

Faculty Council
College of Public Health and Health Professions
February 11, 2008 5:00 PM
Dean's Conference Room (4102)

DRAFT MINUTES

Council members in attendance: Dr. Ron Rozensky, Ms. Emily Pugh, Dr. Jeff Harman, Dr. Joanne Foss, Ms. Sara Plager, Dr. Mary Peoples Sheps, Dr. Babette Brumback, Dr. Mary Ellen Young . Also attending, Dr. Niccie McKay, Ms. Gloria Miller, Ms. Paulette Chaplin: recorder

1. The meeting was called to order at 5:10 P.M. by Dr. Rozensky.
2. The draft minutes of January 28, 2009 were reviewed and corrections made. Dr. Young moved that the minutes be approved.
Minutes were approved as corrected.
3. Proposed standing committee: IT Committee. Dr. Rozensky noted the suggested amendment to the PHHP Faculty Constitution recommending the establishment of a standing committee of the faculty to oversee informational technology issues within the College had been discussed with various members of the current ad hoc committee and with the IT director. Counsel had reviewed the amendment previously and it has been on the agenda for the past few weeks. Ms. Pugh made a motion that the council approved the current draft of the IT Committee and submit it to the faculty for vote. After discussion, the motion passed and the amendment will be posted for faculty vote per the rules of the Constitution.
4. PHHP Conflict of Interest Policy was presented by Dr. Rozensky who noted that this policy has been reviewed by the Council previously. This document was prepared in concert with the Health Science Center committee on Academic and Industry Relations and after an initial review by the PHHP Leadership group. Each college in the HSC is required to have such a policy and the PHHP policy is similar to those of the other colleges. Dr. Young made a motion that the proposed policy be accepted, be posted on the web for faculty review, and be discussed at an upcoming College-wide faculty meeting once it is reviewed by the PHHP Leadership Group.
After discussion the motion was approved.
5. Dr. McKay had requested that an item be added to the Council agenda regarding how new programs are approved vis-à-vis faculty shared governance responsibilities. The new online MPH program was discussed in particular. Dr. Foss noted all new courses, degrees, etc. are reviewed by Curriculum Committee. Dr. Peoples Sheps explained the process of the

MPH program and how the executive committee of that program establish courses across departments noting that the online MPH was proposed to be a self-funded program. The PPHP Constitution was reviewed regarding the departmental chair responsibility for course assignment versus faculty shared governance responsibilities in reviewing proposed new courses and course assignment. The Council reviewed issues of course establishment and assignment within each department. The consensus of the Council was that the PPHP leadership group and chairs be asked to review, with individual departmental faculty, their overall shared governance policies. Once this is done, Council Representatives will report back to the Council regarding how shared governance is utilized within each department.

6. Discussion of Faculty issues, concerns and recommendations regarding the current UF budget. Council Representatives each reviewed their activities in discussing these issues with their departmental faculty over the past two weeks. Individual formal and informal feedback was sought and several departments had special meetings to discuss these issues.

General issues discussed included the impact of vertical cuts on the overall mission of the college, the impact of horizontal cuts on departments carrying out their academic mission, concerns that various clinical missions are seen as less important than research programs even though revenue is generated and concerns about the possibility of volunteer reductions of individual faculty FTEs also referred to as furloughs. Each department had discussed these volunteer reductions and it was noted that some faculty were in favor of the concept but needed much more information of the impact on human resources issues like vacation and retirement. Concerns that more junior faculty might have problems with maintaining research programs if they took time off and concerns were raised that budget cuts might motivate more mobile faculty to leave UF and thus damage the overall success of the university. Curtailing other activities such as Research Day were discussed as potential budget control matters rather than layoffs or program cuts.

Council as a body of the whole recommended that these issues be presented to the upcoming faculty meeting and be forwarded to Dean Perri as recommendations of the Council.

Recommendations of the Council:

1. All means should be exhausted before layoffs are recommended; this includes addressing all horizontal cuts before vertical cuts are recommended.
2. Given some interest has been shown for volunteer FTE reductions the Council would like all human resource issues pertaining to this issue be presented to the faculty including how to reinstate full-

time FTE, impact on vacation time, retirement contributions, etc. Only after those issues are clearly documented should this issue move forward for discussion.

3. Council commends Interim Dean Perri for the transparency he has brought to the Council and faculty via his additional meetings with faculty. Chairs were encouraged to be equally transparent with the departmental faculty as budget recommendations move forward.

7. Faculty Senate Survey regarding faculty reactions to the budget issues forwarded to each college was discussed. Dr. Rozensky asked each Council Representative to poll their faculty on the questions and return responses to him. He will draft a statement and collate answers for each question across departments. He will send that statement to the Council for review for approval prior to sending back to the Senate. Council members are asked to return their responses to Dr. Rozensky by March 2, 2009.

Meeting adjourned at 6:30 P.M.

| [Corrections accepted February 17 and posted online.](#)