

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

Officers Present:

President - David Kays
Vice President - Regina Bussing

Past President - Richard Neiberger
Treasurer - David Quillen

Department Representatives Present:

Jennifer Light - Emergency Medicine
Eric Sobel - Medicine
Jean Cibula - Neurology
Shireen Madani - OBGYN
Parker Gibbs - Orthopaedics
Carolyn Carter - Pediatrics
Deborah Scheuer - Physiology
Scott Peterson - Radiology

Caprice Knapp - E&HPR
Shouguang Jin - MGM
Steven Blackband - Neuroscience
Sonal Tuli - Ophthalmology
John Harwick - Otolaryngology
Tom Rowe - Pharmacology
James Byrd - Psychiatry
Juan Cendan - Surgery

Guests:

R. Whit Curry Jr., M.D., Chair, COM Department of CHFM and Chair, Compensation Plan Committee

1. President Kays called the meeting to order at approximately 5:00 pm.

2. Announcements, Reports, and Old Business:

a. Approval of the October minutes - Dr. Kays

Minutes will be sent to the FC members and approved via email.

b. Compensation Plan Review - Drs. Kays/Curry

A draft copy of the compensation plan was handed out. Dr. Curry asked for any comments on the current draft and noted that there are two open seats on the compensation committee which need to be filled. The compensation committee will be meeting with Dean Good and all of the COM chairs this Thursday. The chairs have received copies of the draft and were asked to come prepared to discuss any issues that they might have. Dr. Curry believes that the chairs discussion will center on the 1.0 clinical grade discretionary adjustment.

Below are several issues that were discussed:

How Clinical and Educational assignments are given out to a faculty member who works with a clinical resident vs. one who supervises several clinical residents. It was noted that this is problematic and varies by department.

How would Quality of Care be assessed and will there be a college wide measurement or will it be left up to each department? Dr. Curry believes that this will be the second biggest issue discussed at the dean and chairs meeting. Chairs have been asked to give the dean their quality metrics and for each department to appoint a quality officer. Quality metrics will vary by department and could also vary by division.

Why does the COM use MGMA instead of AAMC for benchmarks? The salary is from the AAMC data and the target is taken from MGMA. MGMA was initially chosen because the AAMC data and RVU's were fraught with problems. It was felt that MGMA data was more representative of physicians in practice in general.

The lack of alignment between P&T and the Compensation Plan was mentioned and further discussions at the FC will take place in the future.

Dr. Kays reminded the FC that there are two open spots on the Compensation Plan Committee. He asked the members of the FC to consider volunteering to sit on this committee or think of someone in their department whom they believe would be good to join this committee.

c. Volunteer Policy - Dr. Cibula

It was noted that in the last 5 years the Department of Neurology has had 178 volunteers. There is one division that at any one given time they normally have 15 volunteers, but because of the new policy they currently only have 5. A large number of those wanting to volunteer are unwilling to go through the new requirements to do so.

Below are links to the new Volunteer Workers Policy and Information:

[College of Medicine - Volunteer Workers](#)

[College of Medicine - Volunteer Checklist](#)

[University of Florida, Privacy Office - Volunteering and "Shadowing"/Observing Patient Care at UF](#)

[University of Florida, Information Privacy Policy & Procedures Health and Information Operation Guidelines, Volunteering and Observing Patient Care \("Shadowing"\)](#)

Additional information regarding the negative impact this is having is listed below:

[The New York Times, Opinion Section - Clinical Trials, Wrapped in Red Tape](#) (link to online article)

[The New York Times, Opinion Section – Clinical Trials, Wrapped in Red Tape](#) (link to pdf file)

[IDSA Policy Principles, Grinding to a Halt: The Effects of the Increasing Regulatory Burden on Research and Quality Improvements Efforts](#)

Multiple concerns were voiced. A written document will be penned and a meeting with the privacy office and dean's office will be scheduled in the near future.

d. Compliance Week - Dr. Cibula

Each year there are multiple compliance certifications that need to be completed. These certifications are staggered throughout the year and can take 20-30 minutes each. A proposal was made to move all certifications to be done all at once, and during a one month period. A motion was made to support this proposal; the motion was seconded and approved unanimously. A second proposal was made to request that the COM offer college wide training on domestic violence, HIV, blood born pathogens and any other required training. This training should also be available online with a "test" at the end to verify

online participation. A motion was made to support this proposal; the motion was seconded and approved unanimously.

e. Treasures Report - Dr. Quillen

The FC accounts remain unchanged.

f. UF Budget Reduction Report - Dr. Quillen

The previous proposal to eliminate sick leave payout has been taken off the table. There may be future proposals to eliminate sick leave payouts in stages. [The "Retirement Enhancement Program" and "Summer Pay" are still being considered.](#) (link to information)

g. Research Day Report - Dr. Bussing

Dr. Bussing asked the FC to start thinking about nominees for the Lifetime Achievement Award. Please send your nominations to Dr. Kays.

Research Day is April 19th & 20th, 2010. Clinical & Basic posters will be viewed at the Hilton on Monday evening. The Research Day Dinner will be also held at the Hilton on Tuesday evening. The Research Affairs Office, along with input from the departmental chairs, will be securing the Research Day speaker.

3. Future Topics:

- a. Clinical Service Measures 101 - Marvin Dewar, MD, JD (pushed to December meeting)
- b. EPIC Issues: Marvin Dewar, MD, JD (December meeting)
- c. Lab Space: Stephen Sugrue, PhD (December meeting)

4. The meeting was adjourned at approximately 6:20 pm.

The next Faculty Council meeting will be held Tuesday, December 1, 2009 @ 5PM in the Hugh Hill Conference Room

Minutes recorded by Rachel L. Dotson, Office Assistant.