

Minutes of the February 2009 Faculty Council Meeting
Tuesday, February 3, 2009, 5 PM
Hugh Hill Conference Room

Officers Present:

President - Richard Neiberger
Vice President - Regina Bussing
Secretary - Marilyn Dumont-Driscoll

President Elect - David Kays
Past President - Rebecca Rainer Pauly
Treasurer - Parker Gibbs

Department Representatives Present:

Todd Manini - Aging
Jennifer Light - Emergency Medicine
Sankar Swaminathan - Medicine
Leslie Gonzalez-Rothi - Neurology
John Harwick - Otolaryngology
Carolyn Carter - Pediatrics
Deborah Scheuer - Physiology
Juan Cendan - Surgery

David Quillen - CHFM
Jill Herndon - Epidemiology
Shouguang Jin - MG&M
Sonal Tuli - Ophthalmology
John Reith - Pathology
Tom Rowe - Pharmacology
Jatinder Palta - Radiation Oncology

Guests:

Michael L. Good, M.D., Interim Dean, COM
Jean Cibula, M.D., Clinical Assistant Professor, COM - Department of Neurology

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

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

Motion for approval was made and seconded.

- b. COM Report - Dean Good

Budget Cuts: Although there were no new cuts identified, the Legislature convened a special session cementing the 4% withhold (amounting to \$23 million for UF as a whole). Over the past two years the state budget has dropped from \$72 billion to \$65 billion, with UF dropping to \$72 million. Projections for the 2010 state budget are at \$61.5 billion; this could result in \$50-70 million dollars for UF as a whole, or approximately 10% of our state general revenue. President Machen has asked that all units present proposals with 10% reduction for next year's budget though he is confident that latitude will be given to increase tuition 15%.

Last year the COM was a \$550 million enterprise; 50-51% Clinical, 42% Research (contracts & grants) and 8% State Funds. The state general revenue to the COM is around \$42 million which means a 10% reduction would equate to around \$4.2 million dollars. Financial Services and the Dean's Office have spent the last 10 days reviewing the COM budget and later this week they will be meeting with the department chairs to request budget reduction proposals. Not every budget reduction proposal will be feasible. Therefore budget reductions may not end up being spread evenly but they will be spread logically across the departments and the dean's office. Dean Good will request anyone who has commitment money to examine their program to see if there are potential cuts in costs that can occur without hurting the program. Another recommendation would be to review unfunded research.

Dr. Good entertained discussion on issues related to faculty concerns regarding clinical operation impact on budgets. Strategies not only to decrease budgetary costs but also to enhance clinical revenues were suggested. FC reps related feedback from their colleagues regarding lack of sufficient and appropriately trained staff, poor accountability to physicians and physical plant deficiencies. Decision making by Shands without sufficient input from the faculty providing the care within

Shands facilities repeatedly was identified as problematic. Collaboration suggested by the UF & Shands logo has not occurred. Faculty input is limited. Decision-making by Shands which significantly and negatively impact patient care has compromised faculty effectiveness, productivity and morale. Strategies to engage Shands in a “collaborative” relationship were discussed and will be pursued.

The budget review process has provided Dean Good with an excellent understanding of the budget. Division chiefs and chairs will collaborate on reduction proposals with the goal of general faculty participation in this process. Dean Good expressed confidence that faculty will generate good ideas and submitting those ideas/thoughts/opportunities to him through their FC reps would be appreciated. He asked the FC reps to encourage their colleagues to share their comments for submission at a FC meeting.

The FC requested that Dean Good present the budget for review by the FC prior to submission to President Machen. Dean Good invited all the FC reps to meet with him and the Officers on Tuesday, February 24th @ noon.

PA Program: Currently the PA Program is classified as a Graduate Program. A petition has been given to the Provost to convert the PA Program to a professional degree program. This move also must be approved by the Board of Governors. Changing it to a professional degree program would allow for a 15% tuition increase, as it is below market rate; currently as a graduate program it only may increase 6% along with all the University graduate programs as a whole. The PA Program was previously a division of the Department of Medicine and recently moved into the Education Office under the COM Dean. A proposal has been made to establish the PA Program as a school within the COM, which would allow a naming opportunity with a given endowment.

