

**MINUTES**  
**Faculty Council**  
**October 2, 2023**  
**12:00 P.M.**

The meeting of the Faculty Council was called to order by Dr. Salam Salman on October 2, 2023, at 12:00 p.m., via Zoom.

**ATTENDANCE**

**Attending:** Rana Alissa, M.D.; Eric Conde, MSA; Zach Deutch, M.D.; Elizabeth DeVos, M.D. MPH; Mike Freidl, M.D.; Derek Hamlin, M.D.; Carmen Isache, M.D.; Suparna Krishnaiengar, M.D.; Melissa Parsons-Tucker, M.D.; Melissa Parsons-Tucker, M.D.; Joanna Runkle, M.D., MPH; Salam Salman, M.D., D.D.S; Miguel Villalobos, Jr., M.D.; Gregory Wynn, M.D.; Brian Yorkgitis, D.O.

**Absent:** Dunbar Alcindor, M.D.; Linda Edwards, M.D.; Sandeep Grover, M.D.; Robert Marino, M.D.; Amy McCoy, D.O.; Rebecca Omman, M.D.; Vlad Panaitescu, M.D.; Michael J. Sorna, Jr., M.D.; Jason Wheatley, D.O.

**Others:** Kelly Gray-Eurom, M.D., MMM; Pradeep Kadambi, M.D.; Tim Reinschmidt; Nancy Stover; Francisco Martinez-Wittingham, M.D., PhD.

**Departments not represented:** Community Health and Family Medicine; Emergency Medicine; Neurosurgery; Obstetrics and Gynecology; Ophthalmology; Pathology and Laboratory Medicine; Psychiatry; Urology

The minutes of the Faculty Council meeting of September 11, 2023, were approved.

**Dean's Report:** Dr. Kadambi stated that employee turnover rate is tracked on the dashboard and it is fairly high at 20%. Collections do not meet current performance but is expected to improve next month. The financial position is ahead of plan. Commercial payors have improved to 34%. Consultants reported at the UF Board of Trustees retreat on non-traditional healthcare companies entering into the market and that hospitals will lose market share and their margins will shrink. Access to capital will be more challenging. Dr. Nelson shared his vision at the retreat on the State of UF Health. His presentation was sent to all of the chairs. Dr. Kadambi stated that research dollars per FTE in Jacksonville was ranked second behind Scripps. He stated that most care at UF Health St. Johns will remain local. Referral pathways for specialists will be developed and an Office of Physician Relations will be created. There is slow uptick in cases at UF Health East ASC and the medical office building is underutilized. Access to care will be the key focus in 2024. A new ambulatory operations committee has been created. Days in cash is being closely monitored. The search for chair of radiology is ongoing. A Call Center representative will report at the next Faculty Council meeting on the difficulty scheduling appointments.

**President's Report:** Dr. Salman stated that chair evaluations are due next week. Human resources and legal are reviewing the AAMC data. The Compensation committee has requested a gap analysis from the chairs. The Faculty Senate report was sent to the Faculty Council members.

**Quality Committee Report:** Dr. Gray-Eurom stated that our Vizient rating is the same as last year. Readmission rates, returns to the ED and length of stay are opportunities for improvement. The search continues for the medical director of Value Based Care.

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**Financial Update:** Mr. Reinschmidt stated that the bottom line is better than budget year-to-date. Hopefully, the UPL funding will be received no later than mid-November. It is anticipated that we could be in a position to pay out any compensation plan and/or bonuses in mid-November.

**GME Update:** No update.

**Administrative Affairs:** Mr. Conde stated that there are 29 faculty going up for promotion. Mid cycle reviews are due at the end of February 2024. There will be a Benefits Fair during Open Enrollment. He stated that he will provide information on the benefit changes for next year. UFGO representatives continue to work with the departments and there are Jacksonville ambassadors available to assist delegates and faculty.

**Ombuds position:** Dr. Salman stated that the candidate for the ombuds position declined the offer. Mr. Conde invited the ombuds person in Gainesville, Ron Anderson, to the November Faculty Council meeting to talk about services offered and Jacksonville access to the ombuds person.

**Bylaws:** The proposed bylaws changes have been submitted to Dr. Edwards.

There being no further business, the meeting adjourned 12:45 p.m.

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Gregory Wynn, M.D., Secretary