

**Morsani College of Medicine  
Special Faculty Council Meeting  
Minutes**

**Thursday, January 30, 2014 - 5:30 p.m.  
MDL 1037 B-C**

**Videoconferencing at:  
South Tampa Center for Advanced Healthcare**

**Welcome and Call to Order**

Faculty President Javier Cuevas welcomed everyone and called the meeting to order at 5:30 p.m. He thanked faculty and administration for taking the time to attend this special meeting of the Faculty Council, which will be devoted to an open discussion of pay for performance issues for clinical and basic science faculty. He then turned the floor over to Interim Dean Harry van Loveren.

**Open Forum: Pay for Performance**

Dr. van Loveren discussed the pay for performance programs for clinical and basic science faculty. He explained that the basic science program will be rolled out this year as a data set only and thus not tied to raises, bonuses or cuts.

During the basic science discussion, questions arose with regard to determination of metrics and lack of faculty involvement. President Cuevas suggested that a committee be assembled to review the proposed metrics and see if there is a better solution that can be presented to the Dean. The proposed membership would include representatives from administration, Chairs and faculty. Dr. van Loveren was in agreement with this approach.

On the clinical side, President Cuevas has heard from faculty who believe that pay for performance is hurting their ability to become involved in teaching and research. This was corroborated by comments from clinicians in attendance, who provided examples. Dr. van Loveren said that the education/curriculum issues will need to be addressed by the Office of Educational Affairs.

**Other Business**

President Cuevas announced that President Genshaft has arranged for town hall meetings with the candidates for Senior Vice President for USF Health, as discussed at the January 28<sup>th</sup> Faculty Council meeting. An announcement is forthcoming.

**Adjourn**

There being no further business, the meeting was adjourned at 6:42 p.m.