

Minutes of the September 6, 2016 UF COM Faculty Council Meeting

Officers Present:

President – Peggy Wallace
President Elect – Lauren Solberg
Past President – Laurence Solberg

Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

Vice President – Alice Rhoton-Vlasak

Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Research
Yi Qiu – Anatomy
Albert Robinson, III – Anesthesiology
Tanya Anim – CHFM
Jen Schoch – Dermatology
Robert Cook – Epidemiology
Francois Modave – Health Outcomes & Policy
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology

Qihong Li – Ophthalmology
Rodrigo Silva – Otolaryngology
Bryon Petersen – Pediatrics
Brian Law-Pharmacology & Therapeutics
Peter Sayeski – Physiology
Judith Lightsey – Radiation Oncology
Suzanne Mastin – Radiology
Jose Trevino – Surgery

Department Representatives Absent:

Thomas Yang – Biochemistry & Molecular Biol.
Arlene Naranjo - Biostatistics
Thomas Payton – Emergency Medicine
John Hiemenz – Medicine
Jada Lewis – Neuroscience
Emily Weber LeBrun – Obstetrics &
Gynecology

Robert Matthias-Orthopaedics & Rehabilitation
Jason Fromm – PA School
Marco Salemi– Pathology
Richard Holbert – Psychiatry
Victoria Bird - Urology

Invited Guests: Michael Good, M.D., Dean, College of Medicine
Marian Limacher, M.D., Senior Associate Dean, Faculty Affairs & Professional
Development

Minutes:

1. President Peggy Wallace called the meeting to order at 5:04 PM. The August Faculty Council meeting minutes were approved.
2. Introduction of new and current department representatives – Dr. Peggy Wallace.
 - a. Dr. Jen Schoch will be replacing Dr. Ann Church for the Department of Dermatology.
3. Executive Committee report – Dr. Peggy Wallace summarized the College of Medicine [Executive Committee meeting](#) from August.
 - a. The COM Compensation Committee has two new co-chairs: Drs. Lucia Notterpek and Mark Scarborough.
 - b. There is an updated COM Travel Policy regarding whether to use Professional Leave or Annual Leave for certain travel, which will be posted on the Faculty Council website.
 - c. Dr. Maureen Novak presented this year's USMLE's Step 1 results. UF is back at the U.S. mean after slightly dropping last year; the current pass rate is 95%. Some of the Shelf Exams were higher than the U.S. mean. The Step 2 pass rate is at 99% and the average is well above the U.S. mean.
 - d. Dr. Marian Limacher presented the results from last year's Promotion & Tenure applications. The vast majority of our applicants were successful in both Mission and Tenure Tracks in

Gainesville and Jacksonville. A Team Science Section will be included in the packets next year to further recognize collaborative efforts.

- e. The Executive Committee minutes will now be posted on the Bridge and are accessible with Gatorlink credentials (request group membership as instructed on the web site)
4. Curriculum Committee & Advisory Board (PhD Program) updates – no updates.
 5. GatorCare Working Group Update – Dr. Peggy Wallace
 - a. The summary of Dr. Jill Sumfest’s GatorCare presentation from last month’s meeting is being finalized and will be posted on the website soon. Her presentation addressed concerns noted in the recent GatorCare faculty survey and will provide useful information for faculty.
 6. COM Promotion and Tenure Oversight Committee – Dr. Laurence Solberg
 - a. The next committee meeting will be held later this month.
 7. COM Compensation Committee Update – no update.
 8. EFAC – no update.
 9. Announcements – Dr. Peggy Wallace
 - a. The flu vaccine will be available beginning September 7. A schedule of upcoming vaccination dates can be found at: <https://bridge.ufhealth.org/flu/events>.
 - b. 2016 marks the 60th anniversary of the COM. Events that are being planned include three Grand Rounds presentations by visiting COM Deans on September 8. Dr. Joseph Kerschner, Dean of the Medical College of Wisconsin, will present “Journey from the Bench to Bedside in the Middle Ear”. Dr. Toni Ganzel, Dean of the University of Louisville School of Medicine, will present “Breakfast Dialogue on Leadership, Women in Medicine & Science”. Dr. E. Albert Reece, Dean of the University of Maryland School of Medicine, will present “Unraveling the Multi-Generational Syndrome of Diabetic Embryopathy: From Cell to Clinical Care”. They will also participate in the National Deans’ Panel discussion in the Harrell Medical Education Building Learning Studio at noon that day. The COM and College of Nursing are hosting a barbecue luncheon for faculty and students on September 9 from 11:30am – 1:30pm. Details about additional events and resources (e.g. videos and book) were sent by email.
 - c. The Faculty Support Resource page (<http://facultycouncil.med.ufl.edu/faculty-information/faculty-support-resources/>) is being updated. A new document with basic information for lab directors and new faculty who are setting up laboratories has been posted on the website. Suggestions for additional topics or websites to add can be forwarded to Dr. Alice Rhoton-Vlasak.
 - d. Chair evaluation data is being compiled and summarized by Drs. Laurence Solberg and David Quillen to be presented to the Dean for his review. Once the Dean has reviewed the information, Dr. Wallace will request feedback about the utility of the data.
 - e. The Research Matters newsletter from Research Administration & Compliance (RAC) office can be found at: <http://rac.med.ufl.edu/about-us/news/newsletter/>.
 - f. A seminar entitled “Turning Quality Improvement into Scholarly Projects”, presented by Jeffrey Winer, M.D., M.S., Assistant Professor, Department of Pediatrics, Jacksonville, will be held on September 13, 2016 from 12:00pm – 1:00pm in the Deal Boardroom, LRC – 4th floor. (will also be teleconferenced to Gainesville in Communicore, Room C3-17)
 10. COM Ombuds position – Dr. Peggy Wallace
 - a. The COM Ombuds position is open until September 15 and can be accessed at: <http://explore.jobs.ufl.edu/cw/en-us/job-498479/ombuds-college-of-medicine>.

