

Morsani College of Medicine
Faculty Council Meeting
Tuesday, February 28, 2017
Meeting Minutes

I. **Approval of FC January 24, 2017 meeting minutes**

The minutes were unanimously approved.

II. **Title IX: Responsible Employee Training**

Kristen Steffen presented on this mandatory training. Title IX protects individuals from sex discrimination at institutions that received Federal Financial Assistance. This statute goes back to educational amendments of 1972. Training includes Mandated Reporter requirements. USDOE can audit USF and if non-compliant can receive heavy fines and/or loss of financial aid.

III. **MCOM PhD / Master's and On-line Programs**

Robert Deschenes presented on MCOM Graduate Programs. Operates under USF Graduate School while maintaining some autonomy in MCOM. PhD and MD/PhD programs in MCOM – about 100 students. Master's programs, concentrations, and certificate programs – about 900 MS students. Postdoctoral Fellows – about 44 Fellows at MCOM and about 85 fellows at Moffitt.

PhD program - about 16 to 20 students admitted under an umbrella recruiting program. Students are undifferentiated. Students matriculate through the various labs first semester then pick a department. About 124 applicants in 2016. MD/PhD program: two years of medical school followed by 3 to 6 years of PhD work and then merge back to medical school classes. Accept about 3 per year but plans are to grow this program. MS Programs and Concentrations: MS in Medical Sciences, Biotechnology MS, Bioinformatics MS, and on-line MS Health Informatics. Graduate student enrollment. PhD students have remained about the same for the past 10 years. Significant growth in number of Master's students – 111 in 2006-2007 to 895 in 2016-2017. MS tuition revenue for the past six years. Generates significant mid \$1M to mid \$7M from 2008 to 2009 to 2013-2014. Dr. Deschenes gave a program overview of MSP3 program and Health Informatics On-Line MS Program.

IV. **PhD Performance-Based Budgeting**

Joann Strobbe reported. The State of Florida has not funded any new enrollment through Educational and General funding. The only new money MCOM receives to date is through tuition funding, except for the Pay For Performance model that provides funding to the state university system based on several metrics. Most medical school programs do not qualify for this funding. Becoming very metric driven system. Performance-Based Policy objective created by Dr. Lockwood – to encourage and reward productivity to support research, academic and clinical programs at MCOM. PhD and non-clinically practicing faculty compensation is directly linked to MCOM performance measures, and to establish objective metrics and measures to track and implement performance benchmarks. This policy is applicable all out-of-unit ranked PhD and non-clinically practicing MD faculty in MCOM. Base effort funding – 50% of base UCS for tenure or tenure-earning; 30% of base UCS for non-tenure faculty. Non-base effort funding come from EVUs, Administrative effort with funding, rolling average on funded grants. The sum total of the base effort and components of the non-base effort equals the Total Cumulative Effort (TCE). For 2016-2017 Total Cumulative Effort for tenure/tenure earning is 50% base effort and 50% non-base effort. For non-tenure earning 30% base effort and 70% non-base effort. Any delta between the TCE and FTE will be considered an "effort gap." Applicable faculty with an effort gap will have salary adjusted. NEW for 2017-2018: TCE for tenure/tenure-earning will be 40% base effort and 60% non-base effort; non-tenure earning will be 20% base effort and 80% non-base effort.

The meeting adjourned at 6:30 p.m.

To listen to the meeting in its entirety please go to:

<https://hscapture1.health.usf.edu/Panopto/Pages/Viewer.aspx?id=788cba42-c9f2-42d0-9870-00a17d60c11a>