

## Minutes of the July 5, 2016 UF COM Faculty Council Meeting

### Officers Present:

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

Past President – Laurence Solberg  
Secretary – Steven Swarts

### Officers Absent:

Advisor – Frank Bova

Treasurer – Jean Cibula

### Department Representatives Present:

Yi Qiu – Anatomy  
Albert Robinson, III – Anesthesiology  
Tanya Anim – CHFM  
Lizi Wu – Molecular Genetics & Microbiology  
Gregory Murad – Neurological Surgery  
Jada Lewis – Neuroscience  
Emily Weber LeBrun - Obstetrics & Gynecology

Robert Matthias-Orthopaedics & Rehabilitation  
Larry Fowler – Pathology  
Peter Sayeski – Physiology  
Richard Holbert – Psychiatry  
Judith Lightsey – Radiation Oncology  
Suzanne Mastin – Radiology

### Department Representatives Absent:

Kimberly Sibille – Aging & Geriatric Research  
Thomas Yang – Biochemistry & Molecular Biol.  
Arlene Naranjo – Biostatistics  
Ann Church – Dermatology  
Thomas Payton – Emergency Medicine  
Robert Cook – Epidemiology  
Francois Modave– Health Outcomes & Policy  
John Hiemenz – Medicine

Meredith Wicklund - Neurology  
Qihong Li – Ophthalmology  
Rodrigo Silva – Otolaryngology  
Jason Fromm – PA School  
Bryon Petersen – Pediatrics  
Brian Law – Pharmacology & Therapeutics  
Jose Trevino – Surgery  
Victoria Bird - Urology

**Invited Guests:** Brian Berryman, MBA, Assistant Director, UFCOM Administrative Affairs

### Minutes:

1. President Peggy Wallace called the meeting to order at 5:00 PM. The June Faculty Council meeting minutes were approved.
2. Introduction of new and current department representatives – Dr. Peggy Wallace – no new representatives noted.
3. Executive Committee report – Dr. Peggy Wallace summarized the College of Medicine [Executive Committee meeting](#) from June.
  - a. Dr. Good introduced the new Deputy General Counsel for UF Health, Andrei Boyarshinov, and the new Senior University Counsel for Health Affairs, Bill Young, who is based in Jacksonville. He also introduced Andrew Eisman, who is a new lawyer in the Contract's office.
  - b. Dr. Steve Nadeau reminded faculty members about the [VA Career Development Awards](#), which are similar to K Awards. These awards are intended for clinicians and non-clinicians and will cover approximately 75% of salary for 5 or more years. It is not necessary to continue working for the VA following participation in the program. The funding rate is 20 to 25%, which is a little higher than the NIH. Questions about the program can be directed to Dr. Nadeau.
  - c. Dr. Good announced that Jeremy Sibiski was named Executive Director of Finance and Administration for the UFCOM after a national search that included more than 100 candidates. This is a new position that will merge the human resource and financial functions under one leader. Jeremy was previously the Director of Budget and Financial Analysis for the UFCOM.

He presented the financial report at this meeting. Dr. Wallace suggested having him attend an upcoming Faculty Council meeting to share his goals for the college.

- d. Dr. Stan Williams gave an update on the OB/GYN department. He mentioned that as of last year, 8.7% of graduating UF medical students chose OB/GYN as their specialty compared to the national average of 5%.
- e. Dr. Limacher presented the initial review of the Faculty Forward Survey results. She provided packets to each chair that contained their specific departmental results and will also be emailing it to them. The overall data will be uploaded onto the UF Bridge at: <https://bridge.ufhealth.org/groups/com-faculty-forward-data-reports/> and can be accessed only with Gatorlink credentials. The UFCOM in Jacksonville did not participate in this survey as was done in 2011. The data was compared to 26 other Colleges of Medicine (using the same survey since 2013) along with four peer institutions that were chosen by the UFCOM, which were the University of Arkansas, the University of Cincinnati, the University of South Florida and the University of Virginia. Dr. Limacher will present these findings to the Faculty Council in September. A few of the results are listed below:
  - 1) The overall satisfaction with the work environment at UF is 69% compared to 59% at our peer institutions.
  - 2) Faculty noted that they would like to see improvements in benefits and compensation, the clinical practice, growth opportunities for faculty, and College of Medicine governance. The Dean plans to develop actionable items to address these concerns.
  - 3) It has become evident, partly through this survey, that a few faculty members are inadvertently being compensated less than 20% of the AAMC salary benchmarks. Therefore, a faculty salary equity survey will be administered soon to find the discrepancies and make the appropriate adjustments.
  - 4) The availability of parking is becoming an increasing issue. The question was raised as to whether or not there may be opportunities to influence decisions on parking planning and cost and if there are plans to build new parking garages. Scott Fox from the Parking & Transportation office may be invited to an upcoming meeting to discuss parking issues and planning.

