

## Minutes of the January 3, 2017 UF Gainesville 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 Res.  
Yi Qiu – Anatomy & Cell Biology  
Albert Robinson, III – Anesthesiology  
Suming Huang – Biochem. & Molec. Biol.  
Jen Schoch – Dermatology  
Robert Cook – Epidemiology  
John Hiemenz – Medicine  
Lizi Wu – Molec, Genetics & Microbiology  
Gregory Murad – Neurological Surgery  
Jada Lewis – Neuroscience

Qihong Li – Ophthalmology  
Robert Matthias – Orthopaedics & Rehab.  
Jason Fromm – PA School  
Marco Salemi – Pathology  
Brian Law – Pharmacology & Therapeutics  
Peter Sayeski – Physiology  
Richard Holbert – Psychiatry  
Judith Lightsey – Radiation Oncology  
Suzanne Mastin – Radiology  
Victoria Bird – Urology

### Department Representatives Absent:

Arlene Naranjo – Biostatistics  
Tanya Anim – CHFM  
Thomas Payton – Emergency Medicine  
Francois Modave – Health Outcomes & Policy

Meredith Wicklund – Neurology  
Emily Weber LeBrun – Obstetrics & Gyn.  
Rodrigo Silva – Otolaryngology  
Bryon Petersen – Pediatrics  
Jose Trevino – Surgery

**Invited Speakers:** Michael L. Good, M.D., Dean, UF College of Medicine; Lauren Solberg, J.D., M.T.S., Ethics Consultation Service, part of the Program in Bioethics, Law and Medical Professionalism at UF COM

### Minutes:

1. President Peggy Wallace called the meeting to order at 5:00PM.
2. Introduction of new department representatives – Peggy Wallace, Ph.D. – none noted.
3. The December 2016 Faculty Council meeting minutes were approved.
4. Executive Committee report – Peggy Wallace, Ph.D.
  - a. Andrei Boyarshinov, Deputy Counsel for Health Affairs, discussed the Freedom of Information Act. Any requests for personal correspondence such as emails, files, etc., should be referred to the online Public Records Center at:  
<http://www.urel.ufl.edu/departments/media-relations-- news/public-records-requests/>. Requesters can also call Media Relations and Public Affairs at: #352-846-3903 or send an email to: [pr-request@ufl.edu](mailto:pr-request@ufl.edu).

- b. The UF rules regarding gifts were discussed. It was reiterated that gifts worth more than \$100 are not to be given or accepted.
  - c. David Nelson, M.D., Director of the UF CTSI and Assistant VP for the UF Office of Research, stated that a Task Force was recently appointed to improve the research environment infrastructure at UF, particularly related to human subjects research. Results from a survey administered by the Task Force determined that the largest barriers to conducting research at UF were the Institutional Review Board (IRB), Research Administration and Compliance (RAC), the contracting process, and the availability of biostatisticians. The Task Force made a number of recommendations to include implementing a Clinical Trials management system that will bring these all under one umbrella, improving IRB efficiency and turnaround, and creating a website to help manage the different phases of human subjects in research. Working Groups will make recommendations and develop new regulatory support resources. A Faculty Advisory Committee is also being established; volunteers will be sought.
5. Curriculum Committee & Advisory Board (Ph.D. Program) – Laurence Solberg, M.D., Peter Sayeski, Ph.D. – no updates.
  6. GatorCare benefit Design Workgroup 3 Update – representatives David Quillen, M.D., Frank Bova, Ph.D., Alice Rhoton-Vlasak, M.D., Judith Lightsey, M.D., Stacy Beal, M.D. – meetings have not yet been scheduled per administrator Mary Alice Albritton.
  7. COM Compensation Committee – Thomas Payton, M.D./Gregory Christman, M.D. – no updates.
  8. EFAC – Jean Cibula, M.D. – no updates.
  9. Faculty Senate – Lauren Solberg, J.D.
    - a. A faculty member from another college raised an issue regarding the recent requirement that post-doc salaries be increased to a minimum of \$47,476 to avoid pending new overtime rules. It was noted that a Federal Judge issued an injunction against this rule, so it did not go into effect at a federal level on December 1, 2016 as planned. However UF Human Resources office chose to move ahead with the increase, as they usually model NIH policy guidelines, and is now complying with the post-doc salary increase. They also feel this is necessary in order to remain competitive with other universities to in hiring the best post-docs. The issue for some researchers is the lack of resources. However, some short-term financial assistance from UF is available for increases over \$4000 (<http://hr.ufl.edu/manager-resources/classification-compensation/flsa/postdoc/>). The Faculty Senate voted for the salary issue to become an Information Item, which means it will be an Action Item at the January meeting to vote on a resolution for faculty to be allowed to retain flexibility in salaries for post-docs until this issue is resolved in court. This vote will not necessarily affect the policy put in place by UF Human Resources, it simply means that the Faculty Senate will vote on whether it stands behind allowing faculty to retain flexibility in salaries for post-docs, or supports the new minimum.
  10. COM Ombuds position – Alice Rhoton-Vlasak, M.D.

