# **USF Health - Financial Oversight Committee**

Date: February 17, 2016 | Time: 12:30 PM - 2:00 PM | Meeting location: CMS 3007

## **ATTENDEES**

### **Voting Members:**

Eric Bennett (FOC Chair)	
Siviero Agazzi	
Ingrid Bahner	
David Ciesla	
Javier Cuevas	
Valerie Parisi	
Gloria Ferreira	
Lisa Gamell	
Cliff Gooch	
Leigh Ann Drexler	
Catherine Lynch	
John Mayer	
Michael Schoenberg	
Joann Strobbe	
Jerome Yankowitz	

### **Non-Voting Members:**

Michael Barber	
Bryan Bognar	
Edmund Funai	
Kim Harris	
Steve Liggett	
Ly Nguyen	
Chuck Paidas	
Yashwant Pathak	
Sandy Quillen	
Robert Barraco	
Rich Sobieray	
Karen Burdash	
Michael Rossi	
Dan Vukmer	
Kyra Snyder	

Presenter:

# **AGENDA TOPICS**

#### 1. | Welcome, Review and Approve Minutes

- December minutes Approved
- March meeting will end at 1:45 due to meeting scheduled in CMS 3007 directly after FOC
- April meeting will be cancelled due to Dr. Bennett being out of the country

#### 2. | Financial / Budget Update

Presenter: Joann Strobbe

**Eric Bennett** 

- P4P Model for Basic Science faculty members goes into effect July 1, 2016. Has been discussed with the chairs; a low number of people (<10) will be affected by the salary reduction, and the gaps appear to be small. Dr. Lockwood is looking at the possibility of changing the %ages for next year.
- Budget Reviews have begun looking at Q1&2 status as well as FY 17 projections.
   Clinical Departments are not being asked to provide projections.
- Legislative Update staff salary increases are still being debated; PECO Funding we've requested 22.5 million for downtown project.

### 3. | MCOM Bonus Overview

| Presenter: Steve Liggett / Bryan Bognar

- Bonuses Paid out January 2016 \$258,000 for Research + \$256,00 for Education
- Research Bonuses determined by formula based on NIH Funding + salary savings; the breakdown is listed on the Faculty Council Website. 29 researchers earned bonuses which ranged from \$1,500 \$31,000.
- Dr. Liggett will continue to work on the wording and allocation of Research Bonuses for next year.
- Education Bonuses were determined by Quality Metrics w/ a minimum requirement of .3 EVUs or higher to be eligible. Approximately 100 out of 365 faculty met that requirement and 70 of those received bonuses.
- Discussed need for some flexibility allowing for qualitative allocating of bonuses by the chairs; Need alignment between the Chair incentives and the faculty incentives. Suggestion to consider lowering the .3 EVU requirement.
- Information regarding the Faculty Bonuses needs to be posted on the Faculty Council Website.

