

# USF Health - Financial Oversight Committee

Date: November 16, 2016 Time: 12:30 PM – 2:00 PM | Meeting location: CMS 3007

## ATTENDEES

### Voting Members:

Javier Cuevas (chair)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Siviero Agazzi	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ingrid Bahner	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sarah Yuan	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Valerie Parisi	<input type="checkbox"/>	<input type="checkbox"/>
Gloria Ferreira	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lisa Gamell	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Michael Berlowitz	<input type="checkbox"/>	<input type="checkbox"/>
Leigh Ann Drexler	<input type="checkbox"/>	<input type="checkbox"/>
Catherine Lynch	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kevin Murdoch	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Michael Schoenberg	<input type="checkbox"/>	<input type="checkbox"/>
Joann Strobbe	<input type="checkbox"/>	<input type="checkbox"/>
Jerome Yankowitz	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Glenn Currier	<input type="checkbox"/>	<input type="checkbox"/>

### Non-Voting Members:

Michael Barber	<input type="checkbox"/>
Bryan Bognar	<input type="checkbox"/>
Edmund Funai	<input type="checkbox"/>
Kim Harris	<input type="checkbox"/>
Steve Liggett	<input checked="" type="checkbox"/>
Ly Nguyen (sub – Myrna Lugo)	<input type="checkbox"/>
Chuck Paidas	<input type="checkbox"/>
Yashwant Pathak	<input type="checkbox"/>
Sandy Quillen	<input type="checkbox"/>
Robert Barraco	<input type="checkbox"/>
Rich Sobieray	<input type="checkbox"/>
Karen Burdash	<input checked="" type="checkbox"/>
Michael Rossi	<input type="checkbox"/>
Srinivas Bharadwaj	<input type="checkbox"/>
Kyra Snyder	<input checked="" type="checkbox"/>

## AGENDA TOPICS

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

| **Presenter:** Javier Cuevas

- Minutes from October meeting were approved

### 2. | Committee Mission

| **Presenter:** Javier Cuevas

- Dr. Cuevas met with Dr. Lockwood and discussed the Dean's goals for FOC this year
- Committee was asked to suggest topics to explore = One suggestion was that we examine practice plan overheads this year.
- Committee decided that Karen Burdash and Drs. Agazzi and Gamell will work on this and will report back to the committee in three months.
- Rich will attend the December meeting and present the P4P Compensation Plan that will be rolled out in January 2017.
- Leigh Ann will also talk about AIMS at the December meeting

### 3. | Faculty Bonuses

| **Presenter:** Gretchen Koehler  
& Steve Liggett

- Faculty Bonuses for Education & Research were dispersed last week but there was an issue with payroll and several faculty were issued the wrong amount in error. They have been notified and Faculty Affairs is working with HR to correct this.
- Chairs and Faculty were notified via email of the bonus on Thursday [Nov 10].
- Several concerns / ideas were expressed regarding faculty bonuses:
  - Chairs should receive a copy of the letter that is sent to their faculty
  - Chairs should have some input into bonus allocations – be included in the decision making process
  - Bonuses should coincide better with faculty evaluations
  - Bonus timing should be more unified – Clinical / Research / Education (practice plan bonuses were issued in Oct 2016)
  - Chairs should know what the metrics are so that they can discuss with their faculty (so faculty know what they did or need to do to earn a bonus). Would like to know 2 months before disbursement .
- Research bonuses –
  - The only change this year was the E-factor (Economy Adjustment) in the formula. This year the E-factor is 1.25
  - Formula: Bonus = NIH Bonus + [(salary savings > 25%) x IDCR x E] see attachment for further explanation.
- Education Bonuses –
  - Faculty members were recommended for a bonus based on both the quantity and quality of their teaching/educational roles in the College of Medicine for both the UME and Graduate Education programs. For the UME program, the quality piece included not only students' evaluation of the faculty member, but also data on the faculty member's completion of student evaluations for non-lecture components of the curriculum. We established a floor of .30 EVUs for all non-clinical teaching and .15 for those with just clinical teaching. Additional points were given based on whether (and to what degree) their student evaluations and the proportion of evaluations that were completed (as needed) fell, compared by percentile, to all involved in MCOM teaching/education.
  - See attached for formula

### 4. | Other Business

### Open Discussion

- Dr. Cuevas proposed changing the meeting length to 1 hour
- Committee decided that there are some times when we need the extended time, therefore we will leave it at 1.5 hours with the option of ending early when possible

**Meeting adjourned: 1:30 pm**

**Next Meeting: Wednesday, December 21, 2016 12:30pm – 2:00pm in CMS 3007**