Faculty Council  
College of Public Health and Health Professions  
May 16, 2011  
4:00-5:00 pm  
BSCH Conference Room HPNP 4170

MINUTES

In Attendance: Dr. Mary Ellen Young (chair), Dr. Jamie Reilly (vice-chair), Dr. Mary Thigpen, Dr. Joanne Foss, Dr. Jeff Harman, Ms. Emily Pugh,  
Absent/Excused: Dr. Bernard Okech, Dr. Dawn Bowers  
Recorder: Dr. Jamie Reilly

Dr. Young called the meeting to order at 4:03pm.

1. Review and approve minutes from April 25, 2011

The FC voted to approve the minutes

2. Faculty incentive, recognition/rewards plan—Dean Perri

Dr. Perri addressed the FC regarding potential revisions to the incentive plan.

- **Research A:** Under the new proposal, each investigator can opt to take 20% of their own annual IDCs as incentive bonus. No individual will receive incentives from any other person’s account. The cap of 10k will be applied from the previous incentive plan.

- **Research B:** There is some consideration for grants that do not generate a great deal of IDCs. For example, T32 and K-awards are capped at 8%. These will be funded by college-wide IDCs rather than individual accounts. The 10k cap remains.

- **Clinical:** There is considerable variability in the clinical enterprises across the college. The most reasonable proposal agreed upon within the executive committee was to leave this to the discretion of the individual chairs rather than having a homogeneous college-wide clinical incentive program.

- **Teaching:** Contributions will be based on %weights SCH by the dollars allocated for teaching initiatives.

Requirements
Dean’s office will exchange dollars with the departments to compensate for departments that have no clinical revenue streams.

Strengths
simplicity, exclusiveness, proportionality, timeliness

Comments from the FC Members on Proposal Plans Included:

The FC was generally positive about the new proposal. There were some suggestions for tweaking Research B and simplifying the algorithm.
We recommend consideration of F31 incentives in addition to T32, possibly as a lower category

3. Faculty Senate report—Emily Pugh
The last faculty senate involved President Madchen’s address (see senate website)
Net decrease of 33 million to UF this year, goal is to maintain academic programs, will accommodate shortfall this year with one-time nonrecurring funds. No programmatic layoffs anticipated. Strategic alternatives to funding: centralized services (IT, financial aid), reducing vacation time, increasing faculty productivity, decrease administrative budget 2-4%.

4. Committee Membership 2011-2012—Mary Ellen Young
An email will soon go out to existing chairs to fill the committees.
There needs to be a poll to the various committee chairs regarding the need to add each committee to the constitution versus continued presence as ad hoc committees.

5. Constitution and By Laws Revision—Mary Ellen Young
See 6

6. New business
None

There being no further business, council adjourned 5:03 P.M.

Respectfully Submitted,
Jamie Reilly