

This question and answer sheet has been prepared with the best information available, but the final structure of the new departments, once they have been approved, will be the result of discussion among the faculty, chairs, and deans. The University Curriculum Committee will vote only on the creation of the two new departments and the restructuring and renaming of the department of Epidemiology and Health Policy Research to Health Outcomes and Policy.

## FACULTY QUESTIONS

- 1) What are the reporting relationships of faculty in the two new departments? All faculty will report to the chair of the department, and the chair will report to both deans. It is already the case that the chairs of the existing departments work with both deans. The two deans are committed to helping the departments be successful, and clear communication will be important to ensure this occurs.
- 2) Do current faculty have a choice about the department in which they will be a member? Yes, they can choose to join one of the new departments-- biostatistics or epidemiology- - depending on their discipline, or remain in the renamed Health Outcomes and Policy.
- 3) Will there be any differences regarding teaching expectations? No, each faculty member will initially have the same distribution of effort across mission areas as before. Any changes in distribution will reflect changes in faculty goals based on discussion with the chair. To achieve clarity, the phrase "teaching integration" has been removed from the document.
- 4) How will the process for tenure and promotion be determined? Criteria for promotion as specified by UF are unchanged. The process by which tenure and promotion recommendations are brought forward will be developed by the new departments based on input from faculty. A grandfathering model for the tenure and promotion process as applied to existing faculty can certainly be considered by departmental faculty as part of these discussions.
- 5) Will faculty have to go up for promotion and tenure through two colleges and face "double jeopardy." The associate provost has indicated that tenure and promotion guidelines can be created that allow faculty tenure and promotion packets to be reviewed by a joint PPHP-COM committee for the new departments, thus avoiding double jeopardy.
- 6) To what degree will resources be provided to support research for faculty in the new and old departments? The COM and PPHP deans, as well as the senior vice president for health affairs, are committed to the success of clinical research at the UF Health Science Center. Biostatistics, epidemiology, health services research, health policy research, and related areas are critical to this success and will receive greater investment in the coming years than in the past.
- 7) How will the differing compensation plans between Medicine and PPHP be addressed? Currently some faculty receive a research incentive payment, and compensation may vary among faculty for other reasons. Establishment of the new departments will not adversely affect the current compensation of extant faculty. In the future, it is anticipated that faculty in the new departments will, across time, receive similar

- compensation levels relative to rank, performance, etc., regardless of whether they originated in the COM or PPHP.
- 8) Will faculty with primary appointments in either college participate in the recruitment process for new hires, even if the new hire will be in the college that is not primary for them? Yes. In addition, pending UF review, faculty hired into the new departments may be appointed in both colleges. One measure of success will be the engagement of faculty to build a strong, cohesive team.
  - 9) Can faculty maintain Graduate Faculty status for the PhD Programs where they currently have affiliation, regardless of the home department they choose? Yes.
  - 10) Will the proposed changes affect CEPH requirements? Operating procedures in regard to CEPH requirements will be created to ensure input from faculty originating from both colleges in the new departments. Multiple steps will be taken in an attempt to reach consensus. On the rare occasion when consensus is not achieved, the ultimate authority for the academic programs rests with the dean of PPHP for CEPH accreditation.
  - 11) How will the IDC's be assigned? Current IDC's will remain where they are now, linked to the faculty who generate them. The Vice President for Research and the deans will evaluate the IDC distribution in the future to ensure that they are consistent with the goals of the two colleges.
  - 12) Some faculty support the idea of co-location in a new building because they could have the benefits of a discipline-specific department and multidisciplinary interaction – all at the same time. What is the status of planning for this building? Architects are being selected, and financing is being finalized. The plan for co-location of faculty in one building has not changed.
  - 13) Will we have interim chairs of biostatistics and epidemiology? We hope to recruit a chair for each new department while final approval of the departments is occurring. We have not decided whether an interim chair will be needed. If so, this position would be determined by the deans.
  - 14) Will there be a change in teaching assignments for classes this Fall? Because the new departments will not be established until fall (pending approvals), assignments already planned will not be affected. The chair would have responsibility for evaluating these assignments over time.
  - 15) What is the projected date for establishment of the Biostatistics Department (is it approx July 1 2010?) We hope the departments will be approved at the June Board of Trustees meeting so that we can establish them in the fall.
  - 16) Who will do the annual faculty evaluations this year? The current chairs.
  - 17) How will this affect the epidemiology PhD program? The epidemiology program will proceed as it is currently. Once the new department is in place, PhD operations will be addressed.
  - 18) Where will the epidemiology faculty be housed next fall? Is it Dr. Guzick's plan to move the epidemiology and biostatistics faculty to a new building in the future? Will PhD students be housed in central location? There are no plans to make changes until the new building is constructed; however as a group we might decide a different space arrangement should be considered.
  - 19) Who will be in charge of the academic programs other than the MPH? (e.g. the MS in Epidemiology)? The M.S. in epidemiology will be managed by the new department of epidemiology. We anticipate that faculty from both colleges will participate based on the governance structure that will be designed.

- 20) What kind of support staff will we have? Will there be a centralized budget that crosses both colleges for departmental activities such as travel, startup packages for new faculty, student activities, visiting speakers, etc.? The deans and the chair will be expected to work out the department budget. The specifics related to departmental activities will be addressed as part of the operational plan created by the faculty and the chair in the department and sanctioned by the deans.
- 21) Will the department get to hire its own staff, or will the colleges be hiring staff for the department? – Once a department budget is established, the chair would have the authority to select his or her staff based on applicable UF hiring practices.
- 22) Will we have our own grants administration support, or will each faculty need to work with their own college? Each department will have its own grant administrator when justified by the size of its grant portfolio.
- 23) Is it possible that COM faculty will have access to more resources related to access to research infrastructure, seed money, etc.? No, the deans will ensure that the resources of both colleges and of UF are made available to faculty in a manner that reflects their needs and expected outcomes, independent of college of origin.
- 24) How will service responsibilities be distributed (IRB, committees, etc) – and will it be perceived as equitable? Assignments are at the discretion of the chair and deans (depending upon the committee) with faculty input. It is the chair's responsibility to ensure these assignments are reasonable.
- 25) Graduate programs for both new departments seem to require substantial administration support. Will there be thought to building resources for a graduate coordinator position for each department? This has not been determined but could certainly be considered as each department grows and the chair assesses department needs.
- 26) Will graduate programs' performance be reviewed in terms of maintaining current programs? The MS in epidemiology appears to have been an under-enrolled degree program, although the coursework joined to the MPH will enhance student choices on the MPH side. We expect to maintain all academic programs. Opportunities to enhance programs that are complementary would be a consideration of the department faculty and chair.
- 27) How would tuition credits work, given course number dictates tuition collection? (Will the departments capture their own tuition hours in this model? Would there be a possible change to having department-level course numbering?) Tuition credits follow the instructor teaching the course. The state controls how course numbering works.
- 28) What happens to existing support staff of the two parent departments? Are there initial staff support structures envisioned for each department? Of what size and types? The support staff assignments have not been addressed and will be determined by the chairs and deans.