

## Minutes of the April 4, 2017 UF Gainesville COM Faculty Council Meeting

### Officers Present:

President – Peggy Wallace  
President Elect – Lauren Solberg  
Vice President – Alice Rhoton-Vlasak  
Secretary – Steven Swarts  
Treasurer – Jean Cibula

### Officers Absent:

Past President – Laurence Solberg  
Advisor – Frank Bova

### Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.  
Yi Qiu – Anatomy & Cell Biology  
Albert Robinson, III – Anesthesiology  
Arlene Naranjo – Biostatistics  
Tanya Anim – CHFM  
Jen Schoch – Dermatology  
Robert Cook – Epidemiology  
Gregory Murad – Neurological Surgery  
David Borchelt – Neuroscience  
Emily Weber LeBrun – Obstetrics & Gyn.  
Natalie Silver – Otolaryngology  
Jason Fromm – PA School  
Jesse Kresak – Pathology  
Edgar Rodriguez – Pharmacology & Therapeutics  
Judith Lightsey – Radiation Oncology  
Victoria Bird – Urology

### Department Representatives Absent:

Suming Huang – Biochem. & Molec. Biol.  
Thomas Payton – Emergency Medicine  
Francois Modave – Health Outcomes & Policy  
John Hiemenz – Medicine  
Lizi Wu – Molec. Genetics & Microbiology  
Meredith Wicklund - Neurology  
Qihong Li – Ophthalmology  
Robert Matthias – Orthopaedics & Rehab.  
Bryon Petersen – Pediatrics  
Peter Sayeski – Physiology  
Richard Holbert – Psychiatry  
Suzanne Mastin – Radiology  
Jose Trevino – Surgery

**Adhoc Member Present:** J. Adrian Tyndall, M.D., Senior CFAS Representative

**Invited Speaker:** Michael L. Good, M.D., Dean, UF College of Medicine

**Invited Guest:** Keith Stone, M.D. – UF COM Ombuds

### Minutes:

1. President Peggy Wallace called the meeting to order at 5:03PM.
2. Introduction of new department representatives – Peggy Wallace, Ph.D. – Substitute representative from Neuroscience - Dr. David Borchelt, from Otolaryngology – Dr. Natalie Silver, and from Pathology – Dr. Jesse Kresak.
3. The March 2017 Faculty Council meeting minutes were approved.
4. Executive Committee report – Peggy Wallace, Ph.D.
  - a. Dr. Marvin Dewar gave an overview of Medicaid visits at UF Health since 2012. There has been an increase in Medicaid visits, predominately in the outpatient setting.

- b. Remaining events for the first annual [COM Diversity Week](#) are as follows: Surgery Grand Rounds will be held on April 5 at 7:15am – Dr. Donna Parker will present “Diversity in the Physician Workforce: Impact on Patient Care”. Emergency Medicine Grand Rounds on Diversity will be held on April 6 at 8:00am – 12:00pm with three talks with various dignitaries from other medical schools. On April 7, Obstetrics/Gynecology Grand Rounds will be held at 7:00am – Dr. M. Rony Francois will present “Health Disparities: Our Journey Toward Health Equity in the United States”. Also on April 7, at 6:30pm Dr. Ibram Kendi will present “Medicine and Racist Ideas: A History”.
  - c. Dr. Wayne McCormack presented data on the career outcomes for graduates of the UF Interdisciplinary Biomedical Sciences Graduate program. The news was very good – 53% are in academia, 15% in biotech, 8% in pharmacology, and 8% in government, with the remaining students in various other science-related jobs.
  - d. The COM Faculty Appreciation Reception will be held on April 5 from 6:00pm – 8:00pm at the University House. The Lifetime Achievement Awards will be presented, along with various other awards.
5. Curriculum Committee – Peter Sayeski, Ph.D. – no updates.
  6. COM Promotion & Tenure Oversight Committee – Laurence Solberg, M.D. – no updates.
  7. COM Compensation Committee – Peggy Wallace, Ph.D. – no updates.
  8. EFAC – no updates.
  9. Faculty Senate – Lauren Solberg, J.D. – no updates.
  10. UF Faculty Senate election – Peggy Wallace, Ph.D.
    - a. There are 9 candidates for the 5 open COM positions on the UF Faculty Senate; a voting link will soon be available.
  11. Update on the COM Supplemental Retirement Program – Peggy Wallace, Ph.D.
    - a. The proposed 401(a) Supplemental Retirement Program is moving along. The insurance companies that would administer the program have submitted their bids. The COM would input 1% and faculty members would provide a 1% match. The goal is to begin the program at the beginning of the new fiscal year.
  12. New business – Peggy Wallace, Ph.D.
    - a. Nomination and election of Vice President and President-Elect for COM Faculty Council – a call for nominations will soon begin for these positions. Nominee names with a brief bio (1 paragraph) can be submitted to Melissa Liverman ([liverman@ufl.edu](mailto:liverman@ufl.edu)). Deadline for nominations is May 3, 2017. The election will be held electronically from May 6 – May 20.
    - b. The first round of the UF Term Professorship nominations for the COM are under consideration now and the awardees will be announced soon. There will be three sets of awards, so an announcement about the next round of applications should be coming out this summer.
    - c. Reminder: If you have an undergraduate student taking research credit hours with you, they must register for BMS4905, not any other course numbers.