- a. A candidate is in the process of being hired. A formal announcement will be made once that person is in place.
11. COM YouMatter gift – Peggy Wallace, Ph.D.
- a. Taxes for the \$100 COM YouMatter gifts were recently deducted from the paychecks of faculty and staff. The Dean’s Office was incorrectly advised by some university lawyers initially that the gifts were non-taxable, but the gifts had already been presented by the time this was clarified by other lawyers.
12. Lifetime Achievement Awards – Peggy Wallace, Ph.D.
- a. Nominations for the Lifetime Achievement Awards will soon be accepted. The determination of awards should be finalized during the March Faculty Council meeting and the awards will be presented at the Faculty Appreciation Reception on April 5, 2017. Details can be found on the [Faculty Council website](#).
13. Chair Evaluation form – Peggy Wallace, Ph.D.
- a. This will be discussed at next month’s meeting.
14. Dean’s Update – Michael Good, M.D.
- a. Dr. Good discussed the recent expansion of a few UFCOM clinical programs and stated that the Faculty Group Practice recently acquired two facilities in Ocala. One facility is located on State Road 200 and will be predominately a cardiovascular practice called UF Health Ocala Heath Brook. The other facility is located near the Villages on US 441 and will be predominately an Orthopaedics practice called the UF Health Villages Center. These practices will have full-time faculty and staff. Other sub-specialties will rotate through the facilities and faculty will work there on a rotational basis.
  - b. Dr. Good reported that the design for the Springhill Medical Office Building 2 is complete and construction should begin soon. It will be located behind the current Springhill building on NW 39<sup>th</sup> Avenue and will contain primary care clinics for General Internal Medicine and General Family Medicine, as well as space for Mental Health clinics.
  - c. Dr. Good stated that they are working to find solutions for rapidly growing clinical departments that either need more space or a more modern space. The four services currently being addressed are Orthopaedics, Ophthalmology, Otolaryngology, and Urology.
  - d. There was discussion regarding the University Term Professorships recently announced by the Provost, which will recognize and reward faculty academic achievements. The university will award \$250,000 a year across the university for each of the next 3 years. Details regarding the COM nomination process will be forthcoming.
15. [Ethics Consult Service](#) – Lauren Solberg, J.D., M.T.S.
- a. Dr. Solberg cited a quote from *The American Journal of Bioethics*, stating that Ethics Consultation is “A set of services provided by an individual or group in response to questions from patients, families, surrogates, health care providers, or other involved parties who seek to resolve uncertainty or conflict regarding value-laden concerns that emerge in health care.”

- b. She noted the AMA Code of Medical Ethics 10.7.1, which stated that “The goal of ethics consultation is to support informed, deliberative decision making on the part of patients, families, physicians, and the health care team. By helping to clarify ethical issues and values, facilitating discussion, and providing expertise and educational resources, ethics consultants promote respect for the values, needs, and interests of all participants...”.
- c. The Ethics consultants at UF are a subset of the UF Health Ethics Committee members. They provide a non-billable service and are available 24 hours a day/7 days a week. Some, but not all, ethics consults will involve a team of ethics consultants. The length/extent of the consultations depend on the circumstances of the case and the needs of the team that is requesting the service.
- d. Ethics consults are aimed at resolving conflict among team members, between team members and patients/families, and between family members/patients. End of life care planning is a commonly cited reason for an Ethics consult.
- e. The benefits of having Ethics consults include facilitating shared decision-making, providing different points of view, helping patients’ families to have an outside objective review, helping assure patients and families that the review of options has been thorough, and facilitating communication with patients/families and among health care team members.
- f. The UF Ethics consult service does not provide capacity evaluations and does not provide legal opinions.
- g. To request an Ethics consult, check Spok for an on-call consultant, call #352-273-5155 during business hours, or place an order in EPIC (physician’s orders not required). Anyone can call for an Ethics consult and consults are available for inpatient and outpatient situations.

