

MINUTES
Faculty Council
August 5, 2024
12:00 P.M.

The meeting of the Faculty Council was called to order by Dr. Elizabeth DeVos on August 5, 2024, at 12:00 p.m., via Zoom.

ATTENDANCE

Attending: Laren Alexander, M.D.; LaRae Brown, M.D.; Eric Conde, MSA; Ryan Crooks, M.D.; Elizabeth DeVos, M.D.; Michael Freidl, M.D.; Robert Marino, M.D.; Rebecca Omman, M.D.; Vlad Panaitescu, D.O.; Melissa Parsons-Tucker, M.D.; Joanna Runkle, M.D.; Jason Wheatley, D.O.; Gregory Wynn, M.D.; Brian Yorkgitis, D.O.

Absent: Dunbar Alcindor, M.D.; Rana Alissa, M.D.; Anthony Bunnell, M.D., DMD; Sandeep Grover, M.D.; Derek Hamlin, M.D.; Carmen Isache, M.D.; Suparna Krishnaiengar, M.D.; Amy McCoy, D.O.

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

Guests: Susan Hendrickson, MHRD/OD, RN, CPHQ, FACHE, FNAHQ, Division Director, Quality and Patient Safety Officer

Departments not represented: Community Health and Family Medicine; Medicine; Neurosurgery; Ophthalmology; Oral and Maxillofacial Surgery; Pediatrics

The minutes of the Faculty Council meeting of July 1, 2024, were approved.

Dean's Report: Dr. Kadambi reported on behalf of Dr. Edwards. He stated that President Sasse resigned. The UF Health System integration and the UF Jacksonville graduate education campus will proceed.

Compensation Plan: Dr. Kadambi stated that \$4.4 million has been approved for the compensation plan. The chairs and department directors have access to the scorecards. Individuals will have access to the score cards today. Mr. Reinschmidt will ask each department to obtain questions and/or suggested changes to the scorecards which will be discussed at the department level. Dr. DeVos stated that the bonuses being paid at this time are based on the old compensation plan. There will be meetings with the faculty who are not in the academic group and those faculty are encouraged to reach out to their department chair. The year-end audit must be completed before the bonuses are paid to the faculty.

President's Report: Dr. DeVos asked that faculty stories be submitted to Dan Leveton for inclusion in a section of the bi-weekly newsletter focusing on the College of Medicine.

Quality Committee: Dr. Gray-Eurom stated the hospital has done extremely well in the quality area. Goals are being finalized for the next fiscal year. There has been a spike in hypoglycemic episodes and in 7-day readmissions.

Finance Committee: Mr. Reinschmidt presented the fiscal year-end results which shows an overall favorable budget variance.

IDinc Reporting: Mrs. Hendrickson gave an update on IDinc reporting. Resident reporting is decreasing as anonymity is difficult in some cases. Dr. DeVos stated that the Faculty Council can encourage their departments to address this system especially in gathering “good catches”.

Administrative Affairs: Mr. Conde stated that evaluations are to be completed. UF 360 will be available to the faculty to provide feedback on the department chairs. The Administrative Affairs immigration specialist left last week and a paralegal will assist with immigration issues.

Leadership evaluations: Dr. DeVos stated that she is working with Dr. Edwards to develop an instrument for the faculty to provide anonymous feedback on leadership. This will be on a three-year cycle. The executive committee will review the feedback with the dean each year.

Faculty Council Bylaws: Dr. DeVos stated that the bylaws will be circulated within the next few weeks.

Ombudsman: Dr. DeVos stated that data is being gathered on how often the faculty on this campus utilize the ombudsman located in Gainesville.

Faculty Advancement and Engagement: Dr. Joseph stated that there are 23 faculty going up for promotion this cycle. There will be a reception for new faculty on September 19, 2024.

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

Gregory Wynn, MD, Secretary