

Minutes of the March 7, 2017 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 Res.
Yi Qiu – Anatomy & Cell Biology
Albert Robinson, III – Anesthesiology
Suming Huang – Biochem. & Molec. Biol.
Arlene Naranjo – Biostatistics
Tanya Anim – CHFM
Jen Schoch – Dermatology
Robert Cook – Epidemiology
Francois Modave – Health Outcomes & Policy
John Hiemenz - Medicine

Lizi Wu – Molec. Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund - Neurology
QiuHong Li – Ophthalmology
Robert Matthias – Orthopaedics & Rehab.
Jason Fromm – PA School
Marco Salemi– Pathology
Bryon Petersen – Pediatrics
Peter Sayeski – Physiology
Victoria Bird – Urology

Department Representatives Absent:

Thomas Payton – Emergency Medicine
Jada Lewis – Neuroscience
Emily Weber LeBrun – Obstetrics & Gyn.
Rodrigo Silva – Otolaryngology
Brian Law – Pharmacology & Therapeutics

Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology
Suzanne Mastin – Radiology
Jose Trevino – Surgery

Invited Speaker: Irene Estores, M.D., Medical Director, UF Health Integrative Medicine Program

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

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 February 2017 Faculty Council meeting minutes were approved.
4. Dr. Keith Stone introduced himself and briefly discussed his role as the newly appointed COM Ombuds. Additional information can be found online at: <http://ombuds.med.ufl.edu/>.
5. Executive Committee report – Peggy Wallace, Ph.D.
 - a. Christine Lloyd has been named the new Director of COM Human Resources. She can be reached at: clloyd@ufl.edu.
 - b. COM Education week will be held March 13-17, 2017. Seminars will be held at noon in the Harrell Medical Education Building. Dr. Lorris Betz will present “Educating Students in a Culture of Respect” on March 13; Dr. Scott Lind will present “Simulation and Competency-Based Medical Education” on March 14, and Dr. Leon Haley, UFCOM Dean – Jacksonville, will present “Medical Education and the Emerging Academic Safety Net: Challenges and Opportunities” on March 16, 2017.

- c. UFCOM in Jacksonville is expanding and has new clinical facilities. They will soon begin a search for a new Associate Dean for Research.
 - d. The Development Office distributed brochures that provided tips for developing potential philanthropic opportunities. For additional information, please contact Heather Mears at: heather.mears@shands.ufl.edu. Live training with experts is also available to help clinicians and researchers take advantage of opportunities that may come their way, based on their disciplines.
 - e. Dr. Tim Morey provided an update on the Department of Anesthesiology. His presentation is on the UF Health Bridge in the Executive Committee group (<https://bridge.ufhealth.org/groups/com-executive-committee/>). An interesting item that he provided was the faculty turnover data from the years prior to his appointment as Chair compared to his current tenure as Chair.
 - f. UF Health will be combining billing statements from Shands and UF Health, and the system should be ready for implementation by summer. The Faculty Council suggested making the statements more user-friendly and understandable.
6. Curriculum Committee – Peter Sayeski, Ph.D.
- a. Dr. Shelley Collins provided an update on the CLG Task Force that is working on linking CLG activities to the EPA's. Dr. Collins stated that Course Directors will need to identify which EPA activities link to their CLG activities.
 - b. Dr. Zareen Zaidi presented an overview of the relationship between EPAs, competencies, and milestones. Dr. Zaidi noted the use of the student portfolio by CLG Faculty to measure and indicate individual students' mastery of each EPA. Dr. Zaidi also demonstrated how the evaluation rubric appears to the faculty, and shared the current, intermediate, and long-term goals of the portfolio and evaluations.
 - c. There was a revision to the absence policy for medical students.
 - d. Jim Gorske, COM Learning Specialist, discussed his role of helping students formulate how to study, improve their study patterns and habits, etc.
7. 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.
- a. Dr. Stacy Beal and Dr. David Quillen will be on the Pharmacy Benefit Manager (PBM) Selection Committee. This committee will decide whether or not to keep the current PBM. Any changes would be effective January of 2018.
8. COM Promotion & Tenure Oversight Committee – Jean Cibula, M.D.
- a. Dr. Cibula stated that the Promotion & Tenure Multi-Mission Committee is continuing to modify the multi-mission track grid. No meeting date has been set.
9. COM Compensation Committee – Peggy Wallace, Ph.D.
- a. Dr. Wallace stated that the proposal for revising the Educational Incentive Awards process was approved in Executive Committee. The new system will be simpler, more straightforward and fairer. Approximately 10% of faculty will be eligible for this award based on a minimum FTE assigned to Education. The award will be two-tiered, based on whether the Educational FTE is above or below 30%.
10. EFAC – no updates. Meetings will be held as needed, per Jeremy Sibiski, Executive Director, Finance and Administration
11. Faculty Senate – Lauren Solberg, J.D. – no updates.
12. UF Faculty Senate nominations – Peggy Wallace, Ph.D.
- a. Nominations to fill 5 open COM positions on the UF Faculty Senate are now being

