

Meeting Minutes

I. Approval of meeting minutes

Faculty Council President Dr. Michael Schoenberg presented the July 26, 2016 minutes for approval. The minutes were unanimously approved.

II. FMLA, Maternity and Paternity Leave

Olga Joanow, Dr. Parisi and Rich Sobieray presented the University FMLA, Maternity and Paternity Leave policy. To clear up confusion about the benefits offered to University paid faculty and Academic Support Fund (ASF) paid faculty. FMLA is a federal policy that protects job/position for 12 weeks; paid if leave available; otherwise unpaid. Can be used at one time or intermittently. FMLA is applied concurrently with Paid Parental or Parental Leave offered by USF. Clinicians being paid with Academic Support Funds (ASF) are paid for the first 4 weeks of FMLA leave. ASF funded clinicians do not accrue vacation and sick leave. Clinicians have a 45-week obligation. Paid Parental leave is a University paid benefit, not offered with ASF employment/funding. Faculty were encouraged to contact the Office of Faculty and Academic Affairs for additional information if questions or concerns arise. The presentation can be viewed via the Faculty Council website: http://health.usf.edu/medicine/faculty_council/index.htm

III. MCOM APT Committee Annual Report

Dr. Burt Anderson presented the 2015-2016 MCOM APT Committee Annual Report:

The Committee conducted regular monthly meetings on the third Wednesday of each month at 7:30 a.m. At these regular monthly meetings throughout the year, the Committee considered the requests for 21 faculty appointments at advanced rank (2 Tenure Earning, 12 Clinical Educator, 0 Clinical Scientist, 7 Courtesy Clinical Educator) and 4 requests for joint appointment. There were 2 requests for mid-tenure review. In addition, the Committee held an extended meeting in December 2015 to review applications received during the 2015-2016 promotion and tenure cycle. The Committee reviewed a total 55 applications.

The following list describes the categories of applications and the committee's recommendations.

Promotion and Tenure Applications:

Total Applications Reviewed: 55 – all from MCOM

Tenure only: 1

- 1 granted

Tenure with promotion to Associate Professor: 2

- 1 granted promotion and tenure, 1 granted promotion with tenure deferred (Chair appeal unsuccessful)

Tenure with Promotion to Professor: 2

- 2 granted promotion and tenure

Promotion to Professor, already tenured: 0

Promotion to Associate Professor (non-tenure accruing pathways): 37

- 34 granted, 3 denied (two Chair appeals unsuccessful, one no Chair appeal)

Promotion to Professor (non-tenure accruing pathways): 13

- All granted

Chair Appeals: 8

- one denial was overturned at the committee level , four denials overturned by VP and/or President, three denials were upheld

The Committee was represented by Dr. Anderson at the annual reviews for promotion by the Voluntary Faculty Committee on November 5, 2015 and August 10, 2016.

IV. Medical Engineering Proposal and Feedback

Dr. Schoenberg asked for a vote to move the proposal forward for approval. A vote was held but did not meet the required quorum.

V. Proposed New Meeting Location for FC Meetings

MDL 1003 – is not available for use September and October 2016. Still to be determined for use for meetings in the future. The new 25 Live Room Reservation system does not allow room scheduling for meetings far in advance.

VI. The meeting was adjourned at 6:35 p.m.

The meeting can be listened to in its entirety via the following link:

<https://hscapture1.health.usf.edu/Panopto/Pages/Viewer.aspx?id=5d23fb04-47c7-467c-9654-24ae8b3178ba>