

Minutes of the October 4, 2016 UF Gainesville 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
Treasurer – Jean Cibula

Officers Absent:

Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Research
Yi Qiu – Anatomy
Albert Robinson, III – Anesthesiology
Arlene Naranjo – Biostatistics
Tanya Anim – CHF
Jen Schoch – Dermatology
Amanda Hicks – Health Outcomes & Policy
Lizi Wu – Molecular Genetics & Microbiology
Meredith Wicklund – Neurology
Jada Lewis – Neuroscience

Qiuhong Li – Ophthalmology
Robert Matthias-Orthopaedics & Rehabilitation
Rodrigo Silva – Otolaryngology
Jason Fromm – PA School
Brian Law-Pharmacology & Therapeutics
Peter Sayeski – Physiology
Judith Lightsey – Radiation Oncology
Suzanne Mastin – Radiology
Victoria Bird - Urology

Department Representatives Absent:

Thomas Yang – Biochemistry & Molecular Biol.
Thomas Payton – Emergency Medicine
Robert Cook – Epidemiology
John Hiemenz - Medicine
Gregory Murad – Neurological Surgery

Emily Weber LeBrun – Obstetrics & Gyn.
Marco Salemi – Pathology
Bryon Petersen – Pediatrics
Richard Holbert – Psychiatry
Jose Trevino – Surgery

Invited Guest: Sonal Tuli, M.D., Chair, Department of Ophthalmology

Minutes:

1. President Peggy Wallace called the meeting to order at 5:02 PM. The September Faculty Council meeting minutes were approved.
2. Introduction of new and current department representatives – Dr. Peggy Wallace – none noted.
3. Executive Committee report – Dr. Peggy Wallace – no updates.
4. Curriculum Committee & Advisory Board (PhD Program) updates – Dr. Laurence Solberg and Peter Sayeski
 - a. There is a plan to integrate additional thread topics throughout the courses to include Ethical, Legal & Professional Issues, Patient Quality, and Health Equity and Health Policy.
 - b. The student leave policy has been modified. The Educational Deans can approve shorter leaves for students, but the Academic Status Committee will need to approve extended leaves (greater than 6 weeks).
 - c. EKG Skills have fallen off for the third year, so this is going to be corrected.
5. GatorCare benefit Design Workgroup 3 Update – Dr. Alice Rhoton-Vlasak – Will meet later this Fall.
6. COM Promotion and Tenure Oversight Committee – Dr. Laurence Solberg – no updates.

7. COM Compensation Committee – Drs. Gregory Christman and Thomas Payton – no updates.
8. EFAC – Dr. Jean Cibula – no updates.
9. Faculty Senate – Dr. Lauren Solberg and Dr. Alice Rhoton-Vlasak
 - a. There was an information item on the agenda that UF COM Jacksonville is looking to transfer it's Division of Urology to a Department of Urology. It was approved by the University Curriculum Committee. Since it was an information item at the Senate, it will likely be reviewed and approved at the October meeting.
 - b. There was also information about the Go Greater campaign (Dr. Alice Rhoton-Vlasak to discuss further): <http://vp.uff.ufl.edu/wp-content/uploads/2016/07/campaign-faqs-2016.pdf>.
10. Announcements – Dr. Peggy Wallace
 - a. The flu vaccine is still available. A schedule of upcoming vaccination dates can be found at: <https://bridge.ufhealth.org/flu/events>.
 - b. Research Management Seminar Series (senior graduate students, postdocs, junior faculty) – Dr. Peggy Wallace. Brochure posted on the COM Faculty Council website.
 - c. UF Research Landscapes videos highlighting HSC faculty and their research – Dr. Peggy Wallace. <http://med.ufl.edu/research/video-spotlights>
 - d. Chair evaluation data has been compiled and summarized by Drs. Laurence Solberg and David Quillen. The summary of the evaluations was presented to the Dean on September 27.
 - 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. Annual Faculty Evaluation Letter – signing and responses. Signing indicates that you received the evaluation, not that you necessarily agreed with it. Faculty are allowed to submit responses.
 - g. Free valet parking will be available for offsite faculty and staff who periodically need to be onsite at the Medical Center. This service is expected to be available beginning in January and will be administered through departments regarding the selection of those who need this service.
 - h. Overview of insurance, retirement, and other benefits – presented by Brian Berryman on October 11, 2016, 5-6pm, in the HME Building, Room 128. Email has been sent with registration link for meeting. Email Hamleen Gregoire (hamleen@ufl.edu) if you have any questions or need the email notification resent. The presentation was video taped and is now available for viewing at <http://facultyaffairs.med.ufl.edu/upcoming-events/faculty-development-seminar-series/professional-development>.
 - i. International Health Clinic – Offering travelers country-specific vaccinations and antibiotic prophylaxis not generally available at primary care practices, as well as health safety counseling. Whether your trip is for business or pleasure, they can help ensure you are protected. For more information or to schedule an appointment, call #352-294-5480 or visit UFHealth.org/uf-health-travel-medicine.
 - j. GatorCare – Summary of Dr. Jill Sumfest's presentation to the Council is now available and will be sent to faculty under a separate email. The summary is also available on the website.
 - k. List of Gainesville COM UF Faculty Senators posted at <http://facultycouncil.med.ufl.edu/faculty-information/>.
 - l. Tapingo – Advance reservation service for ordering food from on-campus restaurants, including Chic-Fil-A, Einstein's Bagels, Panda Express and Starbuck's with express pickup. Access through mobile app or website at: www.tapingo.com/. Surcharges apply for use of service.
 - m. IACUC & ACS Task Force Town Hall Meeting for College of Medicine - To provide an opportunity for COM faculty who have not already had an opportunity for face to face meetings, a town hall meeting has been scheduled for **Monday, October 10 at 5-6 pm in**

