

Minutes of the September 2008 Faculty Council Meeting
Tuesday, September 2, 2008, 5 PM
Hugh Hill Conference Room

Officers Present:

President - Richard Neiberger
Past President - Rebecca Rainer Pauly
Secretary - Marilyn Dumont-Driscoll

President Elect - David Kays
Vice President - Regina Bussing
Treasurer - Parker Gibbs

Department Representatives Present:

Todd Manini - Aging
Kevin Brown - Biochemistry
Jennifer Light - Emergency Medicine
Sankar Swaminathan - Medicine
Leslie Gonzalez-Rothi - Neurology
Shireen Madani - OBGYN
John Harwick - Otolaryngology
Carolyn Carter - Pediatrics
Patricia Mergo - Radiology

Harshdeep Wilkhu - Anesthesiology
David Quillen - CHFM
Jill Herndon - Epidemiology
Shouguang Jin - MG&M
Steven Blackband - Neuroscience
Sonal Tuli - Ophthalmology
John Reith - Pathology
Jatinder Palta - Radiation Oncology

Guests:

Michael L. Good, M.D., Interim Dean, COM
Yvonne Brinson, Assistant Dean, COM Research Administration & Compliance
Daniel Driscoll, M.D., Ph.D., Professor, COM Department of Pediatrics
Mark Brantly, M.D., Professor, COM Department of Medicine
Barry Byrne, M.D., Ph.D., Professor & Associate Chair, COM Congenital Heart Center
Desmond Schatz, M.D., Professor & Associate Chair, COM Department of Pediatrics
Christy Carter, Ph.D., Assistant Professor, COM Department of Aging
David Paulus, M.D., Professor, COM Department of Anesthesiology

1. President Neiberger called the meeting to order at approximately 5:03 pm.
2. Announcements, Reports, and Old Business:
 - a. Approval of the August minutes - President Neiberger

Motion for approval was made and seconded.
 - b. Items of discussion with Dr. Michael Good, Interim Dean, COM
 - 1) Dean Good sent out an email last week summarizing a few key highlights from this last year. He plans to share more details at the general faculty meeting.
 - 2) The search committee for the position of Senior Vice President for Health Affairs will be announced within the next week. Dr. Win Phillips will be chairing the committee. Committee membership has yet to be finalized, but the COM will be represented.
 - 3) A position description and ad have been drafted for the COM Senior Associate Dean for Education Affairs. Preparations are underway for this being a national search. Dean Good will be meeting with the FC Officers to help develop the search committee membership, with Dr. Tim Flynn serving as Chair.
 - 4) COM Departmental Chair Searches:
 - OBGYN / Radiation Oncology / MG&M** – Dean Good is in discussion with one, or in some cases two, of the final candidates that have been forwarded to him by the respective search committees.
 - Neurology** – There are two more first round interviews scheduled; one this week and one the following week.
 - 5) There has been considerable work over the last several weeks on the incentives/bonus/raises for faculty. Attempts are underway to complete the incentives and bonuses for last fiscal year for inclusion in the September 26th

paycheck; this would include the clinical, education, and research incentives and bonuses determined by the compensation plan. The target date for establishing raises in salary is in time for the October 10th paycheck. The University plan is for a 2% across the board raise for staff. A 3% merit pool for faculty is planned, and in the case of the COM, this needs to be administered within our compensation plan. The COM budgeted \$5.9 million in our 2009 budget for raises. The preliminary calculation is for the merit pool raise being implemented as 2%, 3% or 4% raises. This would be based on the score received in the faculty letter of evaluation: A score of 3-3.9 score would result in a 2% raise, a 4-4.4 in a 3% raise, and a 4.5-5 in a 4% raise. This is the first time a merit pool raise has occurred since the compensation plan was instituted. In accordance with its directive, those physician faculty whose salary is already above the 75% are not eligible for a salary increase. The following funds are available: for staff raises \$1.5 million, merit pool at \$2-2.5 million and \$2 million for market and equity adjustments.