13. Announcements – Peggy Wallace, Ph.D.
  - a. Candidates will be sought for the Multi-Mission Promotion & Tenure committee (Professor-Basic Science focus and Clinical Associate Professor) to be selected by faculty vote in the summer of 2017. A candidate will also be sought for the Tenure committee (Associate Professor) to be selected by faculty vote in the summer of 2017. Announcements seeking nominations are forthcoming.
  - b. Save the Date for the Alachua County Medical Society (ACMS) Family Fling “Passports for a Purpose” to benefit the Peaceful Paths Organization – April 29, 2017 at Haile Plantation Hall. Contact Dr. David Winchester at: [David.Winchester@medicine.ufl.edu](mailto:David.Winchester@medicine.ufl.edu) with any questions.
  - c. Upcoming events: COM Celebration of Diversity (April 3-7, 2017, <http://odhe.med.ufl.edu/diversityweek/>); Faculty Appreciation Reception where the Lifetime Achievement and other awards will be announced (April 5, 2017); COM Medical student graduation (May 20, 2017); UF COM Medical Guild research competition for PhD students in the Biomedical Sciences Interdisciplinary Program: CGRC 101 from 2-3pm, followed by award announcement reception in the CGRC lobby on Friday, April 7, 2017.
  - d. The Postdoc/Senior Graduate student development seminar series “Making the Right Moves”, can be found at: <http://graddev.ufhealth.org/professional-skills/research-management/>.
  - e. On March 1, 2017, UF COM began offering a new benefit, **Care@Work** by [Care.com](http://care.com) to faculty and staff. [Care.com](http://care.com) is a family care service that can help you find caregivers for your whole family, including your child, parents/grandparents, and/or pets. The program essentially functions as a clearinghouse for care providers available in our community. There is no cost to you to find vetted caregivers. Once you hire them, the cost of the service will be your responsibility. To activate your benefit, go to [uf-com.care.com](http://uf-com.care.com) and select “Enroll now” or call 855.781.1303. You must enter your UFCOM email address to validate your employment. Users will be surveyed for their experiences to determine whether Care.com will be used after this year.
  - f. Jeremy Sibiski’s presentation from the February 2017 Faculty Council meeting entitled “[Aligning Faculty Assignments with Activities](#)” is now on the Faculty Council website, including an example effort matrix for the most complicated situation, of a physician scientist.
  - g. May Faculty Council meeting invited speakers: Hannah Norton, Associate University Librarian for the Health Sciences Library, will describe library resources: 3D printing and UF’s Institutional Repository. Adrian Tyndall, M.D. and Jim Wynn, M.D. will present CFAS updates.
14. Update on Chair Searches – Dean Michael Good
  - a. The Surgery Chair Search Committee went through all of the applications and selected 14 individuals who recently came to campus for one-day interviews. The committee met last week and forwarded the names of five candidates to Dr. Good to invite back to campus for three-day interviews. These interviews will be more in-depth and should be completed within the next couple of months.
  - b. Regarding the Dermatology Chair search, the search firm has reviewed applications from 50-60 individuals, which they narrowed down to 9-10. They’ll send those names to the Dermatology Chair Search Committee who will determine the next steps.

