

**Faculty Council**
**Meeting Specifics**

Purpose	Cadence	Executive Sponsor
Regularly Scheduled	Third Tuesday of the Month	Acting Dean Griffith
Date	Time	Location
Tuesday, August 17, 2021	5:00-6:00 p.m.	Zoom

**Committee Chair(s) and Members**

Basic Science Members	Clinical Science Members
<input checked="" type="checkbox"/> Campbell, Kenneth	<input checked="" type="checkbox"/> Ballard, Hubert (Chair)
<input checked="" type="checkbox"/> Clark, Claire	<input checked="" type="checkbox"/> Beck, Sandra
<input checked="" type="checkbox"/> Hatcher, April R.	<input checked="" type="checkbox"/> Hays, Lon R.
<input type="checkbox"/> Mellon, Isabel	<input type="checkbox"/> Kapoor, Siddharth
<input checked="" type="checkbox"/> Nikolajczyk, Barbara	<input checked="" type="checkbox"/> Neltner, Janna
<input checked="" type="checkbox"/> Spear, Brett (Chair-Elect)	<input checked="" type="checkbox"/> Stevens, Julia C.
	<input checked="" type="checkbox"/> Toney, Dale

**Standing Guests**

<input checked="" type="checkbox"/> Allison, Roxie	<input type="checkbox"/> Harris, Kim	<input checked="" type="checkbox"/> Sanger, Matthew
<input type="checkbox"/> Dutch, Becky	<input type="checkbox"/> Pistilli, Judy	<input checked="" type="checkbox"/> Tannock, Lisa
<input checked="" type="checkbox"/> Greathouse, Lauren	<input checked="" type="checkbox"/> Rogers, Cassandra	<input checked="" type="checkbox"/> White, Stephanie
<input checked="" type="checkbox"/> Griffith, Chipper	<input checked="" type="checkbox"/> Ross, Shavonna	

**Visitors**

<input checked="" type="checkbox"/> Bylund, Jason	<input checked="" type="checkbox"/> Jones, Davy	<input checked="" type="checkbox"/> Meadows, Amy
<input checked="" type="checkbox"/> Ragsdale, Lindsay	<input checked="" type="checkbox"/> Barber, LeAnn	<input checked="" type="checkbox"/> Grider, Jay

Agenda Item	Presenter/Facilitator
Call to Order	H. Ballard
Declaration of Quorum	H. Ballard
Approval of Minutes – <b>Action</b> <ul style="list-style-type: none"> <li>July 20, 2021 – Regularly Scheduled Faculty Council Meeting<sup>1</sup></li> </ul>	H. Ballard
Chair-Elect Process	H. Ballard
Chair Search Updates	L. Tannock
Mission, Vision, Pillar, and Enabler Awards	M. Sanger/S. Ross
2021 UK HealthCare Provider Engagement Survey	J. Grider
Next Meeting – September 21, 2021	H. Ballard

<sup>1</sup>Pre-read sent July 30, 2021

<b>Minutes</b>	
<b>Topic</b>	<b>Discussion</b>
Opening Remarks	<ul style="list-style-type: none"> <li>• Meeting called to order by H. Ballard at 5:01 p.m.</li> <li>• Quorum declared at 5:03 p.m. (Nine (of 13) members present.)</li> <li>• Meeting Minutes Approval               <ul style="list-style-type: none"> <li>○ July 20, 2021 – Regularly scheduled Faculty Council meeting Moved by L. Hays and seconded by D. Toney. Minutes approved.</li> </ul> </li> </ul>
Chair-Elect Process (H. Ballard)	<ul style="list-style-type: none"> <li>• This is last meeting that H. Ballard will serve as Chair.</li> <li>• Current Chair-Elect, B. Spear, will assume role of Chair on September 1 per the Rules of the Faculty and Administration of the College. Recommendations for the next Chair-Elect will be accepted at the September 21 Faculty Council meeting.</li> <li>• Since B. Spear will serve as Chair and is a member of a basic science department, the Chair-Elect must be from a clinical department.</li> <li>• The Faculty Council will select a Chair-Elect by a secret ballot in early October via a Qualtrics link in an email from the college’s Assistant Executive Director.</li> <li>• Chair-Elect results will be shared at the October 19 Faculty Council meeting.</li> </ul>
Chair Search Updates (L. Tannock)	<ul style="list-style-type: none"> <li>• The search for an Internal Medicine Chair brought five candidates to campus for in-person interviews. One candidate withdrew after a campus interview due to changing their career focus. The search committee meets on August 19 to discuss what candidates to recommend to the Acting Dean.</li> <li>• The Acting Dean named Tom Kelley, PhD, as Chair, Behavioral Science .</li> <li>• Two departments have named Acting Chairs:               <ul style="list-style-type: none"> <li>○ Luke Bradley, PhD – Neuroscience</li> <li>○ Tianyan Gao, PhD – Molecular and Cellular Biochemistry                   <ul style="list-style-type: none"> <li>▪ Searches for those departments will begin in Spring 2022.</li> </ul> </li> </ul> </li> <li>• Associate Dean of Clinical Research is in offer stages right now and an announcement will come soon.</li> <li>• D. Jones asked if acting chairs have any leadership training. L. Tannock stated they have training provided by the Office of Faculty Affairs. They are also encouraged to participate in UK’s Leadership training.</li> </ul>
Mission, Vision, Pillar, and Enabler Awards (M. Sanger/S. Ross)	<ul style="list-style-type: none"> <li>• M. Sanger explained the process by which Dean’s executive leadership team collaborated to create a total of 19 cash awards to align with the college’s strategic plan and honor faculty, staff, and learners who exemplified the mission and vision of the college, as well as embodied the purpose of the pillars and enablers.</li> <li>• The Provost’s Office of Faculty Advancement approved the awards in March 2021.</li> <li>• These recurring awards, totaling \$34,500, will be funded by the Dean’s Academic Enrichment fund.</li> <li>• S. Ross reviewed the categories and the selection criteria.</li> <li>• Planning inaugural awards’ initial call for September 2021.</li> <li>• D. Jones asked if these awards recommendations have their own committee or is it one. S. Ross stated self-nominations are allowed. The Dean and Dean’s direct reports are exempt from being nominated.</li> </ul>