11. Valuing Faculty Town Hall meetings – Dr. Peggy Wallace
 - a. The meeting with Assistant Professors was held on August 16, the meeting with Associate Professors was held on August 24, and the meeting with Professors was held on August 25. Comments are being summarized and will be presented to the COM administration and distributed to the Council.
12. Council members were asked to volunteer as a representative on the Search Committee for Chair of the Department of Surgery (Bryon Petersen, Ph.D.).
13. Animal Research Task Force Survey– Dr. Peggy Wallace
 - a. A personalized link to the Animal Research Task Force Survey was recently emailed to faculty. Council members were asked to remind their faculty to complete this survey if they have any opinions/suggestions about animal research facilities/policies, etc. (i.e. ACS, IACUC) Dr. Charlie Wood, Chair, COM Department of Physiology, is on this task force and has offered to meet with faculty members individually and confidentially if needed. Dr. Wood can be contacted by email at: woodc@ufl.edu.
14. Update from the Dean, College of Medicine – Michael Good, M.D.
 - a. Dr. Good discussed the recent Multiple System Outage on September 9-10 that affected computer programs including EPIC, OnBase, Amcom, Spok, wireless access connections, etc. He thanked all of those involved for managing to accomplish work as needed. Dr. Good and Ed Jimenez, CEO of UF Health Shands, plan to acknowledge everyone’s hard work during this time, and for the previous successful year.
 - b. Dr. Good has proposed a pilot plan to the UF Human Resources office regarding self funding an increase in the retirement benefits for COM faculty members. Details are forthcoming.
 - c. Dr. Good stated that there have been ongoing issues with Gator GradCare, the health benefits plan for graduate students. When students go on T32 or F31 grants, they are no longer considered employees and are therefore ineligible to participate in GatorCare. This problem is expected to be resolved by using the COBRA insurance mechanism.
 - d. Dr. Good provided information about the current Chair searches:
 - Director of the PA Program – Search Committee to be Chaired by Dr. Joe Fantone
 - Chair of Dermatology – Search Committee to be Chaired by Dr. Sonal Tuli
 - Chair of Surgery – Search Committee to be Chaired by Dr. Tim Flynn
15. Faculty Forward Survey Summary of Findings – Marian Limacher, M.D., Senior Associate Dean for Faculty Affairs & Professional Development
 - a. Dr. Limacher provided a summary of findings from the recent Faculty Forward Survey that compares UF data with a cohort of 26 medical schools (including UF), along with 4 peer institutions chosen by UF (Arkansas, Cincinnati, South Florida and Virginia). 73% of COM faculty completed the survey. Virtually all of the 2016 results are improved over the scores for UF in 2011, with the exception of compensation and benefits. Pertinent findings are listed below:
 - 69% of COM faculty are satisfied/very satisfied with the medical school as a place to work, compared to 59% of faculty at our peer schools
 - 2.9% of COM faculty plan to retire in the next 1-2 years, which is equal to faculty at our peer schools
 - 12.3% of COM faculty plan to leave UF, compared to 10.5% of faculty at our peer schools
 - 81% of COM faculty are satisfied with their jobs (cohorts within 5%)
 - 76% of COM faculty are satisfied with collegiality and collaboration at UF (cohorts within 5%)

- 73% of COM faculty are satisfied with their relationship with their supervisor (cohorts within 5%)
 - 73% of COM faculty are satisfied with promotion equality (cohorts within 5%)
 - 71% of COM faculty are satisfied with department governance (higher % than cohorts)
 - 69% of COM faculty are satisfied with the workplace culture at UF (higher % than cohorts)
 - 69% of COM faculty are satisfied with the focus on medical school mission (higher % than cohorts)
 - 65% of COM faculty are satisfied with faculty recruitment and retention (higher % than cohorts)
 - 62% of COM faculty are satisfied with the growth opportunities at UF (higher % than cohorts)
 - 56% of COM faculty are satisfied with compensation and benefits (lower % than cohorts)
 - 55% of COM faculty are satisfied with the clinical practice (cohorts within 5%)
 - 49% of COM faculty are satisfied with medical school governance (higher % than cohorts)
- b. Listed below are the top 3 items that COM faculty would want to receive if the resources were available:
- Retirement contributions
 - Parking subsidy
 - Professional development
- c. Listed below are qualitative “free text” themes:
- Work to retain talented faculty
 - Clarify and consider revisions to Promotion & Tenure guidelines
 - Address benefits
 - Increase faculty diversity and leadership diversity
 - Improve collaboration and foster relationships between departments
 - Improve the connection between faculty and leaders (seen as unresponsive and top-down)
 - Too much emphasis on RVU generation/clinical care – realign and reward effort in teaching and research
 - Improve infrastructure (e.g. IT, HR, space, IRB)
- d. Department Chairs have received the survey results for their departments. The overall data has also been uploaded onto the Bridge at: <https://bridge.ufhealth.org/groups/com-faculty-forward-data-reports/> and can be accessed only with Gatorlink credentials. To gain access to the reports, click on the “Request Membership” link. The Faculty Affairs Office Coordinator, Hamleen Gregoire, will receive an email and will approve your access to the data by effectively enrolling you in the COM Faculty Forward Data Reports Group.

16. Dr. Peggy Wallace adjourned the meeting at 6:22pm.

The next Faculty Council Meeting will be held Tuesday, October 4, 2016 @ 5PM in MSB Room M-112.

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