

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

**Tuesday, May 22, 2012 - 5:30 p.m.  
MDL 1038 C**

**Videoconferencing at:  
South Tampa Center for Advanced Healthcare  
Lehigh Valley Health Network**

Faculty President Karl Muffly called the meeting to order at 5:32 p.m.

**Minutes**

President Muffly asked if there were any comments regarding the minutes of the April 2012 Faculty Council meeting. There were none and a motion was made for approval. The motion was seconded and the minutes were approved as submitted.

**Nominations for Financial Oversight Committee**

President Muffly reported that four faculty members have volunteered for the two vacant basic science positions on the Financial Oversight Committee (FOC). He reviewed the list of nominees and explained that the FOC meets once a month to discuss the finances of the College. The Faculty Council elects two faculty members from basic science departments and two from clinical departments to serve on the FOC, with staggered terms. One of the basic science positions will expire in 2014, and the other in 2015. After some discussion, it was agreed that the nominees should be asked to provide a biographical sketch and brief statement as to why they wish to serve on the FOC. Upon receipt of that information, the Faculty Council will vote electronically.

**Education Executive Management Committee Report**

President Muffly asked Dr. Alicia Monroe, Vice Dean for Educational Affairs, to report on the first meeting of the newly formed Education Executive Management Committee (EEMC). Dr. Monroe, who chairs the EEMC, explained that the Committee seeks to bring together educational leaders across programs and schools within the College in order to share best practices and optimize excellence in both teaching and learning. The EEMC will review such issues as program development and assessment, faculty excellence and funding. It is not a policy committee, but rather an oversight committee, and it reports to the Dean.

**Discussion: Faculty Budget Concerns**

President Muffly opened the floor for a discussion of faculty budget concerns, in response to recent rumors that have been circulating. Dr. Jeffrey Lowenkron, CEO for the USF Physicians Group, explained the financial picture of the practice plan, which is facing a significant operating loss. Measures must be taken to stem the financial losses, including pay cuts for about 184 clinical faculty, ranging from 3% to 25%. The cuts will be divided into thirds, so that affected faculty will not see the entire reduction at once. The first third will be effective on July 1,

followed by October 1 and January 1. It is anticipated that a pay-for-performance plan will be implemented in April, with potential pay adjustments depending upon performance.

A lengthy discussion ensued. A question was raised as to whether the administration will see similar pay cuts. Dr. Lowenkron responded that a complete administrative restructuring is under review, and benefits and overhead are being examined. Several faculty members commented that they would like to see more transparency with regard to administrative salaries, including from sources other than state funds. Mr. John Ekarius, Chief Operating Officer, agreed to direct the Faculty Council to that information. A comment was made that perhaps the current financial situation could have been avoided with better planning over the last several years. In response, Dr. Lowenkron and Mr. Ekarius discussed some of the history of the economic difficulties, and pointed out that the current situation is not unique to USF. Dr. Lowenkron emphasized that the goal is not to simply make cuts, but to make other adjustments so that the Physicians Group is better positioned to influence its own destiny.

### **Old Business**

President Muffly reported that he expects to meet with Dean Klasko in early June to discuss the list of EVU concerns that he received from the Faculty Council representatives. He will report back to the Faculty Council at the next meeting.

### **Adjourn**

There being no further business, the meeting was adjourned at 7:00 p.m.