

Minutes of the February 2016 Faculty Council Meeting
Tuesday, February 2, 2016, 5 PM
R1-106 Conference Room

Officers Present:

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

Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

Past-Past President- David Quillen

Advisor – Frank Bova

Department Representatives Present:

Thomas Buford – Aging & Geriatric Research
Maria Zajac-Kaye – Anatomy
Albert Robinson, III – Anesthesiology
Robert Cook – Epidemiology
Francois Modave – Health Outcomes & Policy
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology
Jake Streit– Neuroscience
Qihong Li – Ophthalmology

Rodrigo Silva – Otolaryngology
Elizabeth Brownlee – PA School
Bryon Petersen – Pediatrics
Brian Law – Pharmacology & Therapeutics
Peter Sayeski – Physiology
Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology
Bob Feezor – Surgery
Victoria Bird - Urology

Department Representatives Absent:

Thomas Yang – Biochemistry & Molecular Biology
Arlene Naranjo – Biostatistics
David Quillen – CHFM
Ann Church – Dermatology
Thomas Payton – Emergency Medicine

John Hiemenz-Medicine
Emily Weber LeBrun – Obstetrics & Gynecology
Robert Matthias – Orthopaedics & Rehabilitation
Larry Fowler – Pathology
Suzanne Mastin – Radiology

Invited guest:

Timothy C. Flynn, M.D., Senior Associate Dean for Clinical Affairs, UF College of Medicine, Chief Medical Officer, UF Health Shands Hospital

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00 PM. The January Faculty Council meeting minutes were approved.
2. Introduce new department representatives – Dr. Laurence Solberg
 - a. None noted.
3. Executive Committee report – Dr. Laurence Solberg
 - a. Dr. Solberg briefed the council on the [Executive Committee meeting](#) from January.
4. Curriculum Committee and Advisory Board (PhD Program) – Dr. Peggy Wallace
 - a. Dr. Wallace provided the following updates on the College of Medicine [Curriculum Committee](#):

- 1). This year's fourth-year students will be the first class graduating with the newly integrated curriculum.
 - 2). The list of competencies was revised down from a list of 107 to 30. Dr. Wallace will notify the committee once these are posted online. She reiterated that instructors should refer to which competencies are being taught in their syllabi and lectures.
 - 3). Within the next year or so, medical student courses will be migrating to Canvas; the calendar is going to migrate to Ilios; and patient logs will integrate to New Innovations.
 - 4). The Committee is creating an Abnormal Findings List to be used as a guide for all graduating students. The goal is to have them understand how to diagnose particular conditions, which if missed, would have a very significant impact.
- b. Dr. Wallace also provided the following updates on the PhD Program Advisory Board:
- 1). The [Interdisciplinary Program in Biomedical Sciences](#) (IDP-BMS) will have their final round of interviews on February 7-9, 2016.
 - 2). The new Office of Biomedical Research Career Development Office is open for graduate students and post-docs and is located in Room CG-72 (where the Harrell Center was formerly located). This office is funded through both the CTSI and the Vice President's office.
 - 3). [Graduate Student Appreciation Week](#) will be March 28-April 1, 2016.
 - 4). Every year, there is a Statewide Graduate Student Research Symposium and this year's event will be hosted at the University of Florida on April 22, 2016.
5. GatorCare Working Group Update – Dr. Alice Rhoton-Vlasak
 - a. Medical insurance deductibles will be slightly higher in the coming year.
 - b. There will now be a drug deductible on Tier 2, 3 and 4 drugs.
 - c. The copay for Emergency Room visits has increased to \$150 per visit.
 - d. UF Health purchased the Emergency Physicians Medical Center, managed by Dr. Steven Yucht, located on Tower Road.
 6. COM Promotion and Tenure Oversight Committee – Dr. Laurence Solberg
 - a. The Council received approval to form this committee last year and plans to work with the Dean over the next couple of months to appoint the Chair and assemble the committee.
 7. COM Compensation Committee – Dr. Peter Sayeski
 - a. In response to a request during last month's Faculty Council meeting, Dr. Sayeski requested copies of the various departmental Compensation Plans from Dr. Kevin Behrns, Chair of the Compensation Committee. These are available to anyone who wants to see them in terms of how compensation is defined, benefits, etc.
 - b. Jeremy Sibiski, Associate CFO, COMDO Financial Services, presented at the last Compensation Plan Committee meeting and stated that approximately 1% of faculty may have their salaries cut for failure to meet the metrics defined in the Compensation Plan. The actual numbers will be reported at next month's meeting.
 8. Executive Fiscal Advisory Committee Report – Dr. Laurence Solberg
 - a. The minutes and supporting materials from the January EFAC meeting were distributed to the Council. The meeting provided an overview of the UFCOM financial reports and Billing/Accounts Receivable charges for the month ending October 2015, as the November

and December EFAC meetings were cancelled.

