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	☒	

AGENDA TOPICS

1. | Welcome, Review and Approve Minutes | *Presenter:*   Eric Bennett

- 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

- 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 | *Presenter:* **Bryan Bognar**
- See attached chart for Grad Ed and UME EVUs

Meeting adjourned: 2:00 pm

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

Program	Activity	Role	Pro- vs Retrospective	Schedule Contact Hours	Faculty Hours Credited	Pre & post time (prep)	Value (metric applied per hour or 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
UME	Team Teaching	Teaching	Retro	1	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/lrg group) - New	Teaching	Retro	1	2	1	2	0.0011	Year 1 and 2 (does not include CPS)
UME	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)
UME	Clinical Skills Instruction	Teaching	Retro	1	1.5	0.5	1.5	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
UME	Clinical Problem Solving 1	Teaching	Pro	12	30	18	2.5	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
UME	Doctoring 1 - Sm grp facilitation	Teaching	Pro	108	144	36	1.33	0.0780	36 four-hour sessions
UME	Doctoring 2 - Sm grp facilitation	Teaching	Pro	84	112	28	1.33	0.0600	28 four-hour sessions
UME	Doctoring 3 - Sm grp facilitation	Teaching	Pro	48-96	64-128	16-32	1.33	0.035-0.07	16-32 four-hour sessions
UME	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
UME	Precepting - Minor In-patient	Precepting	Retro	1	0.075		0.075	Variable	Year 3 clerkships
UME	Precepting - Minor Out-patient	Precepting	Retro	1	0.125		0.125	Variable	Year 3 clerkships
UME	Elective/Selective Mgt (incl directors/assistants)	Admin	Pro		Variable			0.01 - 0.25	Commensurate with Work effort
UME	Integration Director	Admin	Pro		Variable			0.05 - 0.20	Commensurate with work effort (typically 0.15)
UME	MSSC Committee Member	Admin	Pro					0.20	Annual assignment
UME	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
UME	APRC - (only if not course/clerkship dir.)	Admin	Retro					0.02	Annual assignment
UME	Bridge Clinic - All mgt	Admin	Pro					0.10	Divided between BRIDGE faculty leaders
UME	Career Counselor	Admin	Pro					0.10 - 0.20	Half 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
UME	Other Admin. (CCPX - Development & Assessment, Remediation, CACL Assessment, Pre-Clerkship Curriculum Dir.)	Admin	Pro		Variable			0.01- 0.25	
UME	Course/Clerkship Mgt (Core & SELECT includes director/associates and assistants)	Admin	Pro		Variable			0.01- 0.35	Commensurate with work effort
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
Grad Ed	Student Engagement: 13-25	Teaching	Retro	1	0.08hr/student		0.08hr/student	Variable	5 minutes/student
Grad Ed	Student Engagement: 26-50	Teaching	Retro	1	0.05hr/student		0.05hr/student	Variable	3 minutes/student
Grad Ed	Student Engagement: 51-200	Teaching	Retro	1	0.025hr/student		0.025hr/student	Variable	1.5 minutes/student

Program	Activity	Role	Pro- vs Retrospective	Schedule Contact Hours	Faculty Hours Credited	Pre & post time (prep)	Value (metric applied per hour or work unit)	Total EVU Credit/Work Unit	Examples/Notes
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
Grad Ed	Non-lecture instruction during lecture/small group/large group facilitation (video, testing, etc)	Teaching	Retro	1	3	2	3	0.0016	Same as lecture
Grad Ed	Non-lecture instruction during lecture/small group/large group facilitation (video, testing, etc), New	Teaching	Retro	1	7	6	7	0.0038	Same as lecture
Grad Ed	DR Non-PhD (Master) student mentor (Internship/Indep Study/Lab Rotat mentor)	Teaching	Retro	1	0.5	0	0.5	0.0003	
Grad Ed	DD and DR PhD student mentor - 1 student	Teaching	Retro		~280			0.15	1 student
Grad Ed	DD and DR PhD student mentor - 2 students	Teaching	Retro		~460			0.25	2 students
Grad Ed	DD and DR PhD student mentor - 3 or more students	Teaching	Retro		~550			0.30	3 or more students
Grad Ed	PhD Student Seminar	Teaching	Retro	1	1.5	0.5	1.5	0.0008	1.5 hours per seminar
Grad Ed	Lab	Teaching	Retro	1	1.5	0.5	1.5	0.0008	
	Course Director:								
Grad Ed	3 credit MSP3 Course (3 credit hr anatomy lab)	Admin	Retro		~360			0.20	No student engagement if CD
Grad Ed	2 credit MSP3 Course	Admin	Retro		~240			0.13	No student engagement if CD
	The following courses are annual effort per credit hour:								
Grad Ed	Lecture Course: 101-199 Students	Admin	Retro		92			0.05	No student engagement if CD
Grad Ed	Lecture Course: 56-100 Students	Admin	Retro		78			0.042	No student engagement if CD
Grad Ed	Lecture Course: 26-55 Students	Admin	Retro		60			0.033	No student engagement if CD
Grad Ed	Lecture Course: 11-25 Students	Admin	Retro		46			0.025	No student engagement if CD
Grad Ed	Lecture Course: 3-10 Students	Admin	Retro		32			0.017	No student engagement if CD
Grad Ed	Lecture Course: 1-2 Students	Admin	Retro		16			0.008	No student engagement if CD
Grad Ed	Co/Associate/Assistant Director	Admin	Retro		Variable			Prorated per contribution	0.003 - 0.017; No student engagement if CD
Grad Ed	Directed Research	Admin	Retro	10hrs/student	10hrs/student			0.005 / student	Max 0.025
Grad Ed	Doctoral Dissertation	Admin	Retro	10hrs/student	10hrs/student			0.005 / student	Max 0.025
Grad Ed	Internship	Admin	Retro	10hrs/student	10hrs/student			0.005 / student	Max 0.025
Grad Ed	Inependent Study	Admin	Retro	10hrs/student	10hrs/student			0.005 / student	Max 0.025
Grad Ed	Undergrad Course	Admin	Retro		46			0.025	
	Committees:								
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
	50 plus students	Admin	Retro		~180			0.1	No student engagement if CD
	New course/curriculum innovation:	Admin			Variable			0.025 - 0.10	Calculated as actual hours as agreed by Sr. Assoc. Dean of Grad Ed./Vice Dean for EA