

Minutes of the November 1, 2016 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Peggy Wallace
Secretary – Steven Swarts

Treasurer – Jean Cibula

Officers Absent:

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

Past President – Laurence Solberg
Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Research
Albert Robinson, III – Anesthesiology
Suming Huang – Biochem. & Molecular Biol.
Arlene Naranjo - Biostatistics
Tanya Anim – CHFMM
Jen Schoch – Dermatology
Thomas Payton – Emergency Medicine
Lizi Wu – Molecular Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology

Jada Lewis – Neuroscience
Emily Weber LeBrun – Obstetrics & Gyn.
Qihong Li – Ophthalmology
Robert Matthias-Orthopaedics & Rehabilitation
Rodrigo Silva – Otolaryngology
Bryon Petersen – Pediatrics
Brian Law – Pharmacology & Therapeutics
Peter Sayeski – Physiology
Judith Lightsey – Radiation Oncology
Suzanne Mastin – Radiology
Victoria Bird - Urology

Department Representatives Absent:

Yi Qiu – Anatomy
Robert Cook – Epidemiology
Francois Modave – Health Outcomes & Policy
John Hiemenz - Medicine

Jason Fromm – PA School
Marco Salemi – Pathology
Richard Holbert – Psychiatry
Jose Trevino – Surgery

Invited Guests: Michael Good, M.D., Dean, College of Medicine
Joseph Fantone, M.D., Senior Associate Dean, Educational Affairs

Minutes:

1. President Peggy Wallace called the meeting to order at 5:00PM. The October Faculty Council meeting minutes were approved.
2. Introduction of new department representatives – Dr. Peggy Wallace – Thomas Payton (“new”) from Emergency Medicine; Suming Huang from Biochemistry
3. Executive Committee report – Dr. Peggy Wallace
 - a. Nick Muzyczka, Ph.D., a Professor in the Department of Molecular Genetics & Microbiology, was recently inducted into the Florida Inventors Hall of Fame for the development of AAV vectors for gene therapy. Of note, R. Jude Samulski, Ph.D., UF Class of 1982, was also recently honored by the College of Medicine for his work with AAV vector for gene therapy by being inducted into the COM Wall of Fame, which is showcased in the Founders’ Gallery. Dr. Samulski, who is currently at UNC School of Medicine, is the first Ph.D. to receive this award.
 - b. The state has agreed to provide UF with \$20 million of pre-eminence funding yearly for an indefinite period of time. These funds will help support the Term Professorships Program. To date, the COM has utilized the pre-eminence funding to hire 18 new faculty members.
(Excerpt from October COM Executive Committee minutes: Provost Glover shared with UF deans at their annual retreat that the UF Preeminence program will be taking a pause across the entire campus. The initial funding to the program was \$15M annually for five years; and

over the subsequent legislative sessions, the university added an additional \$20M recurring also labeled preeminence but not subject to the five-year window. The university now believes it has made commitments and allocations for all of these funds, including the recently announced term professorships. The Provost indicated that there will be no additional authorization under the preeminence program until there is more clarification from the legislature about continued funding.)

- c. The Dean announced that Department Chairs will soon receive lists of their faculty members who, based on computer data, failed to meet the 25% research or clinical goals for their effort assignment for 3 consecutive years. This only accounts for approximately 1% of faculty per year. These faculty members may receive a cut in pay, per the Compensation Plan. Salary cuts cannot go below the AAMC 20th percentile (total compensation).
4. Curriculum Committee & Advisory Board (PhD Program) – Dr. Peter Sayeski – no updates
 5. GatorCare benefit Design Workgroup 3 Update – David Quillen, M.D./ Frank Bova, Ph.D., Alice Rhoton-Vlasak, M.D. – no updates.
 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. Peggy Wallace
 - a. Dr. Wallace provided a general overview of the recent [UF Climate Survey](#) that was done in January of 2016 for the entire university.
 - Faculty, staff, and University Athletic Association employees were surveyed. 5590 people or 36% of the university, responded to the survey. 18% of the College of Medicine responded.
 - 70-73% of the respondents felt comfortable or very comfortable with the climate of their department and/or UF in general.
 - For faculty in the tenure track, 75% agreed that criteria for tenure is clear and 60% agreed that the standards were equally applied in their college. For non-tenure track faculty, 71% agreed that criteria for job retention was clear.
 - 24% of respondents reported that they experienced exclusionary conduct at UF in the past year. When they were asked to describe why they thought that was happening, they thought it had to do with their actual position, their educational credentials, their age or their gender.
 - 57% of respondents were seriously considering leaving UF in the previous year; nearly 50% because of financial reasons and 50% because of feeling unable to advance in their area.
 - For faculty, 54% felt that salaries for tenure track positions were competitive.
 - Half the faculty thought they did more service work and helping students than their peers with similar assignments.
 - 59% agreed that faculty opinions were valued in UF committees.
 - 55% felt that retirement benefits were competitive.
 - b. UF Faculty & Staff Climate Survey results - a discussion and review session for Health Science Center faculty and staff; November 10, 12-1 PM, Harrell MEB 135.
 10. Announcements – Dr. Peggy Wallace
 - a. The Physical Plant Division is providing a Town Hall meeting for the Health Science Center to attend on Thursday, November 10 at 3 PM in the Communicore Building, Room C1-4.

