President Sandra Gompf called the meeting to order at 5:04 p.m.

MINUTES

President Gompf asked if there were any comments regarding the minutes of the July Faculty Council meeting. There were none, and a motion was made for approval. The motion was seconded and the minutes were approved as submitted.

FACULTY INCENTIVE AWARDS 2005-06

Dr. John Curran, Senior Executive Associate Dean for Faculty and Academic Affairs, reviewed the Faculty Incentive Awards process for 2005-06 and explained how the nominees were selected. A total of 113 one-time performance-related bonus awards were granted to faculty, amounting to a total of $328,500 in non-recurring funds. The awards were given at three levels: Platinum, $4,500; Gold $3,000; and Silver $2,500.

DISTINGUISHED UNIVERSITY PROFESSOR FOR USF HEALTH

Dr. Curran reported that the decision was recently made to initiate a program for the honorific title of Distinguished University Health Professor. The award would be separate from the Distinguished University Professor program on main campus, as there have been several strong nominees from USF Health in the last two years and none were selected. Up to five awards would be given each year, and the honorees will receive a $5,000 increase in base pay and will be invited to give a USF Health address during the academic year. Dr. Curran asked those present if they would be in favor of a separate process for USF Health, and the response was overwhelmingly positive. Concern was voiced, however, that having a separate process would exclude USF Health honorees from serving in an advisory role on main campus, and would effectively increase the pool of money available for main campus. Dr. Curran polled the attendees as to whether the program should be limited to tenured faculty. Most were supportive of including non-tenured faculty. There was some discussion with regard to timing of the process to coincide with the main campus timeline, with selection to occur in the spring of 2007, as well as possibly accelerating the process to allow reconsideration of those who were nominated but not selected this spring. As there was no quorum at the meeting and more discussion was needed, this item was tabled. President Gompf asked the faculty to review the documents provided by Dr. Curran and submit any comments to her prior to the next Faculty Council meeting.

PROFESSIONAL DEVELOPMENT LEAVE FOR NON-TENURE EARNING FACULTY AND NON-RANKED FACULTY

Dr. Curran discussed the University’s new process for Professional Development Leave for Non-Tenure Earning Faculty and Non-Ranked Faculty, which was distributed electronically in advance of the meeting. He suggested that the current College of Medicine Non-Tenure Earning Sabbatical
Policy be abolished and replaced by the new University policy, which will apply to a wider group of eligible individuals. Those present were generally supportive, but a vote could not be taken without a quorum. Dr. Curran asked the Faculty Council to consider the new policy and he will ask for approval at the next meeting.

**LCME SELF-STUDY OVERVIEW**

Dr. Paul Wallach, Vice Dean for Educational Affairs, presented an overview of the LCME Self-Study process. He reviewed the timeline and noted that an Executive Summary is in preparation and is scheduled to be submitted to the LCME in November, along with the databases. A mock site visit will take place in December or January, and the LCME Site Team visit is scheduled for February 25-28, 2007. Dr. Wallach expressed his thanks to the many faculty who have been involved in the process.

**LCME COMMITTEE 4 UPDATE: EDUCATIONAL PROGRAM FOR THE MD DEGREE**

Dr. Greg Nicolosi, Committee Co-Chair along with Dr. Marion Ridley, presented an update on LCME Committee 4 on behalf of Dr. Ridley. Challenges that remain since the previous LCME visit include increasing content integration and increasing student engagement in active learning. The Committee reported numerous highlights with regard to the educational program, including the USFCARES objectives document and its development process, strong student performance on the step exams and the PACE process. Strengths include strong performance of medical students and graduates, strong curricular planning and performance-based clinical assessments. One of the biggest challenges is the continuing problem with the number of lecture hours vs. independent learning. The complete Committee 4 presentation is available on the Faculty Council Web site.

**LCME COMMITTEE 5 UPDATE: MEDICAL STUDENTS: ADMISSIONS**

Dr. Susan Pross presented the update for Committee 5 on behalf of Dr. Deanna Wathington, Committee Chair. Among the issues relevant to the committee are the process of recruitment and selection of medical students. One of the previous findings from the last LCME visit was the limited amount of funding available for scholarships, which limits the ability of the College to meet its objectives related to recruitment of those underrepresented in medicine. There has been some improvement in this area, including the new Daugherty Scholarship Fund that was initiated in 2002 and additional revenue from main campus. Overall strengths in the area of admissions include a dedicated faculty committee, support provided by the student ambassadors in the recruitment process and a strong allegiance of the administrators who lead the admissions efforts. Major challenges include plans for two new medical schools in Florida and the impact that this will have on the applicant pool, and the need to increase the diversity of the student body. Committee recommendations included establishment of a subcommittee of faculty to work in tandem with the Admissions Office to review applications and make recommendations for interviews, establish a faculty subcommittee to analyze criteria for validating admissions decisions, and assign a College of Medicine committee to review applicant trends so that the need for physicians in Florida can be analyzed and projected 5, 10 and 15 years from now. The complete Committee 5 presentation is available on the Faculty Council Web site.

**LCME COMMITTEE 7 UPDATE: FACULTY**

Dr. Nick Burdash presented the Committee 7 update on behalf of Dr. Santo Nicosia, Committee Chair. The Committee feels that there has been considerable progress in faculty career development, which was one of the concerns at the last LCME visit. Dr. Burdash reviewed the
highlights of responses to Guide to Self-Study Questions, which were broken down by the committee into Education, Research and Service. Overall strengths identified by the committee include location, connection to a large university campus, a new administration and improvement of public awareness. The committee identified a number of challenges, including no university hospital, separation of the north and south campuses, an extremely busy clinical faculty and limited and aging research space. The complete Committee 7 presentation is available on the Faculty Council Web site.

**RECOMMENDATION FOR ALLOCATION OF GRANT FUNDS**

Due to lack of a quorum, this item was deferred to an upcoming meeting.

**PRESIDENT’S REPORT/NEW BUSINESS**

President Gompf announced that the faculty should have received an email communication regarding two College of Medicine vacancies on the USF Faculty Senate.

Vice President Sam Saporta reported that the Committee on Committees met today with regard to filling the Administrative and Policy Committee vacancies. A few vacancies remain and should be filled within the next two weeks.

President Gompf reported that there will be a Tri-Faculty Council meeting on August 23, which will involve the officers of the Colleges of Medicine, Nursing and Public Health. The purpose of the Council is to improve communications and collaborative efforts among all faculty. One of the first issues to be addressed will be evaluations of the Deans.

President Gompf reported that the President of UFF has been invited to address the Faculty Council and has accepted the invitation for October.

President Gompf expressed serious concern regarding lack of a quorum at this and preceding Faculty Council meetings. Lack of participation has become a chronic problem and impedes the ability of the Faculty Council to act on issues of importance. She asked for suggestions as to how to improve participation of the faculty. A recommendation was made that the attendance rule in the Faculty Bylaws be enforced. It was suggested that the meeting agenda be reorganized so that issues may be discussed and voted on prior to informational or administrative presentations. A remark was made that the underlying problem is apathy and lack of confidence in the Faculty Council.

A comment was made with regard to the significant increase in the cost of parking, which generated a brief discussion.

**ADJOURN**

There being no further business, the meeting was adjourned at 6:40 p.m.