Room C1-011 of the Communicore Building. Members of the task force committee will be present to moderate, as well as representatives from Dr. Norton's office.

11. COM Ombuds position – Dr. Alice Rhoton-Vlasak
 - a. Five applications were received for the COM Ombuds position. These will be reviewed at an upcoming search committee meeting on October 5, 2016.
12. Valuing Faculty Town Hall meetings – Dr. Peggy Wallace
 - a. Summary under construction.
13. UF postdoc salary – Dr. Peggy Wallace
 - a. UF postdoctoral associate salary minimum will be brought up to \$47,476 in line with the new labor law: <http://hr.ufl.edu/manager-resources/classification-compensation/flsa/>.

Postdoctoral associates are OPS faculty, not fellows, so they will be raised to a minimum of \$47,476. Although they are UF employees, they are not eligible for state healthcare benefits because they are appointed OPS. For these postdocs, their PIs will be required to come up with additional funds to bring salaries up to the minimum, however there is some financial assistance available from UF for increases over \$4000 (<http://hr.ufl.edu/manager-resources/classification-compensation/flsa/postdoc/>).

[Note: Postdoctoral fellows are paid on NIH training grants/fellowships, so are not considered UF employees. Thus, the FLSA rule normally wouldn't apply here. However, NIH is bringing fellowship and training grant minimums up to \$47,476 and will be raised by NIH increases to those grants.]

14. Student professionalism – Dr. Peggy Wallace
 - a. Dr. Wallace queried the faculty council representatives regarding issues with assessing student professionalism and accountability for professionalism. No strong desire to discuss further for now.
15. ELAM presentation on Women in Medicine – Dr. Sonal Tuli
 - a. This work was from Dr. Tuli's participation in the Executive Leadership program of AAMC. From 2013-14 data, while 46-47% of medical students and residents were women, they constituted only 21% of professors and 16% of Deans at academic medical centers. UF 2015: About 41% of Assistant Professors were women (compared to 44% nationally); about 26% in Associate professors (compared to 33% nationally), and UF had about 16% Professors (22% nationally). In recent years, the trend in the difference between national and UF levels has widened at the Associate and Professor level, due to the percentage of women faculty remaining fairly static here while it has been increasing nationally. UF COM has fewer female Chairs than the national average as well. Dr. Tuli indicated that some specific relevant analyses of Faculty Forward data would be forthcoming, and she provided suggestions for improving the numbers of women at different academic ranks, such as clarifying expectations about role and progression to promotion, more opportunities, and improving workplace culture. Barriers to this include implicit gender bias and imposter syndrome, the latter of which is a bigger problem among women.
16. Heath Science Center tours out of Dr. Limacher's office have begun.
17. Dr. Peggy Wallace adjourned the meeting at 6:00 pm.

The next Faculty Council Meeting will be held Tuesday, November 1, 2016 @ 5PM in MSB Room M-112. Dr. Michael Good (COM Dean) and Lauren Solberg will be invited speakers.

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