15. RVU's and how they are assigned – Dean Michael Good
  - a. The term Relative Value Unit (RVU) was part of the Resource-Based Relative Value Scale (RBRVS) that was developed at Harvard between 1985-1988. Many felt that this was a better measure than what existed at the time, which were the “usual and customary” charges. Their goal was to create a valid way of comparing physician work across a variety of activities, specialties, and disciplines. Importantly, in 1989, the Health Care Financing Administration (HCFA), which is now known as the Centers for Medicare and Medicaid Services (CMS) adopted this system as a way of quantifying and paying physicians for their work. Once Medicare adopted it, like many things, it became the standard.
  - b. Today, almost all methods of payment for physician effort revolve around RVU's. RVU's can be used to budget physician work and physician activity. This allows for comparative benchmarking and allows us to make allocations for the expense of running a physician practice.
  - c. In order to stay up-to-date, the Federal CMS contracts with the American Medical Association Specialty Society RVU Update Committee (RUC). This committee is constantly evaluating RVU's and adjusting them based on a variety of data sets. Those recommendations are then forwarded to the CMS. Each RVU has to be reviewed at least every 5 years and updated as needed. Current procedural terminology (CPT) codes are what physicians use to indicate the services/level of complexity provided; these are based on RVU values.
  - d. There are 3 components to an RVU: the physician work component (slightly over 50%) that reflects the time, technical skill, mental effort and judgement stress involved with an activity ("work RVU"); and the "non-work RVUs": the practice expense (around 40%) that reflects the clerks, staff, equipment, lease of space, etc; and the professional liability insurance expense (under 10%). An example was provided: CPT code 59400 (vaginal delivery) consists of 32 work RVUs and 28 non-work RVUs, for total of 60 RVUs. Virtually all payment systems take the RVU's and multiply them by a conversion factor come up with a dollar amount that the payor will pay to the physician or physician practices.
  - e. Over the past 5-8 years, the UFCOM has referred to the national benchmarks for RVUs provided by the University Healthcare Consortium (UHC) which is a group of approximately 120 academic medical centers similar to ours. They don't include RVU recommendations for every subspecialty, though. An additional resource is the Medical Group Managements Association (MGMA), which is a trade organization that is a mixture of private practice and academics.
  - f. Each department is supposed to estimate the work RVUs needed for the year, to bring in sufficient funds to cover department expenses. There should be a rough relationship between RVU assignment and AAMC salary percentages for each faculty, ideally within 10%. But RVUs do not always translate perfectly to effort. The UF COM Compensation plan indicates the system for assigning and changing RVU targets. Some departments have developed and received approval from the COM Compensation Committee to implement department-specific compensation plans.
16. Dr. Peggy Wallace adjourned the meeting at 6:10 pm.
17. Miscellaneous information –
  - a. For IT needs: UF Health Science Center Help Desk/Technical Support Center at #265-0526.

- b. UF Open Access Publishing Fund – 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>.
- c. 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.
- e. Research Cooperative listserv – <http://researchaffairs.med.ufl.edu/researcher-resources/uf-resources/uf-research-cooperative-l-mailing-list/>.
- f. Tapingo – Advance reservation service for ordering food from on-campus restaurants, including Chic-Fil-A, Einstein’s Bagels, Panda Express, Salad Creations and Starbucks. Access through mobile app or website ([www.tapingo.com](http://www.tapingo.com)). Surcharges apply for service.

The next Faculty Council Meeting will be held Tuesday, May 2, 2017 @ 5PM in MSB Room M-112.

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