

**MINUTES**  
**Faculty Council**  
**July 1, 2024**  
**12:00 P.M.**

The meeting of the Faculty Council was called to order by Dr. Elizabeth DeVos on July 1, 2024, at 12:00 p.m., via Zoom.

**ATTENDANCE**

**Attending:** Maria Adams, M.D.; Laren Alexander, M.D., Caroline Ripat, M.D.; Rana Alissa, M.D.; LaRae Brown, M.D.; Anthony Bunnell, M.D., DMD; Eric Conde, MSA; Elizabeth DeVos, M.D.; Linda Edwards, M.D.; Derek Hamlin, M.D.; Carmen Isache, M.D.; Suparna Krishnaiengar, M.D.; Amy McCoy, D.O.; Robert Marino, M.D.; Joanna Runkle, M.D.; Brian Yorkgitis, D.O.

**Absent:** Dunbar Alcindor, M.D.; Laren Alexander, M.D.; Anthony Bunnell, M.D., DMD; Michael Freidl, M.D.; Sandeep Grover, M.D.; Vlad Panaitescu, D.O.; Melissa Parsons-Tucker, M.D.; Miguel Villalobos, M.D.; Jason Wheatley, D.O.; Gregory Wynn, M.D.

**Others:** Kelly Gray-Eurom, M.D., MMM; Pradeep Kadambi, M.D., MBA; Tim Reinschmidt; Nancy Stover

**Guest Speakers:** E. Mendy Dunn, MSN, RN, ACRP-CP, NE-NC, Chief Operating Officer of the Clinical and Translational Science Institute, University of Florida; Madeline Joseph, M.D., Associate Dean for Faculty Advancement and Engagement

**Departments not represented:** Emergency Medicine; Neurosurgery; Orthopaedic Surgery and Rehabilitation; and Pathology and Laboratory Medicine

The minutes of the Faculty Council meeting of May 6, 2024, were approved.

**Dean's Report:** Dr. Edwards stated that the UF Health board meetings were held last week. Marsha Powers will chair the corporation board. The appointment of the corporation board is through December 31, 2024. During the next six months, the corporation board will be formulated as well as more of the operational aspects of the board. The Jacksonville and Gainesville local boards, i.e., practice plan boards and hospital boards, will be advisory boards and will give recommendations to the corporation board. Dr. Motew met in Jacksonville on June 27 with the managers, directors and faculty. Dr. Motew will have various town hall meetings throughout the organization. The announcement of promotions will be sent to the faculty. Payouts from the FY 2024 compensation plan will be effective after completion of the financial audit in the fall. The radiology chair search is nearing completion. Three pediatric chair candidates have visited the campus and there will be another candidate visit in a few weeks.

**Clinical and Translational Science Institute, University of Florida:** Mendy Dunn gave a presentation of the services provided by the CTSI to support faculty research and translation to practice.

**Faculty Advancement and Engagement:** Madeline Joseph, M.D., Associate Dean for Faculty Advancement and Engagement, presented activities of the Office of Faculty Advancement and Engagement, including work force retention, psychological safety training, promotion and tenure, New Faculty Reception on September 19, 2024, and faculty well-being.

**President's Report:** Dr. DeVos stated that she will remain President of the Faculty Council for another year. The JPI budget was approved. Negotiations continue with United Healthcare.

**Quality Committee:** Dr. Gray-Eurom stated that the plan for the upcoming year is to make the data more transparent for the chairs and continuing to identify physician champions to focus on some challenging areas.

**Administrative Affairs:** Mr. Conde stated that July 5 has been designated a holiday and faculty will use the time as a floating holiday as all clinical operations will be open. The total number of faculty is 466. There are 55 pending new hires between July 1, 2024, to January 13, 2025. The annual turnover rate is 9.74%.

**Finance Committee:** Mr. Reinschmidt presented the FY 2025 operating and capital budgets. The month of May ended better than plan and anticipate to have a successful year.

**Collaboration with Gainesville Faculty Council:** The Gainesville and Jacksonville Faculty Councils will continue to meet quarterly.

**Compensation Plan:** The June 19 Compensation Committee meeting was recorded and will be available to those who could not attend. The recording will be posted on the Bridge. There is an example in the Compensation Plan document posted on the Bridge on how the compensation will be distributed per the RVU and productivity above targets. The plan will be re-evaluated annually.

**PEA's:** Dr. Alissa stated that the low amount in PEA's for individual faculty has been an issue in hiring new faculty. Dr. Kadambi stated that departments also have PSA accounts to fund some activities. At the next meeting of Gainesville and Jacksonville Faculty Councils, Dr. DeVos will discuss the amount of the PEA given to Gainesville faculty.

**Microsoft:** Dr. DeVos asked for ideas on how to address the change in Microsoft 365 on July 31, 2024.

**Policy on clinic closings:** Dr. Kadambi stated that the change in the clinic cancellation policy is to improve patients' access to care.

There being no further business, the meeting adjourned 1:00 p.m.

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Elizabeth DeVos, M.D., President