## 4. | EVU Updates

• See attached chart for Grad Ed and UME EVUs

| Presenter: Bryan Bognar

Meeting adjourned: 2:00 pm

Next Meeting: March 16, 2016 12:30pm – 1:45pm in CMS 3007

#### Grad Ed and UME EVUs for FY17

							Value (metric	
			Pro- vs	Schedule	Faculty Hours	Pre & post time	applied per hour or	
Program	Activity	Role	Retrospective	Contact Hours	Credited	(prep)	work unit)	Total EVU Credit/Work Unit Examples/Notes
UME	Lecture - New/New in Role	Teaching	Retro	1	6	5	6	0.0033 Year 1 and 2 lecture
UME	Lecture - Established	Teaching	Retro	1	3	2	3	0.0016 Year 1 and 2 lecture
UME	Lecture - Established, redelivered same year	Teaching	Retro	1	1.5	0.5	1.5	0.0008 Year 3 lecture in repeating clerkship block
				1				
UME	Team Teaching	Teaching	Retro		4.5	3.5	4.5	0.0024 Year 1 and 2 lecture
UME	Question/Item writing - per lecture hour	Teaching	Retro	1	2	0	2	0.0011 Year 1 and 2 lecture
UME	Lab Session - New/New in Role	Teaching	Retro	1	4	3	4	0.0022 Year 2 Path lab
UME	Lab Session - Established	Teaching	Retro	1	2	1	2	0.0011 Year 2 Path lab
UME	Group Facilitation (sm/irg group) - New	Teaching	Retro	1	2	1	2	0.0011 Year 1 and 2 (does not include CPS)
	Group Facilitation (sm/lrg group) - Established	Teaching	Retro	1	1.5	0.5	1.5	0.0008 Year 1 and 2 (does not include CPS)
01112	Stoop to medical (String Broad) Established	redening	Tite to	-	1.0	0.0	1.5	0.0000   144 2 010 2 (4000 110 1114 44 0 61 0)
UME	Clinical Skills Instruction	To a ship a	D-4		4.5	0.5		0.0000 N-++-f
		Teaching	Retro	1	1.5	0.5		0.0008 Not part of other defined role
UME	Clincial Skills Assessment	Teaching	Retro	1	1.5	0.5	1.5	0.0008 Not part of other defined role
	Clinical Problem Solving 1	Teaching	Pro	12	30	18		0.0163 A component of EBCR 1; annual assignment
UME	Clinical Problem Solving 2	Teaching	Pro	20	50	30	2.5	0.0271 A component of EBCR 2; annual assignment
			1					
UME	Doctoring 1 - Sm grp facilitation	Teaching	Pro	108	144	36	1.33	0.0780 36 four-hour sessions
	Doctoring 2 - Sm grp facilitation	Teaching	Pro	84	112	28		0.0600 28 four-hour sessions
	Doctoring 3 - Sm grp facilitation	Teaching	Pro	48-95	64-128	16-32	1.33	0.035-0.07 16-32 four-hour sessions
OIVIL	Doctorning 5 - Stri gip racinitation	reaching	FIG	40-30	04-120	10-32	1.55	0,033-0,07 10-32 (001-(1001 3633)0113
			-					
	DCE	Precepting	Retro	1	1		0.2	0.2 Year 1 and 2
UME	SELECT CCM (DCE)	Precepting	Retro	1	1		0.4	0.4 Year 1 and 2
UME	Precepting - Major In-patient	Precepting	Retro	1	0.100		0.100	Variable Year 3 clerkships
UME	Precepting - Major Out-patient	Precepting	Retro	1	0.200		0.200	Variable Year 3 clerkships
	Precepting - Minor In-patient	Precepting	Retro	1	0.075		0.075	Variable Year 3 clerkships
	Precepting - Minor Out-patient	Precepting	Retro	1	0.125		0.125	Variable Year 3 clerkships
	Treatpang timer out patient	recepang	Treat o				V.245	Tanana (an a sanana)
UME	Elective/Selective Mgt (incl directors/assistants)	Admin	Pro		Variable			0.01 - 0.25 Commensurate with Work effort
		Admin	Pro		Variable			0.05 - 0.20 Commensurate with work effort (typically 0.15
	MSSC Committee Member	Admin	Pro					0.20 Annual assignment
	MSSC SELECT Subcommittee Member	Admin	Pro					0.05 Annual assignment
UME	MSSC Core Interviewer	Admin	Retro	1	2	1	2	0.0011 Not a regular MSSC member
UME	MSSC SELECT Interviewer (BEI)	Admin	Retro	1	2.5	1.5	2.5	0.0014 Not a regular MSSC member
UME	Curriculum Committee Members	Admin	Pro					0.05 Annual assignment
UME	Curriculum Committee - Chair	Admin	Pro					0.15 Annual assignment
	APRC - (only if not course/clerkship dir.)	Admin	Retro					0.02 Annual assignment
	Bridge Clinic - All mgt	Admin	Pro					0.10 Divided between BRIDGE faculty leaders
								0.10 - 0.20 Half vs. Full load
UME	Career Counselor	Admin	Pro					0.10 - 0.20 Hair vs. Full load
UME	Scholarly Concentration - All Roles Leaders/Co-Leaders	Admin	Retro					0.05 - 0.35 Based on # of students
UME	Fac Dev (only if not bundled in role)	Admin	Retro	1	1	0	1	1 Only applicable if not included in role
	Other Admin. (CCPX - Development & Assessment,	1	1					
UME	[ ] 가게 하시는 경기 ( ) 라이스 ( ) 라이스 ( ) 하시는	Admin	Pro		Variable			0.01- 0.25
OIVIE	Remediation, CACL Assessment, Pre-Clerkship Curriculum Dir.)	Addilli	110		Variable			0.01-0.25
	Course/Clerkship Mgt (Core & SELECT includes							
UME	director/associates and assistants)	Admin	Pro		Variable			0.01- 0.35 Commensurate with work effort
To the		at a bles for a st					THE WALLS	
Grad Ed	Lecture - New/New in Role	Teaching	Retro	1	7	6	7	0.0038 4 additional hours for new/new in role
Grad Ed	Lecture - Established	Teaching	Retro	1	3	2	3	0.0016
Grad Ed	Student Engagement: 1-12	Teaching	Retro	1	0.16hr/student		0.16hr/student	Variable 10 minutes/student
	Student Engagement: 13-25	Teaching	Retro	1	0.08hr/student		0.08hr/student	Variable 5 minutes/student
				1			0.05hr/student	Variable 3 minutes/student
	Student Engagement: 26-50	Teaching	Retro		0.05hr/student			
(Grad Ed	Student Engagement: 51-200	Teaching	Retro	1	0.025hr/student		0.025hr/student	Variable 1.5 minutes/student