accepted. An email was sent out on February 16 with additional details regarding nominations. Details can also be found on the UF Faculty Senate website at: <http://senate.ufl.edu>. Voting will take place in April.

13. New business – Peggy Wallace, Ph.D.
 - a. Dean Michael Good will give a presentation on RVUs and RVU assignments at the April COM Faculty Council meeting.
 - 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 with any questions.

14. Lifetime Achievement Awards – Peggy Wallace, Ph.D.
 - a. The Council received 15 nominations for the Lifetime Achievement Award. Nomination packets were sent to the Council for review prior to the meeting. The Council voted by ballot at this meeting and chose to present 5 faculty members with Lifetime Achievement Awards. The 2017 awardees are:
 - 1) **Donna Parker, M.D.**
Assistant Professor, Department of Pediatrics
 - 2) **Arlan Rosenbloom, M.D.**
Professor Emeritus, Department of Pediatrics
 - 3) **Greg Schultz, Ph.D.**
Professor, Department of Obstetrics & Gynecology
 - 4) **Colin Sumners, Ph.D.**
Professor, Department of Physiology and Functional Genomics
 - 5) **Charles Wingo, M.D.**
Professor, Departments of Medicine and Physiology

15. UF Integrative Medicine Program – Irene Estores, M.D.
 - a. Dr. Estores stated that Integrative Medicine is not a specialty, it is a practice of medicine. It is good medicine that reaffirms the importance of the relationship between the practitioner and the patient, informed by evidence. It makes use of all appropriate therapeutic approaches, healthcare professionals and disciplines from conventional and complementary medicine, making sure that these are safe and effective. The goal is to optimize health and healing.
 - b. The program was started in 2013 with funding from a local benefactor. The program supports people on their journey to wholeness, understanding that they cannot cure every disease. They are not just taking care of a patient’s disease, but are caring for them as a whole person. Because they are within in an academic medical center, they have the tri-partite mission of our center which is patient care, education and research.
 - c. The program currently staffs two Integrative Medicine physicians, a program assistant, an acupuncturist, a hospital-based massage therapist, a clinic-based nurse and hospital-based nurse coordinator, a yoga therapist, a meditation/relaxation teacher, and a TaiChi/QiGong teacher. They are employed either full or part-time with benefits or as independent contractors.
 - d. Their ambulatory-based services are offered at Shands Medical Plaza and include

Integrative Medicine consultation, Integrative Primary Care, and acupuncture. The hospital-based services include Integrative Nursing assessment and massage therapy. For certain medical conditions, services provided by a physician are covered by medical insurance. Acupuncture and massage therapy are covered by some insurances. Services were reduced this year because the seed funding was only for 3 years. They're doing their best to sustain the program through other means.

