

Minutes of the June 7, 2016 UF COM Faculty Council Meeting

Officers Present:

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

Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

Advisor – Frank Bova

Past-Past President- David Quillen

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Research
Maria Zajac-Kaye – Anatomy
Arlene Naranjo – Biostatistics
Tanya Anim – CHFM
John Hiemenz – Medicine
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Qihong Li – Ophthalmology
Robert Matthias - Orthopaedics & Rehabilitation

Rodrigo Silva – Otolaryngology
Jason Fromm – PA School
Larry Fowler – Pathology
Bryon Petersen – Pediatrics
Brian Law and Edgar Rodriguez –
Pharmacology & Therapeutics
Peter Sayeski – Physiology
Suzanne Mastin – Radiology
Victoria Bird - Urology

Department Representatives Absent:

Sonia Mehta – Anesthesiology
Thomas Yang – Biochemistry & Molecular Biol.
Ann Church – Dermatology
Thomas Payton – Emergency Medicine
Robert Cook – Epidemiology
Francois Modave– Health Outcomes & Policy

Meredith Wicklund - Neurology
Jada Lewis – Neuroscience
Emily Weber LeBrun - Obstetrics & Gynecology
Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology
Bob Feezor – Surgery

Invited Guests: David Winchester, M.D., Assistant Professor, Division of Cardiovascular Medicine, Department of Medicine; Lauren Solberg, J.D. (new president-elect), Assistant Professor and Program Director in the Program in Bioethics, Law and Medical Professionalism in CHFM

Minutes:

1. President Laurence Solberg called the meeting to order at 5:00 PM. The May Faculty Council meeting minutes were approved.
2. Introduction of new and current department representatives – Dr. Laurence Solberg
 - a. Dr. Yi Qiu (Anatomy and Cell Biology)
 - b. Dr. Sonia Mehta (Anesthesiology)
 - c. Dr. Tanya Anim (Community Health & Family Medicine)
 - d. Dr. Lizi Wu (re-elected for Molecular Genetics & Microbiology)
 - e. Dr. Rodrigo Silva (re-elected for Otolaryngology)
 - f. TBA (Pathology, Immunology and Laboratory medicine)
 - g. TBA (Psychiatry)
 - h. Dr. Jose Trevino (Surgery)
 - i. Dr. Jason Fromm (PA Program)
3. Executive Committee report – Dr. Peggy Wallace summarized the College of Medicine [Executive Committee meeting](#) from May.
 - a. Dr. Sonal Tuli, Chair of Ophthalmology – ELAM (AAMC program for women faculty in colleges of medicine). Her project: study women faculty at UF COM. Report: 15-20% of faculty here are women, assistant professor ranks on par with peer institutions, but we have a lower percentage of women in associate professor/professor ranks; US graduating 1:1

(women:men), but incoming and current interns/residents at UF are closer to 1:1.5 - 1:2 (women:men). Dr. Tuli will be invited to give her full presentation to Faculty Council.

- b. Jeremy Sibiski (new Executive Director of Finance and Administration in COM) presented the finance report: COM is \$1.1 million over what was budgeted for the latest reporting period; he will be improving operations to better coordinate fiscal and HR functions, for example bringing HR staff from East Campus to main Campus, and making improvements to IT systems.
- c. Dr. Robert Hromas was awarded a spot in the AAMC Council of Deans Scholarship program.
- d. Raising Hope at Work summer fund raising effort is underway. Raising funds for neuro and cardio programs (new towers), and college of medicine education program.
- e. Faculty Forward Survey data has been analyzed and Dr. Limacher presented the data. We and the administration will be using the information from the survey (and an upcoming Qualtrics open-comment survey) for structuring questions at upcoming Faculty Town hall meetings. Dr. Limacher will be invited to present the findings at a Faculty Council meeting.
- f. Policy is in place mandating that mentors be assigned to new faculty; policy stipulates tenure track faculty but the intent is for all new faculty. There are also mentor evaluation forms available. <http://facultyaffairs.med.ufl.edu/faculty-resources/mentoring/>