Searches: Six chairs were appointed last year: 2 were appointed by Dean Kone and 4 by Dean Good. Current searches underway:

Sr. Vice President for Health Affairs – The search committee met last Friday for which there were 25 applicants with 8 being contacted for interviews expected during the first half of March.

Sr. Associate Dean for Educational Affairs – 23 applications were received and 13 applicants will be for an interview.

Sr. Associate Dean for Research Affairs – 5 internal applications have been received.

Radiation Oncology Chair – The Dean is in negotiations with 2 candidates.

Dermatology Chair – The Dean is in discussions with 1 candidate.

Pharmacology Chair – Search Committee is being formed.

c. Treasurer Report - Dr. Gibbs

EFAC Report: Total clinical charges for the COM in December were 6% over budget, RVU productions 21% over budget and actual net collections 26% above budget. This resulted in the COM being 3% above budget for the year. A late push in the fall brought the clinical enterprise in-line with the budget which is above where we were at this time last year.

The Ophthalmology and General Surgery departments presented plans to correct budgetary deficiencies. EFAC felt that both plans were reasonable and appropriate for the rest of the year. Only four COM departments had negative budget variances; most of those were due to timing issues with contracts. EFAC has been charged with developing a process for dealing with these contract timing issues.

Two additional charges were given to EFAC and the Dean:

- 1) Providing oversight of the annual budget formation with monitoring of the financial performances in each department against their budgets.

- 2) Providing oversight for the development and implementation of action plans.

The primary focus of EFAC is to ensure departments are living within their budgets and to provide planning assistance at times of negative budget variances.

As an additional enhancement, EFAC will begin providing guidance and mentoring to each new department chair for approximately two years through their attendance at EFAC meetings.

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

Research Day is scheduled for April 28-29, 2009. All speakers are confirmed – Wednesday morning: [Yoshihiro Kawaoka, PhD](#) and Wednesday evening: [Darrell A. "Skip" Campbell, Jr., MD](#)

Abstract submission deadline is February 5th with slots still available. Please submit ASAP!

Lifetime Achievement Award nominations should be submitted to the FC.

e. Faculty Enhancement Opportunity - Dr. Quillen

An email was sent to the COM faculty regarding the next round of FEO. The COM deadline for submission is February 20, 2009. The budget forms are different from the initial round and may not be clear. Please view the FC website for additional information regarding them ([FAQ link](#)). The match money from the COM must be included on the form. FEO has \$1.4 million for this round of applications.

f. Mentoring Committee Report - Dr. Dumont-Driscoll

Dr. Nancy Hardt has been invited to share anonymously the results of the chair survey she conducted regarding mentoring.
Dr. Gwen Lombard has also been invited to the March FC meeting; confirmation is pending.

g. FC Elections - Dr. Neiberger

The following departments are due to elect/re-elect a FC Representative:

Biochemistry	Epidemiology	Medicine
Neurology	OB/GYN	Orthopaedics
Radiology	Urology	

The following FC Officer positions are up for election:

President-Elect	Secretary	Treasurer
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h. Admissions Review Committee - Dr. Neiberger

The following have been appointed to this committee:

John Armstrong, MD, Department of Surgery
James Lynch, Jr., MD, Department of Medicine
Juan Cendan, MD, Department of Surgery
David Quillen, MD, Department of CHFM
John Reith, MD, Department of Pathology

i. Bylaws Report - Dr. Neiberger

A draft of the bylaws has been submitted to Melanie Ross, Interim Director for News and Communications, for editing. Once edited they will be sent to Susan Collingwood, Esq., Sr. Associate General Counsel for review.

3. New Business:

a. Senate Nominating Committee - Dr. Pauly

University committees are looking for committee nominations. If you are interested in serving on a University Committee please contact Dr. Pauly, before the end of February.

4. The meeting was adjourned at approximately 6:30 pm.

The next Faculty Council meeting will be held Tuesday, March 3, 2009 @ 5PM in the Hugh Hill Conference Room

*Minutes recorded by Rachel L. Dotson, Office Assistant.
Edited by Marilyn Dumont-Driscoll, FC Secretary*