

Minutes of the April 2009 Faculty Council Meeting
Tuesday, April 7, 2009, 5 PM
Communicore Bldg. Room C2-33
(video conference with JAX)

Officers Present:

President - Richard Neiberger

Vice President - Regina Bussing

Past President - Rebecca Rainer Pauly

Department Representatives Present:

David Feller (proxy) - CHFM

Jill Herndon - Epidemiology

Frank Bova - Neurosurgery

Jean Cibula (proxy) - Neurology

John Harwick - Otolaryngology

Carolyn Carter - Pediatrics

James Byrd - Psychiatry

Scott Peterson - Radiology

Jatinder Palta - Radiation Oncology

Guests:

Angel Kwolek-Folland, Ph.D., Associate Provost, UF Faculty Affairs

Nancy Hardt, M.D., Sr. Associate Dean & Clinical Professor, COM External Relations

Marvin Dewar, M.D., J.D., Associate Professor, Department of CHFM

Patrick Antonelli, M.D., Chair & Professor, Department of Otolaryngology

1. President Neiberger called the meeting to order at approximately 5:05 pm.
2. Announcements, Reports, and Old Business:

- a. Approval of the March minutes - Dr. Neiberger

The March minutes were unavailable.

Motion to table minutes till next meeting was made and seconded.

- b. Faculty Forward - Rebecca Rainer Pauly, M.D.

Dr. Pauly gave a brief overview of Faculty Forward.

Faculty Forward is an initiative that has been put out by the AAMC.

It is a survey to help look at Faculty satisfaction. We are privileged to be 1 of 24 schools participating. It is a financial commitment on the part of Dean Good for us to be members. Some of the questions are standard questions that the AAMC created and some of the questions the local Faculty Forward committee created, focusing on our needs. Some of the questions are closed questions, but five of them are open questions that allow for more discussion and comments. This is important as faculty turnover is expensive and disruptive. Be aware that all faculty members will be receiving an e-mail labeled COACH within next week or so. The survey will take approximately 20-25 minutes to complete. It is important for everyone to participate and the survey is anonymous to encourage honest responses. This is a three year program. The survey will run through June and data will be available in the fall.

Dr. Pauly distributed handouts and a link for more information is included below:

[Faculty Forward handout](#)

- c. Promotion & Tenure - Angel Kwolek-Folland, Ph.D.

In opening stated that her perspective is informed by her interactions with Academic personnel board which is concerned with the overall standards of the University for Promotion and tenure across the board. The APB's role is to maintain focus on the research and teaching and service missions of the University when evaluating faculty. And to do that evaluation at the University level to provide the president with recommendations based on looking at individuals in relation to the entire university, rather than the person in relation to their department or relation to their college.

Each title series at the university has its own particular focus; each has a slightly different mix of expectations. The APB works very hard to evaluate those title series in relation to the expectations for that title series. Each dept or college has as part of the process to be as clear as they can how they interpret what distinction means in their particular department, discipline or college.

The board is composed of six faculty members, all professors, three of those are elected directly by the faculty senate, and three of them are appointed by the president. These are usually three year terms to allow continuity. To allow for cross disciplinary representation Health Science always has one member, IFAS has one member, others are scattered among the different colleges within the university.

The Provost's office provides staff assistance and a liaison between the board and the provost and the president. The board does not generally vote they try to work by consensus.

Question: At what point in the Tenure process can you withdraw?

You can withdraw at any point, up to the point where the president issues the actual letter. Once it gets to the APB level (around January) gets quiet, if the president wants to reach a negative decision on a file he will always let the candidate know, (informally). So you have an opportunity to withdraw.

d. Faculty Development & Mentoring - Nancy Hardt, M.D.

Here at the request of the Faculty Council to discuss the possibility of creating an office of Faculty Affairs for the College of Medicine. In considering this began by reviewing the Faculty Climate Survey 2007. Couple of highlights: compared to the rest of UF faculty, College of Medicine faculty wanted clarity on qualifications for tenure, more assistance on diversity in hiring and promotions, wanted more information on sabbaticals, wanted better work environment. Also compared to campus faculty we ranked better, felt we were more rewarded for our clinical service, employees appreciated their benefit package, felt that College of Medicine was a good place to work.

