

Minutes of the December 2015 Faculty Council Meeting
Tuesday, December 1, 2015, 5 PM
R1-106 Conference Room

Officers Present:

President – Laurence Solberg
Vice President – Alice Rhoton-Vlasak
President Elect – Peggy Wallace

Past-Past President- David Quillen
Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

Advisor – Frank Bova

Department Representatives Present:

Thomas Buford – Aging & Geriatric Research
Albert Robinson, III – Anesthesiology
Arlene Naranjo – Biostatistics
David Quillen – CHFM
Francois Modave – Health Outcomes & Policy
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology
Emily Weber LeBrun – Obstetrics & Gynecology

Qihong Li – Ophthalmology
Robert Matthias – Orthopaedics & Rehabilitation
Rodrigo Silva – Otolaryngology
Elizabeth Brownlee – PA School
Larry Fowler – Pathology
Peter Sayeski – Physiology
Judith Lightsey – Radiation Oncology
Bob Feezor – Surgery

Department Representatives Absent:

Maria Zajac-Kaye – Anatomy
Thomas Yang – Biochemistry & Molecular Biology
Ann Church – Dermatology

Thomas Payton – Emergency Medicine
Robert Cook – Epidemiology
John Hiemenz-Medicine

Jada Lewis – Neuroscience
Bryon Petersen – Pediatrics
Brian Law/Edgaro Rodriguez – Pharmacology &
Therapeutics
Richard Holbert – Psychiatry
Suzanne Mastin – Radiology
Victoria Bird - Urology

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00 PM. The November Faculty Council meeting minutes were approved.
2. Introduce new department representatives – Dr. Laurence Solberg
 - a. Dr. Rodrigo Silva – Otolaryngology.
3. Executive Committee report – Dr. Jean Cibula
 - a. Dr. Cibula briefed the council on the Executive Committee meeting from November. The meeting minutes will be made available once a link to the minutes is established.
 - b. Highlights from the briefing are: increased resident lines at the VA; development of simulations for evaluation of residents in Radiology and potential application to other residency programs in COM; education value units in regards to undergraduate education, BMS credit for student volunteers (bench or clinical research); undergraduate education policy being developed, undergraduate education courses need to be

coordinated through deans with strategic alignment to minimize redundancy and overlap between colleges.

4. Discussion on Admissions process and new MCAT – Dr. David Quillen

- a. Dr. Quillen discussed the holistic review in medical school admissions. He noted that the Association of American Medical Colleges (AAMC) defines this process as a flexible, individualized way of assessing an applicant’s capabilities, by which balanced consideration is given to the experiences, attributes and academic metrics, and when considered in combination might contribute value as a medical student and future physician.
- b. The holistic review is based on the “Roadmap to Diversity”. Diversity enhances the educational mission.
- c. There are several stages in the admissions process:
 - Outreach
 - Recruitment
 - Screening – done within the College of Medicine
 - Interviewing – done within the College of Medicine
 - Selecting – done within the College of Medicine
 - Financial aid
 - Retention
- d. The Admissions Committee considers approximately 30 separate factors when deciding who to interview for medical school. The model that the AAMC uses for this is the Experiences Attributes Metrics (EAM) model, which entails the following:
 - Experience – Encompasses the path the applicant has taken to get where he/she is as he/she seeks entry into medical school
 - Attributes – Includes the applicant’s skills and abilities at the time of entry into medical school, personal and professional characteristics, and demographic factors
 - Metrics – Includes the academic quantitative components of the applicant’s portfolio, most notably GPA and MCAT scores
- e. The UF College of Medicine embraced this process 5 years ago and the class is now more diverse.
- f. Dr. Quillen noted that the MCAT recently had its first major update since 1991 that better reflects changes in medical education and the medical profession. There are more questions on the new test and it’s almost twice as long.
- g. In addition to Biology, Biochemistry, Physics, General Chemistry and Organic Chemistry, the subjects now include Verbal Reasoning, Psychology, and Sociology.
- h. The four sections are:
 - Chemical and Physical Foundations of Biological Systems
 - Critical Analysis and Reasoning Skills
 - Biological and Biochemical Foundations of Living Systems
 - Psychological, Social, and Biological Foundations of Behavior
- i. The test is also scored differently. It is normalized so that a score of 500 is in the 50th percentile, which means that the applicants with a score of 500 performed better than or equal to 50% of other test takers.
- j. The new MCAT score range is more bell-shaped than linear. The goal is to focus not only on the top performers, but also those towards the middle of the distribution of examinees.
- k. The next anticipated change to the MCAT is Situational Judgement Testing (SJT). This is a

standardized test that presents a series of hypothetical scenarios and asks examinees how they would respond or behave in that situation. This test is currently done internationally. The US Medical Schools believe that the SJT holds promise as a potential tool for identifying applicants who have strong interpersonal and intrapersonal skills.

- I. Dr. Quillen's presentation can be found on the [Faculty Council website](#).