- b. 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 are eligible for this service.
- c. For IT needs: UF Health Science Center Help Desk/Technical Support Center at 265-0526.
- d. University Committee Nominations 2017-2018: Each year the University of Florida offers faculty the opportunity to participate in its governance through various university committees, boards, and councils. A list of these groups can be found at [UF Faculty Senate website \(http://senate.ufl.edu\)](http://senate.ufl.edu). The Senate Nominating Committee invites nominations, including self-nominations, for **Fall 2017** appointments. The nomination form is posted on the Senate website. Please fully complete the form before submitting, as this information will be used in the voting process for senate committees and council elections. If you choose to nominate a colleague, please confirm their willingness to serve before submitting. Also, please verify that you (or your nominee) meet the requirements, if any, to serve on the committee(s).
- e. Estate Planning and Asset Protection in Florida - Janet Bandera, Director, Wealth Planning Strategies with TIAA, will discuss how the "location" or ownership (including by a revocable trust) of personal assets substantially impacts creditor protection, marital claims, income and estate taxation, and estate planning. Presentations will be held November 16th from 1pm-3pm in the Orthopedics Building and November 17th at 9am and again at 1pm in the HSC Library. Registration is required to attend (see email sent from Brian Berryman on October 26).
- f. The State of the College of Medicine address will be given by Dr. Michael Good and Dr. Peggy Wallace on December 5, 2016 at 5:00 PM in the Communicore C1-15.
- g. Judges are needed for the Alachua County Schools science fairs to be held during the months of November and December. Judges are needed for Oak View Middle School (November 16), Bishop Clarke Middle School (November 17) and Ft. Clarke Middle School (December 7). Contact Pamela Fitzgerald at fitzgepp@gm.sbac.edu for more information and registration forms.
- h. Upcoming events: A farewell reception for Dr. Kevin Behrns, the current Chair of the Department of Surgery, will be held on November 18, 2016, in the Harrell Medical Education Building from 4:00pm – 6:00pm. COM Celebration of Research is February 27-28, 2017; COM Education Week is March 13-17, 2017; COM Celebration of Diversity is April 3-7, 2017; and the Spring COM Faculty Appreciation Reception is April 5, 2017. COM graduation will be held on May 20, 2017. IDP and PhD Program interviews will be held on January 23-24, 2017 and February 6-7, 2017.
- i. The Florida Department of Health has a new online portal for which all medical license holders will need to register. Ms. Susan Ragsdale, Health Care License Educator with the Florida Department of Health, will present a seminar to the UF College of Medicine on Wednesday, November 16th, from Noon – 1pm, in the DeWeese Auditorium in the McKnight Brain Institute. She will review the new Online Services Portal and will be able to answer questions related to enrollments, renewals and CME tracking. The information presented in this seminar will be especially useful for those licenses needing renewal by January 31, 2017. For those who are not able to attend in person, the event will be both livestreamed and recorded. Please see the following link to participate remotely – <https://mediasite.video.ufl.edu/Mediasite/Play/d25f2af2c23f4a98a968ff083e8899fa1d>
- j. UF Transportation & Parking Services recently sent an email to faculty requesting volunteers to help adjudicate appeals to parking violations. This would require a few hours per month.

11. COM Ombuds position – Dr. Peggy Wallace

- a. Five applications were received for this position. Two applicants are currently being interviewed.

