

Faculty Council
Meeting Specifics

Purpose	Cadence	Executive Sponsor
Regularly Scheduled	Third Tuesday of the Month	Dean DiPaola
Date	Time	Location
Tuesday, April 21, 2020	5:00-6:00 p.m.	Zoom

Committee Chair(s) and Members

Basic Science Members	Clinical Science Members
<input checked="" type="checkbox"/> Blonder, Lee X.	<input checked="" type="checkbox"/> Ballard, Hubert (Vice Chair)
<input checked="" type="checkbox"/> Hatcher, April R. (Chair)	<input checked="" type="checkbox"/> Deep, Kristy S.
<input checked="" type="checkbox"/> Mellon, Isabel	<input checked="" type="checkbox"/> Fragneto, Regina
<input checked="" type="checkbox"/> Spear, Brett	<input checked="" type="checkbox"/> Gabriel, Gaby E.
<input checked="" type="checkbox"/> Whiteheart, Sidney	<input checked="" type="checkbox"/> Hays, Lon R.
<input checked="" type="checkbox"/> Jessica McFarlin	<input checked="" type="checkbox"/> Stevens, Julia C.

Visitors and Standing Guests

<input checked="" type="checkbox"/> Adams, Quinn (Standing Guest)	<input checked="" type="checkbox"/> Ross, Shavonna (Standing Guest)	<input checked="" type="checkbox"/> Tannock, Lisa (Standing Guest)
<input checked="" type="checkbox"/> DiPaola, Robert (Standing Guest)	<input checked="" type="checkbox"/> Sanger, Matthew (Standing Guest)	<input checked="" type="checkbox"/> White, Stephanie (Guest)
<input checked="" type="checkbox"/> Jones, Davy (Guest)	<input checked="" type="checkbox"/> Sawaki Adams, Lumy (Standing Guest)	<input checked="" type="checkbox"/> Pistilli, Judith (Guest)
<input checked="" type="checkbox"/> Huddleston, Alyssa (Guest)	<input checked="" type="checkbox"/> Geddes, Jim (Guest)	<input checked="" type="checkbox"/> Chambers, Erika (Guest)
<input checked="" type="checkbox"/> Harris, Kim (Guest)	<input checked="" type="checkbox"/> Greathouse, Lauren (Guest)	

Agenda Item	Presenter/Facilitator
Call to Order	April Hatcher
Declaration of Quorum	April Hatcher
Approval of Minutes March 17, 2020 Meeting	April Hatcher
Service Effort Calculator	April Hatcher
Faculty Input on Faculty Council Agenda	April Hatcher
Diversity Engagement Survey Results	Stephanie White
UK@Work Survey Update	Dean DiPaola
Update on COVID-19 <ul style="list-style-type: none"> April 12, 2020 Announcement to Clinical Chairs UK HealthCare Workforce Provost/EVPHA Budget Discussion General Faculty Meeting (Thursday, April 23) 	Dean DiPaola
Next Meeting <ul style="list-style-type: none"> May 19, 2020 – Zoom 	

Notes	
Topic	Discussion
Opening Remarks	<ul style="list-style-type: none"> • Meeting called to order by A. Hatcher. • Quorum declared at 5:04 p.m. (twelve (12) members present). • Minutes from March 17, 2020, meeting accepted and approved.
Service Effort Calculator	<ul style="list-style-type: none"> • A. Hatcher discussed the Service Effort Calculator, which the DOE Task Force has been working on this semester. • The Service Effort Calculator outlines how to give more of a standardization to faculty service throughout the College of Medicine. • Faculty Council made recommendations for the Service Effort Calculator for A. Hatcher to take back to the DOE Task Force. • A draft of the Service Effort Calculator will be distributed to faculty along with the April 21, 2020, Faculty Council minutes.
Faculty Input on Faculty Council Agenda	<ul style="list-style-type: none"> • A. Hatcher discussed faculty input for future Faculty Council agendas. • Faculty will be able to suggest topics to Faculty Council and Faculty Council will determine which topics are appropriate for Faculty Council to address in meetings. • Faculty Council recommends the faculty input be sent to A. Hatcher, H. Ballard, and Q. Adams.
Diversity Engagement Survey Results	<ul style="list-style-type: none"> • S. White presented the Diversity Engagement Survey results and explained the framework she used to analyze the results. • The survey ran between November and December 2019 and was used to determine a baseline regarding beliefs and behaviors within the College of Medicine. • The results of the survey have been shared with the Executive Leadership Committee as well as the Executive Governance Committee. • The results will be utilized for internal accountability and department representatives will also be used to promote advancements on the independent department level. • The survey will be completed again in three years to monitor advancements and compare to the original baseline results from the 2019 survey.
UK@Work Survey Update	<ul style="list-style-type: none"> • Dean DiPaola presented the UK@Work Survey Update which was conducted in 2019. • The survey is done every two years and the results are compared to the results from the previous four years. • There have been improvements within the College of Medicine in each of the categories, with the exception of the category of stress, balance, and workload.

	<ul style="list-style-type: none"> • The College of Medicine plans to continue to focus on and improve in every category, with an emphasis on stress, balance, and workload as we navigate the current COVID-19 pandemic. • The UK@Work Survey Update will be distributed with the April Faculty Council minutes.
<p>Update on COVID-19</p> <p>April 12, 2020 Announcement to Clinical Chairs</p>	<ul style="list-style-type: none"> • Dean DiPaola debriefed Faculty Council on the latest regarding changes in the College of Medicine due to the COVID-19 pandemic. • A correspondence went out to Clinical Chairs on April 14, 2020, from UK HealthCare and the Joint Oversight Committee (JOC), with input from Dr. Newman and Dean DiPaola, regarding budgetary issues related to COVID-19. • Decisions were made with the Clinical Chairs regarding their faculty and how to move forward in the coming fiscal year while doing the least harm to their departments. • The efforts focused on were professional development (carrying over salaries) and preserving base salaries as best as possible. While there are not funds to raise salaries this year, we are doing everything possible to prevent base salaries to decrease. • In regards to productivity incentives, third quarter incentives will not be processed at this time. They will be reassessed at the end of the year. • Vacation leave will not be carried over into the next fiscal year, with some exceptions regarding faculty on the front lines due to COVID-19, who are unable to take their leave before the current fiscal year ends. • Clinical staffing was reviewed. UK HealthCare requested the College of Medicine to reduce Clinical staffing in ambulatory, \$4.5 million. More details are being established regarding staff administrative no-pay and redeployment. • On the University end, they looked at where there would need to be reductions. They asked the College of Medicine to reduce \$6 million through the next fiscal year (July 2020-June 2021). • Dean DiPaola's responsibility is to the College of Medicine faculty and to their mission. He will do everything possible to try and prevent reduction in salary; however, incentives may be temporarily reduced.
<p>Other Business</p>	<ul style="list-style-type: none"> • There will be a General Faculty Meeting called for Thursday, April 23 at 11:00 a.m. • Meeting ended at 7:04 p.m.