4. Curriculum Committee & Advisory Board (PhD Program) updates – Dr. Peggy Wallace

- a. Dr. Wallace provided the following updates on the PhD Program Advisory Board:
 - 1) A Town Hall meeting was held on May 23, 2016 that discussed the report and recommendations of the UF Health Graduate Education Committee. This committee, chaired by Dr. Henry Baker, was charged by Dr. David Guzick and Dr. Thomas Pearson to “identify a path to enhance the bench-top graduate programs at the UF Health Science Center colleges with the goals of attracting and matriculating a world-class student body and giving them a world-class graduate education preparing them to meet societal needs now and into the future.” The committee’s recommendations included the following, and Dr. Baker will be invited to present this at Faculty Council as well:
 - The Interdisciplinary Program (IDP) will now be referred to as the Graduate Program in Biomedical Sciences (GPBS).
 - The concentrations will be administered through the individual Basic Science departments, but will remain interdisciplinary to allow students the freedom to change tracks during the program if desired, and to maintain the interdisciplinary/interdepartmental nature of supervisory committees.
 - A marketing professional will be hired to help strengthen the program.
- b. The Vice President’s office, along with support from the CTSI, recently established the UF Health Office of Biomedical Research Career Development. The office is on the ground floor of the Communicore Building in Room CG-72 where the Harrell Center was formerly located. The office provides support for training grants (table data), and provides career development opportunities for graduate students and eventually also post-docs.
- c. Dr. Wallace also provided the following updates from the [COM Curriculum Committee](#) (minutes at <http://education.med.ufl.edu/medical-students/curriculum/curriculum-committee/minutes/>):
 - 1) The Oral Maxillofacial Surgery Program is being developed in Gainesville and Jacksonville. This will enable dentists (DDS and DMD) to earn an MD degree and therefore qualify for Oral Maxillofacial Surgery fellowships.
 - 2) A new Step 1 policy has been instated that requires medical students to complete the Step 1 Exam on or before the Sunday immediately prior to the start of clinical rotations or clerkships. Students can apply for exceptions based on extraordinary circumstances such as medical or personal issues.

- 3) Students cannot graduate until they've passed both parts of the Step 2 Exam, and they have to pass Step 1 within one year of the end of the pre-clerkship curriculum.
- 4) The following new fourth year medical electives were approved:
 - Pediatric Palliative Hospice Medicine
 - First Response Emergency and Disaster Planning
 - Global Health Haiti
 - Local Global Health Equity Seminar Series
- d. Dr. Laurence Solberg will be the new Faculty Council representative for the Curriculum Committee as of next month, replacing Dr. Peggy Wallace.
5. GatorCare Working Group Update – Dr. Laurence Solberg
 - a. The Faculty Council will be emailing a short survey to COM faculty in a couple of weeks to gather their input about GatorCare.
6. COM Promotion and Tenure Oversight Committee – Dr. Laurence Solberg
 - a. Drs. David Quillen, Jean Cibula, and Francois Modave will serve on this committee. This group will soon meet with Dr. Marian Limacher to discuss the Promotion & Tenure process.
7. COM Compensation Committee – Update on selection of representatives:
 - a. Dr. Gregory Christman (OB/GYN) and Dr. Thomas Payton (Emergency Medicine) volunteered and were selected as representatives on this committee and will provide periodic updates to the Faculty Council.
 - b. Dr. Peter Sayeski provided the following updates from the meeting held in May:
 - 1) The committee voted in favor of components of the OB/GYN compensation plan that were proposed by Chair Dr. Stan Williams.
 - 2) Faculty members in Interventional Radiology proposed a compensation plan for their Division that will be further discussed at the next meeting.
8. EFAC – Dr. Jean Cibula - no update.
9. Announcements – Dr. Laurence Solberg
 - a. Election of new department faculty representatives for Faculty Council will be held soon (to be elected by the faculty of the department, not appointed by chair). New representatives need to be elected before the new council year begins on July 1. Dr. Solberg will email the pertinent department chairs, and representatives rotating off should also remind their chairs to ask for nominations and setup an election. New or renewing representatives thus far: Lizi Wu (Molecular Genetics & Microbiology), Tanya Anim (CHFM), Rodrigo Silva (Otolaryngology); update from department representatives on replacements/renewals at June meeting.
 - b. 2016 marks the 60th anniversary of the COM. Events that are being planned include 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, a highlight of the Lifetime Achievement honorees, and reflections from the past from longtime and emeritus faculty in the COM.
 - c. Refer to the Faculty Support Resource page at: <http://facultycouncil.med.ufl.edu/faculty-information/faculty-support-resources/>. Any suggestions for additional topics/information for the webpage can be forwarded to Dr. Alice Rhoton-Vlasak for updating by fall.
 - d. The deadline for faculty to submit their Chair evaluations was extended several days through

June 8, at the request of Epidemiology faculty who were out of town at the close of the survey. The information provided in the surveys will now be compiled, summarized, and anonymized by Drs. Laurence Solberg and Quillen and forwarded to the Dean for review.