Pro-year Activity Scheduler Pro-year Scheduler Pro-year Scheduler Pro-year Appetrum popular per hourse (per gly work until Scheduler) Activity Control VIV. A District Viv. A										
Program   Activity   Sole   Retrospective   Contact Hours			1					Value (metric		
Committed   Writtens Student Assessment   Teaching   Retro   N/A   0.16hr/stud/peam   O.16hr/stud/peam   Versited   Diministra/student/assessment, 50.student   Committed				Pro- vs	Schedule	Faculty Hours	Pre & post time	applied per hour or		
Non-lecture Instruction during lecture/yamal group/large   Teaching   Retro	Program	Activity	Role	Retrospective	Contact Hours	Credited	(prep)	work unit)	Total EVU Credit/Work Unit	Examples/Notes
Non-infection further instruction during lecture/small group/large   Teaching   Retro   1   3   2   3   0.0006   Same as lecture										
Grad Ed.   Description   Freshing   Retro   1   3   2   3   0.0006   Same as lecture	Grad Ed	Written Student Assessment	Teaching	Retro	N/A	0.16hr/stud/exam		0.16hr/stud/exam	Variable	10 minutes/student/assessment, 50 students max
Non-destrue instruction during lecture/mail group/large   Retro   1   7   6   7   0.0038 Same as lecture		Non-lecture instruction during lecture/small group/large								
Grad Ed.	Grad Ed	group facilitation (video, testing, etc)	Teaching	Retro	1	3	2	3	0.0016	Same as lecture
Grad Ed.		W								
On Non-Pin       National number	1	Non-lecture instruction during lecture/small group/large	1							
Grad Ed	Grad Ed	group facilitation (video, testing, etc), New	Teaching	Retro	1	7	6	7	0.0038	Same as lecture
Grad Ed   D and DR PPD student mentor - 1 student   Teaching   Retro   "260   0.35   1 student		DR Non-PhD (Master) student mentor (Internship/Indep								
Gerd 65   Do and DR PhD student member - 1 student   Teaching   Retro   "260   0.15   1 student	Grad Ed	Study/Lab Rotat mentor)	Teaching	Retro	1	0.5	o	0.5	0.0003	
Gard Ed.   Dot of RPh Datwicht nemotr - 2 students   Teaching   Retro   "460   Datwicht nemotr - 2 students   Teaching   Retro   "550   Datwicht nemotr - 3 or more students   Teaching   Retro   Teaching   Teaching   Retro   Teaching   Retro   Teaching   Retro   Teaching   Teaching   Teaching   Retro   Teaching   Tea										
Gend Ed   Do and OR PhD subdent memor - 2 students   Teaching   Servo   "460   0.3.5 students   Gend Ed   Do and PhD subdent memor - 3 or more students   Teaching   Servo   1. 1. 5. 0.5 1.5 0.0008   1.5 hours per seminar   Teaching   Servo   1. 1.5 0.5 1.5 0.0008   1.5 hours per seminar   Teaching   Servo   1. 1.5 0.5 1.5 0.0008   1.5 hours per seminar   Teaching   Servo   1. 1.5 0.5 1.5 0.0008   1.5 hours per seminar   Teaching   Servo   1. 1.5 0.5 1.5 0.0008   Teaching   Servo   1. 1.5 0.5 1.5 0.0008   Teaching   Servo   1. 1.5 0.0008   Teaching   Servo   1. 1.5 0.0008   Teaching   Servo   Teaching	Grad Ed	DD and DR PhD student mentor - 1 student	Teaching	Retro		~280			0.15	1 student
Grad Ed   Ab Student Saminar   Teaching   Retro   1   1.5   0.5   1.5   0.0000   1.5 hours per seminar	Grad Ed	DD and DR PhD student mentor - 2 students	Teaching	Retro		~460				
Grad Ed   Jun   Student Saminar   Teaching   Retro   1   1.5   0.5   1.5   0.0000   1.5 hours per seminar   Grad Ed   Jun   Teaching   Retro   1   1.5   0.5   1.5   0.0000   1.5 hours per seminar   Grad Ed   Jun   Teaching   Retro   1   1.5   0.5   1.5   0.0000   1.5 hours per seminar   Grad Ed   Stredit MSP3 Course   Stredit hr anatomy lab)   Admin   Retro   7-960   0.20 No student engagement   GD   Grad Ed   Grad Ed   Grad MSP3 Course   Stredit hr anatomy lab)   Admin   Retro   7-960   0.30 No student engagement   GD   Grad Ed   Cecture Course   Grad	Grad Ed	DD and DR PhD student mentor - 3 or more students	Teaching	Retro		~550			0.30	3 or more students
