compensation Plan Committee, who then discusses those issues at a committee meeting. It is understood that the Dean and Committee Chair then make a final decision regarding those issues.
There is a 3-page description of how the education incentives are to be evaluated and awarded. According to several faculty members who applied to this incentive program, "it entailed a lot of work". The original intent/thought was that most of the awards would be \$2,500 - \$3,000 but due to budget difficulties this amount was reduced to \$1,000 - \$3000. Concern about how this would affect the number of educational faculty members applying for their incentive program was discussed.
The clinical incentive range was \$450 to \$54,000. It is now understood that departments must exceed their (work RVU) clinical budget by 10% before any RVU incentives are awarded. The next committee meeting will be September 28th or 29th.
- p. The Faculty Compensation Survey is just about ready to be posted on-line. The FC discussed whether to make the survey specifically detailed or send it as a general overall questionnaire. Comments, regarding the Compensation Plan, from FC Reps and faculty members that were emailed to Dr. Kosh have been passed on to Dean Tisher. The survey in its state now (detailed) would take about 15 minutes to fill out. It was decided to send out a detailed survey and to send that survey after all the incentives/bonuses are awarded. Dr. Kosh will inform the Compensation Committee about the survey and request a meeting to discuss the information gathered in the survey.
Motion was made and seconded that the survey in its present form be used.
An amendment to above motion was made, seconded and approved that the Faculty Survey Committee (Drs. Youngblade, Kosch and Eyler) meet one more time before survey is posted to make sure that all areas (research, teaching, clinical and administrative) are covered before posting the survey.
- q. The Faculty Senate reported that President Machen gave the State of the University address at their first meeting of the school year. The Faculty Senate Council has been working on addressing the problems with PeopleSoft but no further discussion on this matter was addressed at the Senate meeting. The FC asked those who are representing the COM on the Senate, to keep this issue alive and keep us informed. Dr. Barrett has been asked by President Machen to evaluate the implementation of PeopleSoft for research programs. President Eyler will contact Dr. Barrett to ask for an update on his progress.
- r. A new Joint Task Force has been appointed - Faculty Senate Presidential Task Force. This force is to look at the implementation of shared government structure. Dr. Schultz has been asked to be on that committee.

4. New Business:

- a. There was no new business.

5. The meeting was adjourned at approximately 6:35 pm.

Minutes recorded by Rachel L. Dotson, Office Assistant.