**COM Faculty Council Meeting Minutes**

**May 13, 2020**

Called in: Dr. Gros, Harris, Topping, Khaled, Self, Rubeo, Patel, Mehta

* Review April 8th meeting minutes: The minutes were approved with a couple of changes. They will be posted to FC website.
* Select representation to the new Comp Plan committee: A year ago, the committee was meeting every two weeks. About two months ago the meetings where cancelled. The Board of Trustees approved a proposal that will go into place July 1 for Clinical Faculty. The new Comp Plan has not been shared with faculty or how it will affect them. Every faculty member should have an individual meeting with their Chair regarding expectation and goals that they are required to meet. Some key points outlined below.
  + Fiscal Impact and Source of Funding: The compensation plan provides for multi-level incentives, which will be funded via different mechanisms, i.e.: - Value-based incentives for current faculty will be funded by adjusting base compensation down by 3%. The goals will be to eventually reach 10% value-based incentives (in line with healthcare industry trends). UCF Health management plans to increase value-based incentives from 3% to 10% over the next 3 years through use of annual inflationary compensation adjustments. New faculty will join with 10% value based component. - Productivity incentives are triggered by achieving a high level of productivity. UCF Health management is not budgeting for productivity above the 75th percentile, and as a consequence, productivity incentives are funded through higher productivity and self-funded through higher revenue. - Base compensation of UCF Health Providers who do not meet established productivity targets may be adjusted downward every 6 months in accordance with formulas provided for by the compensation plan. This will ensure that compensation is fair and aligns with productivity. - Administrative incentives for Clinic Directors will be funded by adjusting base compensation down by 10%. - Staff incentives will be funded by outperforming budgetary targets that will result in generating additional resources.
  + The compensation plan also requires that UCF Health needs to meet its budgetary targets before any individual incentives may be paid out. Also, no incentive payment shall result in UCF Health not meeting its budgetary target. Finally, incentive payments depend on UCF Health (CFCPO) ability to generate positive cash flow.
* Executive and Enterprise Updates: The main topic was the budget with a discussion of possible need for cutbacks. There will be further discussion once UCF/COM receive word of the new budget.
* Senate Updates: There will be a Steering meeting Monday 18th at 9:00 A.M. to discussing the budget, COVID 19 research and when we can return to campus.
* Bot Updates: Dr. Cartwright has been in office for 30 days and things are going well.