Grad Ed   ab   Teaching   Retro   1   1.5   0.5   1.5   0.00006    Course Director   Gard Ed   Gredit MSP3 Course (3 credit hr anatomy jab)   Admin   Retro   740   0.20   No student engagement if CD    Grad Ed   Gredit MSP3 Course (3 credit hr anatomy jab)   Admin   Retro   740   0.13   No student engagement if CD    The following courses are annual effort per credit hour:  The following courses are annual effort per credit hour:  Grad Ed   Lecture Course: 3-10.00 Students   Admin   Retro   92   0.05   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   78   0.042   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   78   0.000   0.03   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   60   0.03   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   60   0.03   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   46   0.02   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   3.2   0.02   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   3.2   0.02   No student engagement if CD    Grad Ed   Lecture Course: 5-35 Students   Admin   Retro   3.2   0.02   No student engagement if CD    Grad Ed   Course: 5-35 Students   Admin   Retro   3.2   0.02   No student engagement if CD    Grad Ed   Course: 5-35 Students   Admin   Retro   3.00   No student engagement if CD    Grad Ed   Course: 5-35 Students   Admin   Retro   3.00   No student engagement if CD    Grad Ed   Course   Co	Grad Ed	PhD Student Seminar		Retro	1		0.5	1.5		
Course Director   Grad Ed   3 stredit MSP3 Course	Grad Ed	Lab		Retro	1					
Grad Ed   2 eredit MSPS Course (3 redit fir anatomy lab)										
Care   Ed   2 credit MSP3 Course		Course Director:								
Grad Ed	Grad Ed	3 credit MSP3 Course (3 credit hr anatomy lab)	Admin	Retro		~360			0.20	No student engagement If CD
The following courses are annual effort per credit hour:	Grad Ed	2 credit MSP3 Course	Admin	Retro						
Grad Ed   Lecture Course: 103-199 Students										
Grad Ed   Lecture Course: 101-199 Students							· · · · · · · · · · · · · · · · · · ·		******	
Grad Ed   Lecture Course: 55-100 Students   Admin   Retro   78   0.042   No student engagement if CD		The following courses are annual effort per credit hour:	ļ	•						
Grad Ed   Lecture Course: 55-100 Students   Admin   Retro   78   0.042   No student engagement if CD	Grad Ed	Lecture Course: 101-199 Students	Admin	Retro		92			0.09	No student engagement if CD
Grad Ed   Lecture Course: 13-25 Students	Grad Ed	Lecture Course: 56-100 Students								
Grad Ed   Lecture Course: 3-10 Students   Admin   Retro   46   0.025   No student engagement if CD	Grad Ed	Lecture Course: 26-55 Students								
Grad Ed   Lecture Course: 3-10 Students   Admin   Retro   32   0.017   No student engagement if CD	Grad Ed	Lecture Course: 11-25 Students		Retro						
Grad Ed   Lecture Course: 1-2 Students										
Grad Ed   Co/Associate/Assistant Director   Admin   Retro   Variable   Prorated per contribution   0.003 - 0.017; No student engagement if CD	Grad Ed	Lecture Course: 1-2 Students						-		
Grad Ed   Directed Research										
Grad Ed   Doctoral Dissertation   Admin   Retro   10hrs/student   10hrs/student   0.005 / student   Max 0.025			1						Trotace per contatoucon	Disass Sistiffe Stadelite citagogethetic il Go
Grad Ed   Doctoral Dissertation	Grad Ed	Directed Research	Admin	Retro	10hrs/student	10hrs/student			0.005 / student	May 0.025
Grad Ed   Internship	Grad Ed	Doctoral Dissertation	Admin							
Grad Ed   Inependent Study										
Grad Ed   Undergrad Course										
Committees:					201107542411					·
