Faculty Council
MPH Conference Room, HPNP 4142
Friday, October 16, 2015
12:00 – 1:00 pm

Minutes

Faculty Council Members Present: Catherine Price, Lori Altmann, Consuelo Kreider, Frederick Kates, John Lednicky

Others in attendance: Dean Michael Perri, Jodi Gentry

1. Jodi Gentry, Assistant VP of the Office of Human Resource Services

Ms. Jodi Gentry presented the Leadership/Management Competency Model (LMCM; http://hr.ufl.edu/learn-grow/leadership-development/competency-model/) and introduced the Leadership 360° instrument used by UF Human Resources in their Leadership Development activities as a potential tool available for Evaluation of PHHP Department Chairs.

The LMCM model includes 20 competencies that have been defined within the context of UF; each competency is assessed using 3 – 4 items on the Leadership 360° instrument. Ms. Gentry shared examples of how key competencies and items from the Leadership 360° have been used within the College of Journalism and the College of Medicine to provide Department Chairs evaluative feedback.

Steps involved: (1) Determination of 5 or 6 most important competencies for PHHP; (2) Determination of how results will be used, such as determining delivery and handling of feedback regarding evaluation results; and (3) Determination of how feedback will be shared with faculty.

There is no fee for this service; other tools exist that can be purchased. Ms. Gentry left the meeting at the conclusion of her presentation.

Dr. Perri provided general information regarding Department Chair evaluations. Discussion followed regarding the traditional metrics for Department Chair performance, and a potential need to form a sub-committee to determine feasibility of creating a PHHP evaluation within the context of the 7 Goals put forth by the UF President’s Office and the PHHP Strategic Plan.

2. Update from Dean Perri

Dean Perri reported on two areas – Eminence Initiative and Development Advisory Board.

Eminence Initiative: Approximately 88 of the targeted 100 Eminence hires are completed and that remaining hires need to be completed by March, with the exceptions of Eminence hires related to Cancer research. PHHP has three areas remaining for Eminence hire: (1) Cancer - basic science, cancer therapeutics/clinical trials, and prevention/control/epidemiology; (2) Informatics; and (3) Muscle Biopsy. Potential Eminence recruits should be invited by end of Fall semester (with exception of Cancer).
Development Advisory Board: Focus for development activities will be shifted to the context of the department in which the potential donor received his or her degree. Most alumni have stronger identification with their department than with the PHHP college.

Meeting adjourned at 1:05