Looked back at 2004 to see what had changed between '04 and '07. Noticed that opinion of mentoring in the college had improved, evaluation process had improved, and even though our knowledge of the tenure requirements had improved we were still scientifically lower than the rest of campus.

After reviewing that information Dr. Hardt took the information and discussed with Chairs. No chair really expressed opposition. Not all Department chairs believed they would make use of the office.

After review it was found that the ones needing the Faculty Affairs office the most would be Clinical Faculty because of confusion in the clinical tract promotion process, Non-tenure track Basic Science Faculty and the Post Docs really need an office of Faculty Affairs.

Uncovered myths:

Faculty with unsettled immigration status "are" eligible for tenure.

Once faculty members start in a non-tenure track they "can" be switched.

Once promoted in a non-tenure track a faculty member "can" be switched to a tenure track.

Once removed from a tenure track you "can" go back on.

Proposed function of the office:

That Chairs have an orientation, one on one with someone from office of Faculty Affairs when first hired to help them understand what they need to do to help their faculty be promoted.

The office could negotiate with Shands to improve work climate.

The office could provide leadership training for division chiefs and other interested faculty.

Office could promote 360 degree evaluations of everyone.

Office could orient new faculty to the track and to the P&T process.

Office could collect and share best practices it could train all faculty to evaluate themselves, peers, employers and employees.

Office could train Faculty to mentor and give feedback.

Office could also foster communication between areas.

Office could create evaluation criteria for assistant and associate deans.

Office could perform exit interviews on leaving faculty.

Office could assist faculty before they get to the point of filing a grievance.

Questions:

How big would the office need to be?

It could start out small with an assistant or associate Dean and a staff person. It could grow from there.

Would the office be strictly College of Medicine or University wide? Also how would Jacksonville have equal access?

Just focusing on the College of Medicine. Not sure how it would work out to include the Jacksonville faculty.

Dr. Hardt distributed handouts and a link for more information is included below:

[Faculty Development & Mentoring handout](#)

- e. EPIC: Impact on RVU's & Compensation - Marvin Dewar, M.D. & Patrick Antonelli, M.D.

In August College will go live in first practice, (Electrical Medical Record Process) then roll out on every month or two, one or two sites until the system is up.

Timing will depend on the success of the system. Would like to have the system fully in place by 2011. In first phase will keep it real simple. Will involve using templates, person using system can choose to enter data in a way they are most comfortable.

The new system will make things more organized.

During the "go live" month, people schedule reduced numbers of visits because there will be lost efficiency during the "go live" month. Reduce the number of visits by 50% during the first week, 30% the second week and 25% the third and fourth weeks, with the understanding that if things go well you can up your number of visits. This turns out to be a 3.5% plus/minus reduction in visits for the year. The reduction can be made up in the other 11 months with improved productivity.

The system creates improvements in efficiency.

Essential items will be coded, this will help to support the power of the EMR.

The system will improve patient care.

Does not appear that it will reduce the number of RVU's.

The system will help reduce coding errors.

Questions:

Will there be a class to take?

There will be some online training and an onsite team will come to during your "go live" month to stand beside each individual giving support.

How will the transition from paper to electronic take place?

It will be a long slow process, patients with paper files will continue to have those files used and over time be converted.

What kind of backup will there be for when the computers go down ?

There is a small "read only" memory system for the last visit that a patient has on their chart.

- f. Vice-President's Research Day Report - Dr. Bussing

Research Day is April 28-29, 2009. Plans are moving along smoothly.

The clinical and quality posters will be displayed at the wine and cheese reception on Tuesday, April 28th. This will be held at the Genetics Institute. Dr. Campbell will attend this reception.

The focus on Wednesday, April 29th will be basic and translational research. Dr. Kawaoka will speak from 11am till Noon. There will be a luncheon afterwards. Dr. Campbell will be the speaker at our Wednesday evening dinner.

- g. Lifetime Achievement Award - Richard Neiberger, M.D., Ph.D.

2 nominees were discussed and voted on. Rachel will forward the vote outcome to Sandra Smith.

3. Future Business:

DROP Program

4. The meeting was adjourned at approximately 6:25 pm.

The next Faculty Council meeting will be held Tuesday, May 5, 2009 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Victoria Bordeaux, Office Assistant.
Edited by Marilyn Dumont-Driscoll, FC Secretary*