

Minutes of the June 2009 Faculty Council Meeting
Tuesday, June 2, 2009, 5 PM
Communicore Bldg. Room C3-17

Officers Present:

President - Richard Neiberger
Vice President - Regina Bussing

President Elect - David Kays
Treasurer - Parker Gibbs

Department Representatives Present:

Kevin Brown - Biochemistry
Jennifer Light - Emergency Medicine
Eric Sobel - Medicine
Frank Bova - Neurosurgery
Shireen Madani - OBGYN
John Harwick - Otolaryngology
Tom Rowe - Pharmacology
James Byrd - Psychiatry
Juan Cendan - Surgery

David Quillen - CHFM
Jill Herndon - Epidemiology
Shouguang Jin - MG&M
Jean Cibula - Neurology
Sonal Tuli - Ophthalmology
Carolyn Carter - Pediatrics
Deborah Scheuer - Physiology
Scott Peterson (teleconference) - Radiology

Guests:

Michael L. Good, MD, Interim Dean, COM
Timothy Flynn, MD, Asso. Dean for Clinical Affairs, COM
R. Whit Curry, MD, PhD, Chair - Department of CHFM, COM
Fonda Davis Eyler, PhD, Professor - Department of Pediatrics, COM
COM Faculty Council JAX (via video conference)

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

- a. Approval of the April & May minutes - Dr. Neiberger

Motion for approval of April minutes was made, seconded, and passed with full approval.

Motion for approval of May minutes was made, seconded, and passed with full approval.

- b. Faculty Compensation - R. Whitt Curry, MD & Fonda Davis Eyler, PhD

It was noted that several faculty council representatives are on the compensation committee. The compensation committee is unable to make fundamental changes to the compensation plan without a 1 year advanced notification to the COM faculty. The committees goal is to make meaningful changes that will be helpful to the faculty. They want it to pass the legal definition as not being fundamental so that the changes will take effect July 1st. Outlined proposed changes to the compensation plan were available to the faculty council.

There is a proposed change to the clinical side of the compensation plan - the 100% productivity evaluation base would become 75% productivity and 25% quality. The chairs previously had a 1 point +/- leeway where they could adjust the score this equates to 20% of the grade. Now 25% of your grade can be adjusted based on quality measures. One concern that has been raised is that there are no quality measures. The committee has been told that the best way to develop quality measures is from the ground up and they believe these measures should be developed by departments and faculty. A clarification will be added to the plan that notes if you are less than 20% clinical; the performance measure should be based upon measures that the individual faculty and their chair agrees on and not necessarily the work RVU target.

This will also apply to the research side; if a faculty member is less than 20% research the grade will not be based solely on the amount of funding. For faculty

who have more than 20% in research; 60% of the grade will be based on research funding and 40% on scholarly work.

All of the above will depend upon an accurate and appropriate negotiation with the chair and faculty member in setting goals.

Language has been added in order to explain where there are exceptions and where there is flexibility for the faculty and/or chair. This should make the compensation plan clearer and reduce the need for end of the year waver/exceptions.

Comments that were sent to the committee have been compiled and are available to the FC. The compensation committee will discuss the proposed changes, to the comp. plan, with the Dean and Department Chairs at Thursday's (June 4th) Dean meeting. All feedback will need to be received before the meeting.

c. Fringe Benefits - Timothy Flynn, MD

The Fringe Benefits Committee meets periodically and Dr. Flynn deals with issues as they arise in between meetings. [A handout was given to the FC](#) (link to handout). The fringe benefit package is reviewed by the committee each year. The plan has changes over the years due to federal regulations.

The current plan has, essentially, three layers – Gold, Silver and Lead.
Gold = Cared for by UF FGP physician in a Shands facility.
Silver = Cared for in a humana network hospital or facility by a non-UF physician.
Lead = No humana network hospital.

Jacksonville normally falls under the “Silver” plan. Most of the faculty in Gainesville fall under the “Gold” plan. Every year the plan is tweaked to try and control costs and be responsive to trends in the industry. Additional information is provided in the handout.

There was additional discussion regarding the possible change, by campus, with leave cash outs.

d. Treasurer & Faculty Forward Report - Dr. Gibbs

Treasurer: The FC spent approximately \$5000 of which the dean's office contributed \$1500. Total expenditure was a little over \$3500 for Research Day. Transfer of financial control to the foundation is still in the growing stages. It seems to be working and Dr. Gibbs will discuss this further with Dr. Quillen next week. About 25% of faculty pay dues.

Faculty Forward: The committee is in the midst of collecting survey data. The last survey will be going out this week; Dr. Gibbs asked the FC reps to encourage their colleagues to take this survey and to remind them that this is anonymous data. All UF has a 56-59% response rate. Out of all the Colleges of Medicine, with over 1,000 faculty members, who have participated in this survey UF COM is #1. The AAMC will be sending the survey results to the COM in October. Potential opportunities to improve faculty job satisfaction will be reviewed then.

e. Transition of Faculty Council Officers for 2009-2010

It was announced that Dr. Frank Bova was elected to the office of President-Elect for 2009-2010.

It was also announced that Dr. David Quillen was elected to the office of Treasurer and Dr. Leslie Gonzalez-Rothi was elected to the office of Secretary for 2009-2012.

A list of new Department Representatives was given:
Biochemistry - Kevin Brown, PhD (re-elected)
Epidemiology - Caprice Knapp, PhD
Medicine - Eric Sobel, MD, PhD
Neurology - Jean Cibula, MD
OBGYN - Shireen Madani, MD (re-elected)
Orthopaedics - Parker Gibbs, MD (re-elected)
Radiation Oncology - Jatinder Palta, PhD (re-elected)
Radiology - Scott Peterson, MD
Urology - Philip Dahm, MD (re-elected)

President-Elect David Kays assumed the office of President with Dr. Richard Neiberger assuming the office of Past President.

President Kays thanked Dr. Neiberger for his service to the COM FC during his presidency and presented him with a plaque from the Faculty Council in appreciation of his outstanding leadership.

President Kays also presented a plaque to Dr. Gibbs in recognition of his service and leadership during his tenure as Treasurer

3. New Business:

a. New Leadership Direction - Dr. Kays

Dr. Kays believe that the FC has the potential to do many good things. He noted that in the FC's effort to move things forward it may be viewed as complaining. It's important to ask hard questions and it doesn't mean that the FC thinks they are doing a bad job, but that it's important for the FC to understand what the decisions are and why/how they are being made.

Items that interest Dr. Kays are:

- What makes our medical center run?
- Why doesn't it run as well as it could?
- What can we do to help those things get straightened out?
- Who monitors the average wait time in clinic?
- What are our finances and how does the faculty speak on financial issues of importance?
- How does the faculty speak on issues of strategy for the medical center?
- How does the FC relate to Shands?
- How does the FC relate to the new SVPHA?

The above questions are due to Dr. Kays being a clinician. This doesn't mean that he isn't interested in or doesn't care about the basic science departments. He needs input on what the issues are that matter to them.

Dr. Kays would like to work on the following:

- Grow Research Day
- Assign a number of people per department to attend COM graduation
- Complete the Bylaws by fall
- Interface with the Dean on the Faculty Forward results
- COM financial reporting issues
- Quality of Service

4. The meeting was adjourned at approximately 6:15 pm.

The next Faculty Council meeting will be held Tuesday, July 7, 2009 @ 5PM in the Communicore Bldg. Room C2-33

Minutes recorded by Rachel L. Dotson, Office Assistant.