<p>Mission, Vision, Pillar, and Enabler Awards (cont.) (M. Sanger/S. Ross)</p>	<ul style="list-style-type: none"> <li>• H. Ballard asked if the Dean selects the final recipient. M. Sanger responded yes. The Dean will interview those recommended by the Committees for the Mission and Vision awards.</li> </ul>
<p>2021 UK HealthCare Provider Engagement Survey (J. Grider)</p>	<ul style="list-style-type: none"> <li>• J. Grider shared that L. Ragsdale is the faculty lead of the survey and will help with questions.</li> <li>• Engagement: At 3.9 for enterprise and ambulatory 3.98. Both were significantly increased from 2020.</li> <li>• Engagement Items: Improvement on all levels</li> <li>• Clinical Engagement Items: There was improvement on all but one level. One level was flat.</li> <li>• Provider Alignment Trending: It helped to have transparent discussions as often as possible from leadership levels.</li> <li>• Alignment Items: All moved positively forward.</li> <li>• Clinical Alignment Items: All areas have moved positively forward. There was significant improvement in clinic administration.</li> <li>• Results by Position: There was improvement across the board.</li> <li>• Departmental data is where real movement is apparent. There are at least 10 departments above four. Many departments are doing a good job. There have been many positive improvements across many departments. S. Beck asked if the administration looks at this to see what the issues are that are making these groups unhappy. J. Grider shared that the slide on biggest movers explains the positive and the negative on why groups are unhappy/happy. <ul style="list-style-type: none"> <li>○ A big issue is the work unit is not staffed adequately.</li> </ul> </li> <li>• L. Ragsdale stated that they relate retention to burnout. UK HealthCare is not sure what the approach is yet but they know it needs to be a multilevel approach, which is being worked on.</li> <li>• Lowest scoring questions: <ul style="list-style-type: none"> <li>○ Able to disconnect from work/email</li> </ul> </li> <li>• H. Ballard said the funds flow model appears to move money to the chair-level.</li> <li>• J. Grider said the first thing to do with revenue is to recruit and retain the workforce needed to support clinics, teaching, and research and to help seed important departments. This is on the chair and chair will be held accountable for this.</li> <li>• H. Ballard asked if this information should be transparent.</li> <li>• J. Grider said every chair can see every other chair's information.</li> <li>• H. Ballard asked if there was a goal for the chairs with RVU, the bonus from RVUs. Is this something that there is a goal that clinical faculty get paid for base salary or total compensation.</li> <li>• J. Grider said 40 percent in total compensation and then move higher. <ul style="list-style-type: none"> <li>○ Clinical, Research, Academic base and any Chief Medical Officer or Academic.</li> </ul> </li> <li>• L. Tannock shared that this includes total compensation as well as the bonuses earned.</li> <li>• J. Grider said we have moved over 60 percent of our faculty above those percentiles. Every department is on the department trend line now, which is excellent improvement.</li> </ul>

<p>2021 UK HealthCare Provider Engagement Survey (cont.) (J. Grider)</p>	<ul style="list-style-type: none"> <li>• L. Ragsdale discuss the next steps needed to move forward. We need more front-line input into big decisions, so the administration has been listening to advisors. Advisors are made up of faculty and front-line staff.</li> <li>• S. Beck asked who are the advisors for each department.</li> <li>• L. Ragsdale shared that there are advisors that are helping with feedback around issues and new initiatives that impact the practice environment. She will share with the departments who the advisors are.</li> <li>• L. Ragsdale stated they ranked the top concerns across departments as top five.</li> <li>• K. Campbell mentioned Internal Medicine’s results. How much is this really impacted? Is the average based on advisor, the department or the division?</li> <li>• J. Grider said Internal Medicine is about 20 percent of our work force. We can see on both the department side and the division side. Some departments have seen changes from the 360 Evaluation out of the Office of Faculty Affairs and reviewed these.</li> <li>• H. Ballard asked when this data will be shared with the departments/divisions.</li> <li>• J. Grider said every chair is supposed to share the results with their department. L. Tannock and J. Grider will follow up. J. Grider will ensure the information is sent to the division chiefs.</li> <li>• L. Ragsdale shared that the portal is open to everyone. She and L. Barber could also join division chief meetings to discuss the information.</li> <li>• D. Jones asked if these slides were on a public site.</li> <li>• J. Grider stated that this is only available internally at this time. If approved, J. Grider will have us share this data. NOTE: Approval was given for slides to be shared; they were distributed on August 20, 2021.</li> <li>• L. Tannock stated that she thought there were town halls on this data.</li> </ul>
<p>Other Business</p>	<ul style="list-style-type: none"> <li>• Thoughts of appreciation were extended to the departing members of Faculty Council: A. Hatcher, L. Hays, and J. Stevens.</li> <li>• Next meeting is scheduled for August 17, 2021.</li> </ul>
<p>Adjourn</p>	<ul style="list-style-type: none"> <li>• Meeting adjourned at 5:54 p.m.</li> </ul>