The meeting of the Faculty Council was called to order by Dr. Ashley Norse on November 5, 2018, at 12:00 p.m., in the W. A. “Mac” McGriff III Boardroom, Learning Resource Center.

ATTENDANCE


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

Departments not represented: Anesthesiology, Community Health and Family Medicine, Emergency Medicine, Neurosurgery, Ophthalmology, Oral and Maxillofacial Surgery, Pediatrics

The minutes of the Faculty Council meeting of October 1, 2018, were approved.

Dean’s and CEO Reports: Dr. Haley encouraged leadership attendance of AAMC meetings. He stated that the UF Board of Trustees voted to support the Jacksonville campus and a plan is being developed to reshape the campus. The Mayor has been invited to the Gainesville campus to meet with leadership about the importance of the University. He stated that the City approved $120 million of which $15 million will be allocated this year for infrastructure. He stated that the ULI preliminary report recommends that UFH will be an anchor with connections to other educational campuses in the downtown area. He stated that Dr. Hogan and Dr. Gray-Eurom are heading the Deloitte care variations project. He stated that the hospital is slightly ahead of budget and that the hospital’s bond rating was downgraded slightly. Dr. Haley stated that Dr. Tavanaiepour will remain interim chair of Neurosurgery and that all of the other chair positions have been filled. Dr. Parker, the new senior associate dean for research, will address the Faculty Council at a future meeting. Dr. Benrubí is on sabbatical and the position of Senior Associate Dean for Faculty Affairs is being discussed. Dr. Best will serve as assistant dean for faculty affairs. The practice plan board approved a new practice in the Cecil Commerce area and an imaging center in the Baymeadows area. The Nocatee practice will open early next year. The Wildlight projects will open in 2019.

Compensation Plan: Dr. Kadambi gave a presentation on the principles of the compensation plan, sources of revenue, costs, support from the hospital, and the work of the compensation committee. He stated that as an academic institution, we need to benchmark ourselves to the AAMC salary scale. Also, we want to target the 50th percentile salary for subspecialty and academic rank. Faculty productivity will be assessed using the FPSC/AAMC/Vizient benchmarks for work RVUs. For us to sustain, generally the benchmark for work RVUs are 12 to 17 percentile higher than the salary benchmark. He stated that we must have a way to value research,
Minutes, Faculty Council  
November 5, 2018  
Page Two

scholarship, teaching and quality. He stated that the next set of work will be on call pay and incentives.

**President’s Update:** Dr. Norse stated that there were presentations on immigration and non-renewals at the College of Medicine Jacksonville Executive Committee. Dr. Edwards will give a presentation at the next Faculty Council meeting on the new program requirements. She stated that Dr. Alexander will give a presentation on research at the next Faculty Council meeting.

**Quality Committee:** Dr. Gray-Eurom stated that all faculty need to enroll in Doximity.

**Faculty Senate Report:** No report.

**Financial Update:** Mr. Reinschmidt reported that the practice plan is off budget for the first quarter. October was a very good revenue month.

**GMEC Update:** Dr. Aysola stated that there are new program requirements effective July 1, 2019.

**Officers Meeting of October 22:** Dr. Norse stated that the search committee has begun its work to replace the senior vice president for health affairs position. The search to replace the dean of the College of Medicine will begin after that position is filled. She stated that we are moving toward becoming a regional campus. She stated that a faculty survey is being considered to see if there are new concerns or issues since the last survey.

Dr. Norse stated the needlesticks and employee health will be on the agenda for the December 3 Faculty Council meeting.

There being no further business, the meeting adjourned at 1:15 p.m.

_________________________________________
Gregory Wynn, M.D.  
Secretary