

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

**Officers Present:**

President - David Paulus  
Past President - Fonda Davis Eyer  
Secretary - Marilyn Dumont-Driscoll

President-Elect - Rebecca Rainer Pauly  
Vice President - Christy Carter  
Treasurer - Parker Gibbs

**Department Representatives Present:**

Christy Carter - Aging  
Jill Herndon - Epidemiology  
Shouguang Jin - MG&M  
Shireen Madani - OB/GYN  
Parker Gibbs - Orthopaedics  
Laurence Morel - Pathology

Harshdeep Wilkhu - Anesthesiology  
Sankar Swaminathan - Medicine  
Paul Reier - Neuroscience  
Sonal Tuli - Ophthalmology  
Dayton Young - Otolaryngology (filling in)  
David Kays - Surgery

**Guest:**

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

1. President David Paulus called the meeting to order at approximately 5:05 pm.
2. Announcements, Reports, and Old Business:
  - a. The transition of Faculty Council Officers took place. President David Paulus became Past-President and President-Elect Rebecca Rainer Pauly became President.

President Pauly thanked Dr. Paulus for his service and leadership for the past year to the Faculty Council. His energy, enthusiasm and passion for the College of Medicine faculty is greatly appreciated and was recognized

Vice President Christy Carter is rotating off, but has been gracious enough to accept nomination to run for Vice President a second year.

An email will be sent to the Gainesville faculty for the officers' election which will be posted online for approximately two weeks.

- b. Minutes for April and May were accepted.
    - c. Treasurer Report - Treasurer Parker Gibbs

Current balance is approximately \$4300.00 (savings) with a small amount in checking.

It has been recommended that the FC move its dues to be overseen by the Florida Foundation. This will allow transparency and the Foundation's expertise will be available. Mr. Wayne Tharp has agreed to look into this, as well as the possibility of getting the foundation fee waived.

- d. Introduction of the College of Medicine Dean - President Rebecca Pauly

Dean Kone expressed his excitement of working with the Faculty Council. During his meeting with each department chair he indicated his intent to use the

faculty council for advice and interchange of ideas. Effective communication with the COM faculty is critical.

Dean Kone noted a lot of potential within the COM. There are a few areas where the COM has unrealized potential which may be due to slight misalignments with Shands Gainesville/Jacksonville, COM Jacksonville, and the upper/lower Campus.

“Creative Contention” (meetings/discussions with the intention of challenging one another on their positions produces creativity) is a process Dean Kone would like to see utilized to help find solutions and not just meeting to create problem lists. He explained that when problems are presented to him, he expands the problems and solutions so as to consider a full range of possibilities. This may lead individuals to surmise he is adopting one of the extreme ranges of possibilities; however his goal is to challenge people to think of the whole range of possibilities, and allow for open dialog.

Dr. Kone expressed his desire to consider the issues of tenure and promotion in the COM. He considers that all faculty serve a valuable role in the overall mission of the medical center.

Dr. Kone also stressed his very passionate commitment to “quality of care.” While in Houston he served 6 years as the Care Management Medical Director, a position focused on quality, patient flow and utilization management. He believes emphasizing and incorporating a culture of quality throughout the entire clinical practice is extremely important for both the in-patient and out-patient care sides

Improvement in the area of gender equity and minority representation is another one of Dr. Kone’s high priorities. Access to care and cultural sensitivity is extremely important and the best way to achieve this is through equal representation. He related that the Gator Nation of doctors should look a little bit more like the nation itself. Diversity improvement and advancement will be accomplished through mentoring programs and specific identification acquisition programs.

Dean Kone believes that the COM can become a top 10 public institution. He is committed to identifying those aspects of innovation which will position us favorably. Learning from other institutions’ successes and the thought process which they used can be instrumental in helping guide the direction chosen.

The compensation plan deserves some additional consideration as well. While the research and educational activities have some qualitative and quantitative measurements related to skill and proficiency, the clinical assessment is based solely on work RVUs. He would like to find ways to have the clinical component incorporate measures of quality as well. His goal is to truly incentivize productivity in the context of high quality care by physicians.

e. Research Day 2008 - Vice President Christy Carter

The planning process has begun and a committee to help develop the program is needed. Please see the [research day 2008 agenda](#) for further information. Strategies to facilitate attendance by faculty with clinical duties will receive further consideration.

f. The following faculty have been elected as the Faculty Council Representative for their respective departments: (others to be announced at next meeting)

Harshdeep Wilkhu - Anesthesiology	Shouguang Jin - MG&M
David Kays - Surgery	

g. Chair Evaluations - President Rebecca Pauly

The collection of this data has been completed and analysis of the results are underway. Dr. Paulus will complete the chair reviews for the past year.

The FC would like to ascertain information regarding individual departmental processes and procedures for monitoring mentoring programs. Faculty development and mentoring seems to be a difficult area for many departments. It deserves focused attention by the Faculty Council to identify and highlight successful strategies which have been implemented and ensure that all faculty receive the necessary and expected mentoring they deserve.

h. [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. The FC reps were asked to read this document and submit their vote regarding its implementation via email.

i. COM Constitution - Dr. Tim Morey, Chair, Shared Governance Committee (SGC)

The SGC has been working on the COM Constitution for 9 months and would like to submit the following Draft of the COM Constitution for consideration by the individual departments. Upon its release each department may request a member of the SGC to attend a departmental faculty meeting to answer any questions and address concerns that the faculty may have.

*A few changes were made to the draft originally submitted to the FC on 06/05/07.  
[Draft - COM Constitution](#) released to the COM faculty.*

The FC in Jacksonville will be reviewing this draft as well.

j. The July Faculty Council Meeting is cancelled; meetings will resume in August.

k. A Faculty Council dinner has been scheduled for Dr. & Mrs. Kone on June 28<sup>th</sup> @ 6PM.

It was suggested that discussion dinners with appropriate individuals who impact COM affairs be scheduled quarterly. The reps were asked to submit suggestions on appropriate guests for consideration.

3. New Business:

a. President Pauly would like to create a blog or interactive space online for comments/suggestions or conversation topics for the Faculty Council meetings.

b. President Pauly would also 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 FC involvement.

- c. Enhancing Faculty Council visibility as a goal for this year. The possibility of sponsoring workshops was suggested and would serve a dual benefit in meeting faculty needs within each department. The Faculty Council will contact each department to identify particular departmental resources or procedures (in addition to the COM mentoring) which might be generalizable to other departments.
  
- d. The third university-wide "climate survey" has been completed but has yet to be released. (anticipated date some time in August)

4. The meeting was adjourned at approximately 6:40 pm.

The next Faculty Council meeting will be held Tuesday, August 7, 2007 @ 5PM in the Hugh Hill Conference Room.

*Minutes recorded by Rachel L. Dotson, Office Assistant.*