

**Minutes of the August 2007 Faculty Council Meeting
Tuesday, August 7, 2007, 5 PM
Hugh Hill Conference Room**

Officers Present:

President - Rebecca Rainer Pauly

Vice President - Christy Carter

Department Representatives Present:

Todd Manini - Aging

Jill Herndon - Epidemiology

William Triggs - Neurology

Paul Reier - Neuroscience

Sonal Tuli - Ophthalmology

John Reith - Pathology

Tom Rowe - Pharmacology

Regina Bussing - Psychiatry

David Kays - Surgery

David Quillen - CHF/M

Sankar Swaminathan - Medicine

Frank Bova - Neurosurgery

Shireen Madani - OB/GYN

John Harwick - Otolaryngology

Carolyn Carter - Pediatrics

Hideko Kasahara - Physiology

Sameer Keole - Radiation Oncology

Guest:

Bruce C. Kone, MD - Dean, College of Medicine

Tim Morey, MD, Associate Professor - Anesthesiology, Shared Governance Committee Chair

1. President Pauly called the meeting to order at approximately 5:00 pm.
2. Announcements, Reports, and Old Business:
 - a. Faculty Council Officers and Representatives introduced themselves.

The loss of President-Elect Neiberger's son was mentioned and a moment of silence was observed.
 - b. A motion to accept the June minutes was made, seconded and accepted.
 - c. President Pauly recognized Vice President Carter for her one year of service (06-07). Her willingness to stay on for another year is greatly appreciated!
 - d. Dean Kone -

All department chairs were asked to read the COM Constitution draft. Comments from the chairs have been forwarded to the shared governance committee. The Dean met with the chairs yesterday and discussed the draft. One general concern that the chairs have is the impression that their role is limited to being a "Chief Administrative Officer." Several questions were posed as to the Faculty Council being the Chief Legislative Body; what do they legislate, and what laws do they pass? Concern regarding the appointment to search committees was voiced. An open invitation, to attend departmental meetings and present the constitution draft, was given to the shared governance committee and faculty council.

There are several chair positions open and search committees are being appointed. The dean would like to get as close to a 50/50 (of his representatives and those recommended by the Faculty Council/faculty) split on the committees as possible. He is relying heavily on the chairs of the search committees to help implement this.

The "Quality Initiatives" are moving forward. Several different quality structures will be set up within Shands. An overall quality council will report to the Shands quality board which will have the most senior members within Shands heading this up; Nursing, Operations, etc. as well as several clinical leaders/representatives within the COM. This board will set the quality agenda for the COM.

Dean Kone expressed his desire to have a section relating to quality based research during our COM Research Day celebrations. This would include quality based outcomes, initiatives, etc.

Dean Kone is working alongside President Pauly's office, Equity & Diversity, in balancing the structure of the COM. A number of individuals are going to attend a career development seminar. Dean Kone addressed the 4 A's (African American Accountability Alliance) and discussed what is going on at the COM regarding equity and diversity. They are excited about the scholarship fund available to minorities through the [Cullen W. Banks, M.D. Scholarship Fund](#).

The admissions committee is getting ready for the up and coming school year. Dean Kone has charged the committee to focus on diversity. Dr. Kendall Campbell is interested in developing an underserved tract in the medical school curriculum. This tract is designed to make a research tract available to those who are interested in research through an underserved access tract. Its main goal is to serve the underserved population. This would provide improved access to underserved areas and is an excellent way to attract under represented minorities.

The Faculty Group Practice voted to fund the EMR. A contract will be worked out with Epic. Epic is scheduled to make another visit to provide a more detailed final bid. Action is expected within the next six months, the first clinics will most likely be the ENT clinic and one of the general medicine clinics.

Everybody who is eligible for incentives will receive them even in this year of budget cuts. The University is allowing this because the COM has an incentive based compensation plan. There will be a review of the current compensation plan. Dean Kone believes that sending the faculty a compensation plan survey would provide him with much needed advice.

There is much discussion on the future of Pediatrics and Dean Kone is looking at both short term (2-5 years) and long term (8-10 years).

e. Research Day 2008 - Vice President Christy Carter

The Research Day Committee has made progress with the 2008 plans. A speaker has been booked, [Douglas C. Wallace, Ph.D.](#) from UCI School of Medicine. The date for Research Day 2008 will be April 22nd & 23rd, this year research day will stretch over two days. A program for online poster submissions is being written. The budget is still being worked out.

f. The following faculty have been elected as the Faculty Council Representatives for their respective departments:

Todd Manini - Aging	David Quillen - CHFM
John Harwick - Otolaryngology	John Reith - Pathology
Carolyn Carter - Pediatrics	

g. [COM Constitution Draft](#) - Dr. Tim Morey, Shared Governance Committee Chair

The constitution has been reviewed by the Office of the General Counsel. Several departments have requested a presentation of the draft to their faculty

members. Continued education is needed and the more detailed workings of the constitution will be in the by-laws.

[Barbara Wingo, J.D.](#), Associate Vice President and Deputy General Counsel, will be our speaker at the September FC meeting. The Jacksonville FC will also join us via video conference.

h. FC Dinners - President Rebecca Pauly

Suggestions on speakers were given as well as locations to hold the dinners. The FC is grateful to those who volunteered to host past dinners, Drs. Bova & Kays.

i. [Compact Agreement](#) (submitted by Elaine Young, MD - Office of Research & Development) - President Rebecca Pauly

The compact agreement, published by the AAMC regarding postdoctoral fellowships, is an ethical statement related to the obligations of both postdocs and mentors. An email vote regarding possible implementation was taken and passed.

3. New Business:

a. President Pauly would like to “showcase” two departments per meeting. The faculty council representative would report on the climate (strengths and potential areas of concern) in their department and if there are any issues which could possibly benefit by general FC involvement. There will be emphasis of departmental mentoring programs in these presentations. ([Tentative Schedule](#))

b. Pharmaceutical Affiliations will continue to be a forefront issue within the Health Science Center. Several questions were posed; should the COM be a leader in this controversial topic? Do we want someone else to mandate policies to us? Is this something we should be involved in? President Pauly believes that clinical research related to pharmaceutical funding is a totally separate entity. Three handouts were given. Representatives were asked to solicit feedback from their colleagues.

[JAMA - Health Industry Practices That Create Conflicts of Interest](#) (January 25, 2006)

[AAMC Reporter - Conflicts of Interest Targeted in Research, Medical Education](#) (March 2007)

[AAMC Announces Members of Task Force on Financial Conflicts of Interest in Clinical Research](#) (March 29, 2001)

c. President Pauly would like to make departmental mentoring a priority this year. She asked the representatives to share their departmental policy and how/if it's implemented. This issue could become a task for a sub-committee to address. One handout given.

[The Chronicle of Higher Education – Junior Faculty Members Care About University Policies to Help Them Succeed, but Question Their Effectiveness](#)

(August 2, 2007)

d. The third university-wide “climate survey 2007” has been completed but has yet to be released. (some time this month)

- e. The compensation plan survey from 2004 was reviewed and will be updated to survey faculty.
- f. Search Committee Membership - Representatives were encouraged to submit names of colleagues whom they believe would be an asset to these important committees.

4. The meeting was adjourned at approximately 6:20 pm.

The next Faculty Council meeting will be held Tuesday, September 4, 2007 @ 5PM in the Communicore Building Room C1-11

Minutes recorded by Rachel L. Dotson, Office Assistant.