- 6) Moffitt – The intramural inter-institutional financial resources are expected to be several million dollars. Although there are both COM and Moffitt contributions, the major component of funding will be from upper campus. At a time when research grants are harder to receive than ever; there will be several million dollars available to those who have a partner through Moffitt.
- 7) Faculty clinical evaluation currently is based strictly on RVUs. There is a qualitative component that allows the chairs to add 1 point to the clinical grade. The compensation committee is working on plan revisions and Dean Good encouraged faculty and FC members to provide input. He believes there should be a quality component, not just quantity of RVUs for the clinical evaluation.
- 8) Professional Development Leave (PDL) – Dean Good is just starting to learn the details of this leave. The Provost will have a fund (\$2 million) and is anticipating matching funds from the participating units. There needs to be a College-level review committee to evaluate submissions/requests from individuals/college, develop rank orders, and forward them to a University committee who will then make the awards. There is a possibility of a portfolio of award types.

c. [Clinical Trials Compliance Office](#) (link to web site) - Yvonne Brinson

- 1) [Clinical Trials Compliance Information Sheet & Formula for Success](#) (link to handout)
- 2) [Clinical Trials Compliance Timeline](#) (link to handout)
 - The upper portion of the timeline sheet deals with the National Research Climate; orange diamonds deal with medicare policies that were enacted regarding clinical trials and device trials. The table also includes (blue lines) some of the settlements that have occurred since 2003. The common thread is the settlement allocation. This has included, but is not limited to, effort reporting, improper cost transfers, etc. Billing of medical services is the focus here.
 - In 2005 the first settlement of its kind, based on the National Coverage Decision Clinical Trial Policy issue of an institution reportedly billing Medicare inappropriately for services and billing Medicare when Medicare says they should not have been billed for services, was at Rush University. University of Washington had the largest settlement to date regarding the same issue.
 - The bottom of the timeline sheet deals with UF COM; green lines are when committees/workgroups were formed, red lines focus on activities and process changes.
 - In the late 1980's UF COM was visited by the HHS OIG specific to physician billing of Medicare, however this was unrelated to any research activities. A corporate integrity agreement just completed about a year ago included an \$8.5 million settlement.
- 3) The Clinical Trials Compliance Office is part of the Research Administration and Compliance Office. As a service provider it is charged with implementing ways to continue billing compliance within the research

endeavor. Audits specifically looking at older trials have been conducted as the OIG has been known to ask for records dating 6 to 10 years back.

- 4) Multiple questions/concerns were voiced by representatives and guests including: the appropriateness of the breadth and extent of the Compliance Office delving beyond Medicare Billing issues; the need for involvement of faculty in all aspects of development of the Office's regulations; the high cost of time and resources to departments and researchers, especially junior faculty; the definition of "Clinical Trials" vs clinical research; misinformation from departmental staff; development of streamlined processes which prevent "system billing" unless physician authorized, etc. More information is available on the Compliance Office web site or at 273-5976. The Faculty Council will continue to follow-up the process.

d. President's Report - Dr. Neiberger

- The Gainesville FC Officers met with JAX FC Officers on August 19, 2008 to facilitate collaboration on the promotion and tenure process, compensation plans, and the benefits plan.
- The UF COM bylaws on Shared Governance are expected to be ready for review next week by the FC Officers and then be emailed to the FC representatives shortly thereafter.
- The new faculty orientation went well and was expanded to include a number of new items

e. Treasurer's Report - Dr. Gibbs

The current balance, including both the Foundation and Checking accounts, stands at approximately \$7,500.

f. Vice-President's [Research Day Report](#) (link to handout) - Dr. Bussing

Research Day Program is scheduled for April 28-29, 2009. Please mark your calendars!!! Last year's scheduling format will continue. The clinical poster presentations (with a wine and cheese reception) will occur Tuesday night, April 28th. Several possible speakers were presented for consideration to the FC (see link). It was decided to contact the speaker on pandemic flu. President-Elect David Kays will also contact a potential speaker on the topic of Patient Safety.

3. New Business:

a. COM Fringe Benefits - Dr. David Paulus

Dr. Paulus serves on the Fringe Benefits Committee and which has been researching the different types of health insurance available to the COM faculty. Basic Science faculty receive coverage through Blue Cross & Blue Shield. Clinical faculty insurance is managed by Humana; the programs are relatively similar. He asked the FC representatives to request feedback from their departmental faculty regarding the coverage including what the faculty think about: the availability of brand name vs. generic drugs; medication mail order subscription; and other services or items that would be helpful to include under insurance coverage. Dr. Paulus will email the representatives with additional questions for their departmental faculty.

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

The next Faculty Council meeting will be held Tuesday, October 7, 2008 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Rachel L. Dotson, Office Assistant.