Grad Ed Education - Member Admin Retro Per meeting 1 0.002 0.002 Per meeting Grad Ed Dissertation - Member Admin Retro "20hrs/student" 20 0.01 0.01 Grad Ed Comprehensive Qualifying Examination - Chair Admin Retro "20hrs/CQE "20 0.01 0.01 Per CQE  Program and Concentration Director:  IMS Admin Retro "280 0.15 No student engagement if CD 1-25 students Admin Retro "90 0.05 No student engagement if CD 26-50 students Admin Retro "140 0.075 No student engagement if CD 0.075 No studen									0.023	
Grad Ed Education - Member Admin Retro Per meeting 1 0.002 0.002 Per meeting Grad Ed Dissertation - Member Admin Retro "20hrs/student" 20 0.01 0.01 Grad Ed Comprehensive Qualifying Examination - Chair Admin Retro "20hrs/CQE "20 0.01 0.01 Per CQE  Program and Concentration Director:  IMS Admin Retro "280 0.15 No student engagement if CD 1-25 students Admin Retro "90 0.05 No student engagement if CD 26-50 students Admin Retro "140 0.075 No student engagement if CD 0.075 No studen		Committees:								
Grad Ed Dissertation - Member Admin Retro "20hrs/student" "20 0.01 0.01  Grad Ed Comprehensive Qualifying Examination - Chair Admin Retro "20hrs/CQE" "20 0.01 0.01 Per CQE  Program and Concentration Director:  IMS Admin Retro "280 0.15 No student engagement if CD 1-25 students Admin Retro "90 0.05 No student engagement if CD 26-50 students Admin Retro "140 0.075 No student engagement if CD 0.075 No student enga	Grad Ed		Admin	Retro	Per meeting			0.002	0.002	Per meeting
Grad Ed   Comprehensive Qualifying Examination - Chair   Admin   Retro   "20hrs/CQE   "20   0.01   0.01   Per CQE										1 01 11020110
Program and Concentration Director:    MS										Per COF
IMS         Admin         Retro         ~280         0.15 No student engagement if CD           1-25 students         Admin         Retro         ~90         0.05 No student engagement if CD           26-50 students         Admin         Retro         ~140         0.075 No student engagement if CD           50 plus students         Admin         Retro         ~180         0.1 No student engagement if CD           Now course (curriculum innovation)         Now course (curriculum innovation)         Now course (curriculum innovation)					2011137 0002	20		0.01	0.01	,
IMS         Admin         Retro         ~280         0.15 No student engagement if CD           1-25 students         Admin         Retro         ~90         0.05 No student engagement if CD           26-50 students         Admin         Retro         ~140         0.075 No student engagement if CD           50 plus students         Admin         Retro         ~180         0.1 No student engagement if CD           Now course (curriculum innovation)         Now course (curriculum innovation)         Now course (curriculum innovation)		Program and Concentration Director:								
1-25 students			Admin	Retro		~200			0.10	No student engagement if CD
26-50 students Admin Retro "140 0.075 No student engagement if CD 50 plus students Admin Retro "180 0.1 No student engagement if CD 0.1 No student engagement e										
50 plus students Admin Retro "180 0.1 No student engagement if CD										
Now course (curriculum Innovation								_		
New course/curriculum innovation:  Calculated as actual hours as agreed by Sr. As	<b>—</b>	pi	President	NGG U		100			<u> </u>	tao arangar gugagangan n CO
Calculated as actual hours as agreed by Sr. As	$\vdash$	Now course (customing innovation)	<del> </del>							
		new course, conticulant himpyshum:						l		Calculated as actual hours as agreed by Sr. Assoc.
Admin Variable 0.025 - 0.10 Dean of Grad Ed./Vice Dean for EA	$\vdash$		Admin			Variable			0.025 - 0.10	Dean of Grad Ed./Vice Dean for EA
				L						