4. Curriculum Committee & Advisory Board (PhD Program) updates – Dr. Peggy Wallace  
a. Dr. Wallace provided the following updates from the PhD Program Advisory Board:

- 1) Out of the 26 PhD programs throughout the Health Science Center (HSC), about one-fourth of the students are in the COM program. In an effort to raise national rankings and attract the highest level of students, the UF Health Graduate Education Committee has proposed the following changes to the program:
  - The Interdisciplinary Program (IDP) will now be referred to as the Graduate Program in Biomedical Sciences (GPBS). This will help solve confusion with the new program at the National Institutes of Health (NIH) called the IDP, which is a self-study for PhD students.
  - 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. This will make the program become more focused in terms of the administration, but it will be more direct.
  - A marketing professional will be hired to help strengthen the program including bringing the online resources up to date and doing the footwork for recruiting.

- A system may be put in place that allows students to select a mentor up-front without necessarily having to go through the rotation process. This is permitted in other top programs around the nation and may help with recruiting efforts.
  - There may be Graduate Certificate programs developed for students who want to go into a particular specialty.
- 2) Dr. Henry Baker, Chair of the UF Health Graduate Education Committee, discussed these recommendations at a recent Town Hall meeting. These changes may go into affect as early as this fall. Dr. Baker will likely discuss this at an upcoming Faculty Council meeting and additional information will be provided online at:  
<http://idp.med.ufl.edu/>.
- b. No updates were noted for the Curriculum Committee. The minutes can be found at:  
<http://education.med.ufl.edu/medical-students/curriculum/curriculum-committee/minutes/>.
5. GatorCare Working Group Update – Dr. Peggy Wallace
- a. A Faculty Council Qualtrics Survey about GatorCare was sent out on June 20 and closes on July 10. The data will be analyzed prior to the August Faculty Council meeting that Dr. Jill Sumfest, Medical Director of GatorCare, will be attending.
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 – no update.
8. EFAC – no update.
9. Announcements – Dr. Peggy Wallace
- a. 2016 marks the 60<sup>th</sup> anniversary of the COM. Events that are being planned include three Grand Rounds presentations and Panel Discussions with visiting Deans on September 8 and a COM faculty and students celebration from 11:00am – 2:00pm on September 9. Details about events and resources (e.g. videos and book) are forthcoming.
- b. The Faculty Support Resource page (<http://facultycouncil.med.ufl.edu/faculty-information/faculty-support-resources/>) is being updated. Suggestions for topics or websites to add can be forwarded to Dr. Alice Rhoton-Vlasak.
- c. Chair evaluation data is being compiled and summarized by Drs. Laurence Solberg and David Quillen to be presented to the Dean for his review.
- d. The Faculty Council will now email its minutes to all COM faculty, once approved and finalized.
- e. Florida Physician magazine is now digital with an iPad app:  
[http://floridaphysician.med.ufl.edu/ipad-app/?utm\\_source=enews&utm\\_medium=email&utm\\_campaign=Florida%20Physician/](http://floridaphysician.med.ufl.edu/ipad-app/?utm_source=enews&utm_medium=email&utm_campaign=Florida%20Physician/)).
10. COM Ombuds position – Dr. Peggy Wallace
- a. The members of the Ombuds Search Committee have been selected. Dr. Robert Hromas agreed to serve as the Department Chair on the committee and the Faculty Council representatives on the committee are Drs. Laurence Solberg, Alice Rhoton-Vlasak, Emily Weber-LeBrun, and Peter Sayeski. The search to fill the Ombuds position can begin once the committee meets, elects a chair, and receives their charge.
11. Promotion and Tenure Committees – Dr. Peggy Wallace
- a. Dr. Limacher will soon be emailing a ballot for the faculty to elect the new Promotion and

Tenure Committee members. Nominations should be forwarded to Dr. Limacher as soon as possible.

