SUMMARY
FACULTY COUNCIL
MPH Conference Room, HPNP 4142
Friday, November 30, 2018 | 12:00 – 1:00pm

Attendees: Dr. M. Perri, Dr. R. Kates, Dr. J. Lednicky, Dr. V. Mai, Dr. W. McGehee,
Dr. S. McGorray, Dr. C. Price, Dr. C. Kreider, Dr. S. Sheffield,

1. Dean’s Office update – Dean Perri
   i. No new updates from the Provost’s or VP’s offices to report at this meeting.
   ii. However, the Provost’s office wants all teaching faculty council to review UF final
       exam policies. In principle, final exams are generally only administered during
       final exam week. This gives students adequate time to prepare for comprehensive
       exams. If a student is not happy with the grade they receive for a course and the
       final exam had not been administered during finals week, the student can appeal.
       Students who have ‘accommodations’ [for example, those that have full-time jobs]
       are the ones who are most sensitive to this issue. However, students can request
       an early final exam. Again, this is an issue of fairness for those students who have
       accommodations. Regarding these issues, a handout titled Rules of Department of
       Education, Division of Universities, University of Florida, was circulated. A copy
       is to be sent to all faculty. Finally, Dean Perri pointed out that a class syllabus
       should state exam schedules.

2. Action item follow up
   i. IT Committee update
      1. There was a vacancy on this committee. Dr. Eric Porges was appointed to
         fill it.
   ii. TAR discussion
      1. Apart from college rules (such as filling out TAR forms 10 days ahead of
         planned travel), PHHP faculty need to adhere to department-specific
         guidelines regarding how to fill in travel authorization forms. And they
         need to be familiar with the rules/regulations regarding allowable travel
         expenses and reimbursement policies.

3. Alachua County Racial Inequity Report
   i. A report titled UNDERSTANDING RACIAL INEQUITY IN ALACHUA
      COUNTY, that had been prepared by the University of Florida Bureau of
      Economic and Business Research (BEBR) (January 2018), was discussed. The report
was made available to faculty Council members on 11/29/2018 for review prior to the faculty Council Meeting.

ii. Regarding inequalities in Alachua County: There are glaring disparities. This is true for Gainesville, especially when a comparison is made between the demographics of the residents in Eats vs West Gainesville. Many of the problems are legacy problems stemming from the time around the civil war. Things have not improved much for the residents of the East side of GNVL, where poverty is rampant and continues to be so across generations. Recently, GNVL was cited as one of the 50 worst cities to live in the USA, mostly due to the inequalities and lack of opportunities for residents of the Eastside.

iii. Education is a major problem. The public school systems are poorly funded. In East GNVL, about half of the student population does not graduate from high-school.

iv. The UF BEBR report was informally presented to the UF deans. Health Science deans will mobilize to see what they can do.

v. Sarasota Florida pushed to get kids to read at grade level by the 3rd grade. They succeeded: Up to 70% do so. Their effort was funded by the franklin foundation.

vi. The question was posed: How to help kids improve academically? Dr. Linda Cottler is spear-heading a Community Partnership together with the Dept. of Health to see what can be done.

vii. A point was made by one of the faculty council members: Perhaps some effort can also be made at the University level using a Moonshot type approach; maybe that will energize the University Community?

4. Faculty Incentive Plan – Dr. Price

   i. For the PHHP incentive plan, there is a $600,000 cap per year. HR does not allow a greater pay out. As such, after payments were calculated, a 27% cut occurred across the board. After some discussion, Dr. Perri agreed to visit the Department of CHP to meet with faculty and answer questions.

   ii. Bulk of College IDC = comes from teaching incentive. The college would like to even this out as: 1/3 teaching, 1/3 research, 1/3 service. But state funds do not permit funds for teaching; instead, teaching is subsidized by research IDC to the college.

   iii. The Speech and Hearing Clinic is now in UF Health, no longer at PHHP. So no more revenues are obtained from the SHC.

   iv. The college needs to reformulate; with less clinical income, a new way is needed to tax each department.

5. Open discussion

   i. No issues presented for discussion.