5. Announcements – Dr. Laurence Solberg

- a. The Council was reminded that nominations for the Lifetime Achievement Awards will open in January 2016. A description of this award is on the [Faculty Council website](#). Nominations will be requested early in the calendar year, and can be submitted to the Faculty Council for consideration in the form of a letter detailing the nominee's contributions.
- b. 2016 marks the 60th anniversary of the COM. Events that are being planned include a Dean's Panel, a gala dinner, a faculty/ staff luncheon, commemorative pins, an anniversary history book, a branding campaign on general faculty events, and a highlight of the Lifetime Achievement honorees.
- c. Dr. B.J. Wilder, Professor Emeritus of Neurology, will be receiving the Distinguished Achievement Award at the UF graduation ceremony on December 19, 2015 at 10:30am.
- d. Faculty Enhancement Opportunity (FEO) Awards are now open for submission. Details can be found on the [Faculty Council website](#).
- e. The CTSI KL2 fellowship call for applications for junior faculty is due on December 18, 2015. Details can be found on the [CTSI website](#).
- f. The College of Medicine Administrators have requested nominations for broad interest speakers for the college, specifically focusing on leaders from other Colleges of Medicine. Nominations can be emailed directly to Dr. Marian Limacher.
- g. The COM Celebration of Research Week will be held February 22-26, 2016. The Poster Session and Reception are scheduled for Monday, February 22, 2016 from 5:30pm -8:30pm at the O'Connell Center. The research poster abstract submission deadline is at midnight on Sunday, January 10, 2016. The Keynote Speaker is Stanley Perlman, M.D., Ph.D. His seminar will be held on February 23, 2016 from 12:00pm -1:00pm and is entitled "Pathogenesis of Severe Acute Respiratory Syndrome and Middle East Respiratory Syndrome". Additional information can be found on the [Research Affairs website](#).
- h. The COM Medical Education Week Seminar Series will be held March 14-18, 2016. The seminars will be held daily from 12:00pm-1:00pm.
- i. The President of the American Medical Association (AMA), Dr. Steven Stack, is visiting UF on January 21-22, 2016. Dr. Stack will be attending an Alachua County Medical Society meeting one evening that is open to all faculty. He will also be presenting at an Emergency Medicine Grand Rounds that faculty can attend. Council members were asked to send suggestions for additional meetings with Dr. Stack to the Council Officers who will propose them to the Dean.

6. Faculty Support Network – Dr. Laurence Solberg

- a. The Faculty Resource webpage was shared with faculty at the State of the College Address on November 23, 2015. The website has helpful information for new and current faculty members. Dr. Solberg urged the Council members to present the website at their faculty meetings.

7. Revisions to Faculty Council Bylaws – Dr. Laurence Solberg

- a. The Council was asked to watch for the email ballot that will be sent out soon to vote on

approval of the changes to the bylaws.

8. College of Medicine “Faculty Club” – Dr. Laurence Solberg
 - a. The next Virtual COM “Faculty Club” will be held at the Blue Gill restaurant on January 28, 2016 from 5pm-7pm. The Departments invited to this Faculty Club are Neurology, Aging, Surgery, the School of Physician Assistant Studies, and the Divisions of Nephrology, General Internal Medicine, and Endocrinology. The Faculty Council representatives were encouraged to attend.

9. Benefits – Dr. Laurence Solberg
 - a. There has been discussion with the Dean regarding benefits, particularly the limit of 352 vacation hours allowed for roll-over into the next year.
 - b. There has also been discussion regarding alternate retirement options. Dr. Limacher indicated that it may be easier for faculty to have a discussion with their Chair about reducing their effort rather than retiring and attempting to get re-hired part-time.
 - c. The Faculty Forward survey will be coming out Spring 2016, which is a good place to voice any concerns regarding benefits or other issues.

10. Gator Care Working Group – Dr. Laurence Solberg
 - a. Five members of the Faculty Council will now serve on the Gator Care Advisory Council to include Dr. Frank Bova, Dr. Alice Rhoton-Vlasak, Dr. David Quillen, Dr. Judith Lightsey, and Dr. Stacy Beals. This will allow the Faculty Council to have more direct input on how decisions are made about Gator Care such as the plans, premiums, etc.

11. Wellness Program – Dr. Laurence Solberg
 - a. Gator Care wants to institute a Wellness Program to encourage improvement in health, physical fitness, preventive care, immunizations, smoking cessation, etc. They hope to encourage participation in the program by rewarding points to people who meet specific milestones and working on a redemption system for the awarded points. They are looking for ideas of what rewards to offer. The Dean suggested a blue parking pass or its equivalent. It was also suggested that a list of rewards could be provided for people to choose from, for instance, a price reduction for Baby Gator or season tickets to the Gator games.

12. Faculty Forward Survey – Dr. Laurence Solberg
 - a. Dr. Limacher requested input from faculty for questions pertaining to current issues within the College of Medicine to be included in the upcoming Faculty Forward survey. The Council has been soliciting questions and has also provided possible questions to include perception of faculty appreciation and value from chairs/UF administration, burn-out, child care, parking, benefits, mentoring, food services, etc.

13. Junior Faculty Development – Dr. Laurence Solberg
 - a. The Council Officers had a discussion with Dr. Limacher about instituting a Junior Faculty Development/Junior Faculty Leadership Course for mentorship, leadership training, and mid-career training. Dr. Limacher thought it was a very good idea. This will be discussed with Human Resources and the administrators of the current College of Medicine Leadership Development Program. The goal is to create a curriculum that would be more specific to the fundamentals of leadership for junior and mid-level faculty.

14. Dr. Laurence Solberg adjourned the meeting at 6:01pm.

The next Faculty Council Meeting will be held Tuesday, January 5, 2016 @ 5PM in Room R1-106.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Steven Swarts.