10. COM Ombuds position – Dr. Laurence Solberg and Dr. Peggy Wallace
 - a. The proposal for the COM Ombuds position was approved. The Faculty Council representatives on the search committee are Drs. Laurence Solberg, Alice Rhoton-Vlasak, Emily Weber-LeBrun, and Peter Sayeski. The Faculty Council submitted to the Dean the recommendation of Dr. Robert Hromas (Medicine) as Department Chair for the committee. Once that is approved, the committee can meet, elect a chair, and be charged.
11. Election of a new Faculty Council President-Elect – Dr. Laurence Solberg
 - a. The election of a new Faculty Council President-Elect was held in May. One candidate was unanimously elected, Lauren Solberg, J.D. Lauren is an Assistant Professor and Program Director in the Program in Bioethics, Law and Medical Professionalism in the department of Community Health and Family Medicine.
12. Valuing Faculty Town Hall meetings – Dr. Laurence Solberg
 - a. The Chair's Working Group on Valuing Faculty suggested conducting Town Hall meetings with faculty members to determine what issues need to be addressed and listen to suggestions. The dates and times for these meetings are to be determined. In the interim, the Faculty Council is providing an additional opportunity for anonymous comments/suggestions about this or other concerns prior to these Town Hall meetings through a Qualtrics survey platform that will provide a comment box to enter any additional information or questions.
13. Florida Medical Association – Dr. David Winchester
 - a. Dr. Winchester is a faculty member in the Department of Medicine, Division of Cardiovascular Medicine, and is the current President of the [Alachua County Medical Society](#) (ACMS). The ACMS holds monthly board meetings and monthly dinner meetings during the academic year that focus on relevant topics such as medical errors, HIV, etc. He noted that the Dean's Office will reimburse COM faculty members 50% of the ACMS membership dues each year.
 - b. The AMCS needs 25 delegates to attend the upcoming [Florida Medical Association Annual Meeting](#) to be held July 29-31, 2016 at Disney's Yacht & Beach Club Resort in Orlando. Of note, the Dean's Office also pays the FMA membership dues for COM faculty members.
 - c. The FMA Annual Meeting focuses on policies/health policies at the state level. The topics range from medical marijuana to vaccinations to reimbursements. Resolutions are brought up by specialties from counties across the state. There are discussions about what will be policies in the FMA, what will be legislative priorities, and what our lobbyists will then take to Tallahassee for the spring legislative session to pursue there.
 - d. In terms of the policies, there are reference committees that break into discussion of education, economics, legislation, etc. Attendees can attend whatever breakout sessions they prefer. CME credit is provided.
 - e. The keynote speaker at this year's FMA Annual Meeting will be Kevin Pho, M.D., otherwise known as [KevinMD](#), who is one of the more prominent physicians that participates in social media online.
 - f. Dr. Winchester can be contacted directly for further information regarding the ACMS or the upcoming FMA Annual Meeting.
14. New Hospital Staff Bylaws – Dr. Peggy Wallace

- a. Concerns were raised by a Council member about the restrictiveness of the proposed Hospital Staff bylaws, and voting methods. The Council will check into this further to determine a course of action.

15. Need for nominations to the Promotion and Tenure Committees – Dr. Peggy Wallace

- a. The COM Dean's Office has asked for nominations for this year's Promotion and Tenure Committees. Council members were asked to bring this information to their departments and/or consider volunteering. Nominations can be sent to Dr. Wallace or Dr. Solberg who will forward them to Dr. Limacher's Office.
 - 1) The Tenure Track Committee will need an Educational Specialist, Basic Scientist, Full Professor, to replace Dr. Colin Sumners (by vote of the faculty) in summer 2016.
 - 2) The Mission Track Committee will need an Educational Specialist, Clinician, Full Professor, to replace Dr. William Winter; a Clinician, Full Professor to replace Dr. MaryBeth Horodyski; a Clinician, Associate Professor to replace Dr. David Quillen; and a Basic Scientist, Associate Professor, to replace Dr. Brian Law (all by vote of the faculty) in summer 2016.

16. A plaque was presented to Dr. Solberg in appreciation for his service as President of the Faculty Council for the past 18 months.

17. Dr. Peggy Wallace adjourned the meeting at 6:00pm.

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

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