



Faculty Matters

Office of Faculty Affairs & Professional Development
College of Medicine



AUGUST 2012

<http://facultyaffairs.med.ufl.edu/>

Clinical Faculty - Important Action for Retirement Benefits

As recently announced, the COM will now create two employment/salary records for most clinical faculty who receive salary as a result of patient care activities. If you have been notified that you will be participating in this new initiative, **you will need to identify the vendor** you select for UF deposits of your employer-paid retirement contributions. Until the "Vendor Selection Form" is completed, the employer-paid retirement contributions will be remitted to a holding account.

More information is available on the faculty affairs website.

Please contact Janis Smith or another representative in the COM Fringe Benefits Office at 273-5077 with questions or for the list of vendors.

Conversation with the Dean

The next COM Faculty Conversation with the Dean will be Thursday, August 30, 2012, 5:00 pm in Room C1-4. All faculty members are invited. Light refreshments will be served. Plan to join him for dialogue about your issues and concerns. If you have specific topics you'd like to address, please send an email to mgood@ufl.edu.

Promotion and Tenure

The COM Promotion and Tenure Fact-Findings Committees will be restructured this year to better represent the faculty being nominated for advancement. Instead of one

committee for Associate Professors and one committee for Professors, a new Mission-Track Committee will be formed which will assess all nominees for promotion from the multi-mission or single-mission tracks or from the non-tenure accruing tracks from the previous guidelines. A second Tenure-Track Committee will assess all tenure track nominees for promotion and/or tenure. Faculty members who are interested in being considered for appointment to either of these committees should contact their Department Chair or Faculty Council.

Upcoming Seminar - Leadership Opportunities for COM Faculty

Have you considered what you would like to be doing in the next few years? Are you seeking a leadership position within the institution? Learn about leadership training programs offered annually in the COM, at the University and through national organizations. Besides describing the offerings, recent participants will describe their experiences.

Plan to join us.

“Leadership Training Opportunities for COM Faculty”

Wednesday, August 29, 2012

4:00 pm to 5:30 pm

C2-033, Communicore Building

Light refreshments will be served.

To register, [please click here.](#)

Faculty Forward

We have now received a table of all faculty responses to open-ended questions, divided by campus. For Gainesville, the consistent messages indicate the need for better communication across the college and between individuals. Other comments recommend more transparency, better and formal mentoring, support and recognition of all faculty, improved tenure and promotion processes and consistent implementation of promotion

decisions.

These themes are not unique to UF and were discussed by all participating institutions at the August meeting of the Group on Faculty Affairs at the AAMC. Faculty and Academic Health Centers face ongoing challenges and certainty of change.

Departmental results have been distributed to each Chair for discussion at departmental meetings. We ask each Department to identify one or more actions to address the issues identified in the Faculty Forward Survey. College leadership will do the same. Any individual faculty member who would like to review part or all of the results should contact Marian Limacher (see below.)

Request for Applications - Education and Training to Professionalism

Applications are being solicited for the Education and Training to Professionalism Initiative of the Institute on Medicine as a Profession (IMAP) and the Josiah Macy, Jr. Foundation. Two-year grants of \$25,000 per year are available. Five awards will be funded. UF may submit one application. See the announcement at http://www.imapny.org/about_imap/news_announcements/6-01-12. Please contact Dr. Limacher if you are interested.

Contact

Contact us for additional information about any items in the newsletter or any other issues:

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Restructured Policy Boards

Faculty Council has restructured its work groups into three active policy boards.

1. Research, science and graduate education.
2. Clinical and hospital education.
3. Faculty advocacy and welfare.

All Faculty Council Representatives will participate in one of these groups. Contact your representative with your suggestions. Faculty Council also coordinates the Department Chair review process. You will be receiving a link to an online evaluation tool for your chair. Look for it in your email inbox.

Faculty Council will also be coordinating the next request for Faculty Enhancement Opportunity (FEO) grants from the University. Contact David Quillen, MD, Faculty Council President, for more information or to obtain an application form. quillen@ufl.edu.

Check out the website for more information about Faculty Council.



Upcoming Educational & Professional Development Seminars:

Professional Development Seminar:
“Leadership Training Opportunities“ A panel presentation facilitated by **Marian Limacher, M.D., Rebecca Pauly, MD, and Jodi Gentry, MA.**

August 29, 2012 4:00 - 5:30 pm
Communicore Building, Room C2-033

Note: This session will be video-conferenced to the Deal Board Room and the Aetna Conference Room.

[Click to Register for the Professional Development Seminar Here](#)

Educational Development Seminar:
"Faculty as Teachers" Presented by Casey White, Ph. D.

September 19, 4:00 - 7:00 pm
Communicore Building, Room C2-033

[Click to Register for the Educational Development Seminar Here](#)

<http://facultycouncil.med.ufl.edu>

Note: This session will be video-conferenced to the Deal Board Room and the Aetna Conference Room

**e-Learning: Getting Started (2 hrs)
August 20, 10am-12pm**

Introduction to the Course Management System; how to request a course and get assistance, how to navigate within the course, communicate with students, build content with Resources and Lessons, course management tasks such as adding a roster, publish/unpublish a course, create groups.

[Click to Register for E-Learning Workshops Here](#)

Announcements:

The 2012-2013 series of Educational Development Workshops begins on September 19th with the Faculty as Teachers (Fast) presentation by Casey White, Ph.D. To see the upcoming schedule and register for this and other Faculty Development workshops go here: <http://training.health.ufl.edu/>.

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