16. Announcements – Peggy Wallace, Ph.D.

- a. UF Open Access Publishing Fund Reinstated – UF faculty, post-doctoral researcher, staff member, or student author who is the first named or corresponding author on a peer-reviewed research article that has not been previously published and has been accepted for publication in an open access or hybrid open access. Eligible authors will be funded up to a maximum of \$3,000 per year to pay for Article Processing Charges (APCs). For more information and application instructions, please review the UFOAP Fund Policies and Procedures at: <http://cms.uflib.ufl.edu/scholcomm/UFOAPF>.
- b. Interview dates for COM Biomedical Sciences PhD program: Jan. 23-24, 2017 and Feb. 6-7, 2017.
- c. New UF Health app available to help with safety on campus. UF Health Protect is a free app that connects you with a variety of digital safety tools. The “Friend Walk” feature is a favorite — it allows you to share your location with someone you trust via a real-time map as you move around campus. Search “UF Health Protect” on your app store to explore other functions or learn more about it here: <http://bit.ly/2qaynnM>.
- d. Reminder to keep an updated promotion “application packet” on the Online Promotion and Tenure (OPT) system. To access the template and instructions, along with policy information, login into myUFL, go to the Main Menu >My Self Service >UF Faculty Promotion and Tenure >Promotion and Tenure Packet >Packet Templates with Activity. The template will open as a Word file, with some sections auto-populated with the candidate’s information. Detailed information about the Online Promotion and Tenure (OPT) system, including instructions, FAQs, and User

Guides can be found at: <http://www.hr.ufl.edu/training/myUFL/toolkits/opt.asp>

- e. Upcoming events: [The COM Celebration of Research](#) will be held on February 27 (posters 5:30 at OConnell Center) and February 28 (noon Keynote speaker Dr. Beverly Davidson, C1-11); Medical Education Week will be held March 13-16; and the Celebration of Diversity will be held April 3-7. Faculty Appreciation Reception will be April 5, 2017, COM PhD graduate convocation is April 28, and COM Medical student graduation is May 20, 2017.

17. Miscellaneous information –

- a. Current UF construction projects: (<http://www.facilities.ufl.edu/projects/current.php>)
- b. UF recycling and trash systems: (<https://www.ppd.ufl.edu/departments/refuse.shtml>)
- c. Faculty biographies: (<https://vivo.ufl.edu>)
- d. UF Physical Plant (to request repairs, or report other indoor/outdoor infrastructure problems):  
[https://www.ppd.ufl.edu/information/wr\\_info.shtml](https://www.ppd.ufl.edu/information/wr_info.shtml) or call #392-1121.
- e. COM student counseling resources: (<http://counseling.med.ufl.edu>)
- f. Springhill Emergency Ctr: (<https://ufhealth.org/uf-health-shands-emergency-center-springhill>)
- g. Archer Road Emergency Ctr: <https://ufhealth.org/uf-health-emergency-center-kanapaha>
- h. For IT needs: UF Health Science Center Help Desk/Technical Support Center at #265-0526
- i. Assistance needed in addressing retaliation or harassment, email UF Health Shands Compliance Services at [compliance@shands.ufl.edu](mailto:compliance@shands.ufl.edu) or [privacy@shands.ufl.edu](mailto:privacy@shands.ufl.edu), or call the Compliance Hotline at #1-888-329-3569 for compliance concerns.
- j. Health Science Center tours are available for new faculty through Dr. Limacher's office.

18. Dr. Peggy Wallace adjourned the meeting at 6:02PM.

The next Faculty Council Meeting will be held Tuesday, February 7, 2017 @ 5PM in MSB Room M-112.

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