9. Announcements – Dr. Laurence Solberg

- a. The Council was reminded that nominations for the Lifetime Achievement Awards will be accepted until February 26, 2016. A description of this award is on the [Faculty Council website](#). The candidates will be voted on at the March 1 Faculty Council meeting.
- b. Nominations for the [2016 David A. Paulus, MD Award for Clinical Excellence](#) are being accepted now through March 2. A nominating letter, the nominee's CV, and two supporting letters should be sent to Dr. Marian Limacher at: marian.limacher@medicine.ufl.edu.
- c. 2016 marks the 60th anniversary of the COM. Events that are being planned including a Dean's Panel and gala dinner scheduled for September 8; and a faculty/staff luncheon scheduled for September 9 to be held in conjunction with the College of Nursing with an inter-professional theme. Other plans include creating a commemorative pin, an anniversary history book, and a highlight of the Lifetime Achievement honorees.
- d. Faculty Enhancement Opportunity (FEO) Awards are now open for submission and are due to Dr. David Quillen by February 17. Details can be found on the [Faculty Council website](#).
- e. 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 Keynote Speaker, Stanley Perlman, M.D., Ph.D, will present his seminar entitled "Pathogenesis of Severe Acute Respiratory Syndrome and Middle East Respiratory Syndrome" at 12:00pm on February 23, 2016. Additional information can be found on the [Research Affairs website](#).
- f. 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.
- g. The Faculty Forward survey has been emailed to all COM faculty. Council members were asked to encourage faculty in their departments to participate in the survey, which takes less than 15-20 minutes to complete. The survey will be open through the first part of March.

10. Update on requested changes to duties and scope of the COM Ombuds position – Dr. Laurence Solberg

- a. A revised proposal for the COM Ombuds position was sent to the Human Resources office on campus, with a change in wording that specifically states that this position would not interfere with the university grievance process. Additional updates will be provided to the Council once a response is received from HR.

11. Valuing Faculty Town Hall meetings – Dr. Laurence Solberg and Dr. Peggy Wallace

- a. The Chair's Working Group on Valuing Faculty plans to conduct Town Hall meetings with faculty members to listen to their suggestions and determine what issues need to be addressed. At least two meetings will be held for tenured and non-tenured faculty sometime during the Spring-Summer of 2016, following the receipt and compilation of the results of the Faculty Forward survey.

12. Invited presentation: Joint Commission Survey Findings– Dr. Timothy Flynn

- a. Dr. Flynn presented data from the most recent Joint Commission Survey of UF Health Shands Hospital held in September of 2015. The Joint Commission (TJC) has been designated by the Center for Medicare & Medicaid Services (CMS) to certify hospitals in order for them to continue receiving funds from Medicare and Medicaid. Without accreditation from the Joint Commission or a similar organization, hospitals are at risk of losing their ability to receive

those funds. TJC Surveys occur every 3 years with teams that are comprised of doctors, nurses and laboratory technicians that inspect hospitals to determine if they are adhering to pre-determined standards of care.

b. TJC cited the following “Condition Level Findings”, which are the most critical:

- 1). Decontamination and transport of used instruments
- 2). Expired supplies
- 3). Equipment cleanliness

These findings required a re-visit within 45 days and all findings were cleared at that time.

c. TJC also cited the following “Findings”:

- 1). Dating/timing of all medical record entries
- 2). Consents
- 3). Pain assessment and reassessment
- 4). Orders: titrating medications, restraints, prn medications
- 5). Surgical masks
- 6). Gowns (Personal Protective Equipment)
- 7). Immediate pre-sedation assessments
- 8). Medication “use by” date/time on the label

The plan for these findings included:

- 1). Re-education of staff
- 2). Audits/observations in progress to monitor compliance
- 3). Evidence of compliance must be submitted to TJC in February 2016.

d. UF Health Shands Hospital was one of the 5% of hospitals surveyed by TJC that was selected for a Validation Survey by CMS, which was conducted on September 8-11, 2015. The hospital was found to be in compliance with all Medicare Conditions of Participation based upon accreditation by TJC.

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

The next Faculty Council Meeting will be held Tuesday, March 1, 2016 @ 5PM in Room R1-106.

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