12. Valuing Faculty Town Hall meetings – Dr. Peggy Wallace

- a. Dates and times for the meetings will be determined soon, likely to be in August. In the interim, the Faculty Council is providing an additional opportunity for anonymous comments/suggestions about this or other concerns through a Qualtrics survey platform that is open until June 30. This data will be discussed at the Town Hall meetings, in addition to the Faculty Forward Survey data.
- b. Of note, the Faculty Forward data will be posted online and Dr. Limacher will be invited to present the data at a future Faculty Council meeting.

13. Retirement investments and fees, etc. – Brian Berryman

- a. The Council invited Brian to this meeting to clarify the yearly fees currently charged by the State of Florida/Division of Retirement.
  - 1). Brian stated that beginning on July 1, 2015, the State of Florida/Division of Retirement began charging yearly fees for each Optional Retirement Program (ORP) account. The fees vary slightly depending on the particular provider, but typically range from \$50-75 per year, per ORP account. Employees can minimize this effect by having optional contributions set-up through Tax-Deferred Annuity (TDA) accounts rather than ORP accounts.
  - 2). Additional information regarding these fees can be found at:  
[http://www.dms.myflorida.com/workforce\\_operations/retirement/optional\\_plans/state\\_university\\_system\\_optional\\_retirement\\_program/susorp\\_products\\_fees\\_returns\\_and\\_company\\_information](http://www.dms.myflorida.com/workforce_operations/retirement/optional_plans/state_university_system_optional_retirement_program/susorp_products_fees_returns_and_company_information).
  - 3). Mutual fund products for the State University System ORP can be found at:  
[https://www.rol.frs.state.fl.us/forms/Mutual\\_Funds.pdf](https://www.rol.frs.state.fl.us/forms/Mutual_Funds.pdf).
- b. Brian checked into a few other benefits that could be offered to COM faculty members and asked for feedback from the Council as to whether or not they think that faculty would be interested. He suggested the following options:
  - 1). ID Shield - identity theft prevention
    - ID monitoring and restoration services through Kroll licensed private investigators
    - Cost to faculty members would be \$2.00 per month for individual and \$4.00 per month for family when employer-paid (eligible family members include spouse and children up to age 26)
    - Employees could also privately sign-up for LegalShield at a group rate offering for \$15.95 per month for family coverage, but would be employee-paid
  - 2). “Umbrella” insurance – extra liability insurance
    - Provides asset protection beyond typical car/homeowners/liability coverage
    - Coverage levels range from \$1M - \$10M for general liability and \$1M for Uninsured/Underinsured motorists
    - Cost can range from \$28/month to \$105/month as a voluntary, employee-paid benefit (Chubb Insurance was noted to have the best quote for the value)
    - A minimum of 140 participants would be required
    - The price would drop approximately 10% if offered as an employer-paid benefit

- No underwriting restrictions
- Would cover employee, spouse/domestic partner, and children under the age of 25 (only for residents of the same household)

c. The Council felt that the COM faculty would be interested in learning more about these benefits and they thanked Brian for the effort he put forth researching these options.

14. New faculty orientation (UF-wide) – Dr. Peggy Wallace

a. An orientation for all new UF faculty will be held August 17-18 at Emerson Alumni Hall. The COM Office of Faculty Affairs and Professional Development created a Faculty Onboarding document, which is posted on the Faculty Council website. Per a suggestion by Dr. Alice Rhoton-Vlasak, a system to provide Health Science Center tours for new faculty is being developed. Those who want to volunteer should contact the Faculty Council officers or Dr. Limacher.

15. Dr. Peggy Wallace adjourned the meeting at 6:06pm.

The next Faculty Council Meeting will be held Tuesday, August 2, 2016 @ 5PM in MSB Room M-112.

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