12. UFYouMatter \$100 recognition gift – Dr. Peggy Wallace
 - a. In collaboration with UF Health Shands, and as one small way to thank you for your hard work supporting the missions of the UF College of Medicine and UF Health Shands, you can select a recognition gift, valued up to \$100. To choose your gift you must enter the unique award code, noted in an email that was sent on October 12, 2016, at the awards website: <http://UFYouMatter.com>.
13. Care@Work – Dr. Peggy Wallace
 - a. The COM is evaluating interest in Care.com, a program that can assist in addressing care needs for faculty and staff including: child, home, pet, or tutoring; last-minute placement for in-home or in-center childcare, or in-home adult care. Customized care plans, care coordination and senior or adult care advice is provided by their team of Masters-level social workers. They can place experienced child caregivers for groups at company-sponsored events. They also offer full service support to manage tax obligations and payments for families with in-home caregivers or other household employees.
 - b. There are two packages available for groups; the Self-directed Plan and the Backup Service Plan. Care.Com collects information from local service providers such as babysitters, elder care, tutors, etc. These service providers are vetted by Care.Com and are available for members to utilize. The Self-directed plan allows members to choose from the list of providers and contact them directly to arrange for services. The Backup Service Plan actually helps members contact the providers and arrange for care.
 - c. The COM would pay the yearly membership fees to Care.com and the members would pay the providers for their services at a pre-negotiated rate. There are a certain number of allowable days that the group can use each year.
 - d. Care.com does background checks on both the providers and the members that are requesting services.
 - e. Positive feedback was received from two other institutions that utilize Care.com.
 - f. The Council discussed this and decided to gather additional information, particularly about the Self-directed Plan.
14. Physician contacts regarding medical insurance coverage – Dr. Peggy Wallace
 - a. Seeking physician contacts you know at other public academic medical centers who can provide details on the medical insurance coverage at their respective institutions; Dr. Jill Sumfest will gather data once she has these contacts for the purposes of comparing the GatorCare plans with other medical plans. Please send names and contact information to Dr. Peggy Wallace (peggyw@ufl.edu).
15. Mandatory post-doctoral fellowship salary increase - UF plan for postdoc salary increase was discussed in the October Faculty Council meeting; there were no objections raised then or at this meeting.
16. Dean's Update – Dr. Michael Good
 - a. Dr. Good reported that the university has decided to proceed with their plan of offering a 403(a) retirement plan to employees within colleges that can fund additional employer retirement contributions. Because this is a state institution, insurance companies are required to submit bids to determine which company will administer the program. The bidding process will likely take a couple of months. Additional details are forthcoming.
 - b. Dr. Good addressed concerns regarding Worker's Compensation benefits. It was brought to his attention that UF employees who utilize their Workers' Compensation benefits are not being treated by UF Health medical providers. He checked into this and was informed that the university is contracted with a company specializing in Workers' Compensation and that the

program is administered campus-wide. The company does not approve of our rates and therefore will not contract with UF to provide the medical services. Our rate table has a specific structure that cannot be altered for low volume provider, so this issue will remain unchanged.

- c. Dr. Good noted that UF Health has a regional strategy aimed at cultivating meaningful relationships with other health systems throughout the state to help increase the number of referral-patients we receive.
- d. Dr. Good stated that there is currently a lot of focus on the Graduate Programs, which are a key part for the University, and College and Health Science Center strategic plan. The admissions process is being streamlined, particularly to make it easier for investigators who want specific students in their labs or for students who want to get into a specific lab.
- e. Dr. Good stated that the key goal in Research right now is to implement a Clinical Trials Management System. This system will interact with the EPIC electronic medical record and should make it easier to do clinical trials.
- f. Dr. Good stated that the PA Directorship Search Committee has been charged. He will give the charge to the Surgery Chair Search Committee on November 3, 2016. There will be an External Review of the Department of Dermatology on November 17-18, 2016 and the Chair search for that department will begin soon afterwards.

17. Educational Incentive Awards – Dr. Joseph Fantone

- a. The nomination process for the Education Incentive Awards was recently discussed by the Compensation Plan Committee. There are two components involved in this process; recognizing excellent teachers with the Exemplary Teacher Award and dispersing Educational Incentive Awards, which is a sum of money contributed by the COM Dean's Office to be distributed by a committee to eligible candidates who receive the Exemplary Teacher Award (not all Exemplary Teachers receive Educational Incentives). The minimum and maximum awards are determined by the amount of funds available.
- b. The teachers are nominated by their Department Chair and are required to have a minimum of 15% educational effort. The Chair completes a nomination form indicating the total amount of educational effort the candidate is putting forward, as well as the quality component, based on that effort. The Chairs indicate the level of qualification for the incentive from 1-3, with 3 being exceptional. The number of faculty Chairs can nominate is related to the total teaching effort, FTE, of their department. The Selection Committee then reviews each submission and determines which faculty will receive the awards.
- c. The Selection Committee has been working with the Compensation Plan Committee to streamline this award process to benefit both the candidate and the committee. There is often a marked difference in the amount of data submitted for each candidate. The educational effort is usually clearly identified based on the candidate's faculty assignment, but the documentation of quality is highly variable across departments. This not only puts some candidates at a disadvantage, but it also makes it difficult for the committee, as there is limited time for them to gather additional information due to the normal 7-day turnaround period that is required to distribute the incentive payments on time.
- d. Dr. Fantone stated that they may reduce the levels of qualification down from 3 to 2 to simplify the process. The Council discussed options and suggested using criteria that is already available, such as information used in the online Promotion & Tenure packets. It was also suggested that the candidates themselves be allowed to provide the information if they're aware of their nomination (which some candidates are not). It was agreed that more notice should be given prior to the awards, along with the expectation of exactly what criteria is required.

18. Dr. Peggy Wallace adjourned the meeting at 6:05 pm.

The next Faculty Council Meeting will be held Tuesday, December 6, 2016 @ 5PM in MSB Room M-112. Morgan Papworth will be the invited speaker to describe the UF Health Wellness program.

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