- e. The program is involved in medical education. They launched a COM elective called Promoting Resilience in Medicine (PRIME). This includes two groups of first-year medical students who are learning different mind/body skills. The goal is to help them become more self-aware and also to self-regulate. It's primarily to help with their own health and at the same time make them familiar with mind/body interventions that they could probably consider as they practice medicine. There is also a primary care track for residents within the Division of General Internal Medicine. The residents rotate with the two physicians in the clinic.
- f. The program also offers education to the general public. The Mindful Healthcare Professional is an online course developed for healthcare professionals to learn mindfulness. They recently secured a contract with the Florida Healthy Start Program to train the nurses, midwives, parent educators and other staff who work with families, infants and children to use skills in mindfulness for themselves and hopefully teach them to the families that they serve. They also offer fee-based courses and workshops to include the Mindfulness-Based Stress Reduction Course and the Annual Integrative Medicine Conference, now in its fourth year. The annual conference will be held in May and will focus on the safe, sensible and effective use of botanicals and supplements. The first day is an herbal workshop (conducted by an herbalist) and the second day is a conference to be held at the Harrell Medical Education Building. This course is intended for healthcare professionals to include physicians, nurses, pharmacists, and acupuncturists. CME credit will be provided.
- g. Most of their research activities are associated with Quality Improvement programs. In fact, the Mindful Healthcare Professional program was developed from a Smith Grant. They tested an online/on-site mindfulness training course for the nurses in the SICU to determine its effect on empathy, stress, and teamwork. Out of that, they were able to create a different product and work with another population. Dr. Estores is working with COM faculty to develop educational scholarship from the PRIME elective and will determine its effect on student and faculty empathy and resilience. The results can then be published.
- h. One of the key things now is to move from integrative medicine to integrative health because medicine is really a small section of the total picture of health. The emphasis is interprofessional collaboration, which is why they host conferences that promote interdisciplinary and interprofessional dialogue. The goal is to provide team-based care effectively and to create a culture of health and well-being for their patients, providers, healthcare system and society. The way to do that is to horizontally integrate.
- i. There are now 66 academic health centers/systems throughout the United States, Mexico and Canada that are included in the Academic Consortium for Integrative Medicine and Health. The University of Florida is not yet on this list, but plans to submit an application. Investing in a program that promotes integrative health positions the university at the forefront of a global movement.
- j. Additional information can be found on their website at:
<https://ufhealth.org/integrative-medicine>.

16. Announcements

- a. Candidates will be sought for the Multi-Mission 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. The Office of Faculty Affairs and Professional Development is offering COM faculty tenure and promotion workshops for faculty members who will be assembling a promotion/tenure packet this spring. Every candidate is strongly encouraged to participate in one of these workshops to understand which elements to include in the packet to present the best possible packet in the correct format. Workshops will be held on March 7 (7am – 8am), March 8 (5pm – 6pm), and March 29 (4pm – 5pm), all in MSB Room M-112.
- c. On March 1, 2017, UF COM began offering a new benefit, **Care@Work** by Care.com to faculty and staff. 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 and select “Enroll now” or call 855.781.1303. You must enter your UFCOM email address to validate your employment.
- d. Annual COM PhD Graduate Student competition for the 2017 Medical Guild Research Awards will be held on Friday, April 7 from 2pm – 4pm in the CGRC Auditorium. It will be followed by a reception and announcement of the winners.
- e. Dr. David Norton, Vice President for Research, convened the Animal Research Task Force (ARTF) in the summer of 2016 to take a holistic look at the current UF processes, procedures, and policies in place for animal research. The goal is to identify opportunities to improve systems and infrastructure in order to facilitate animal research on campus. The work of the Task Force is in progress. UF IACUC is providing links to the presentations for ongoing Town Hall meetings. The ARTF Town Hall meeting presentation that covers the main concerns/recommendations, can be found at the following link:
http://research.ufl.edu/compliance/pdf/ARTF_Town_Hall_Meeting_presentation.pdf.
- f. 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>.
- g. A new UF Health app is 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>.
- h. Upcoming events: Celebration of Diversity will be held April 3-7. Faculty Appreciation Reception will be April 5, 2017, COM Medical student graduation is May 20, 2017.
- i. The Postdoc/Senior Graduate student development seminar series “Making the Right Moves”, can be found at: <http://graddev.ufhealth.org/professional-skills/research-management/>.

17. Dr. Peggy Wallace adjourned the meeting at 5:59 pm.

18. Miscellaneous information –

- a. For IT needs: UF Health Science Center Help Desk/Technical Support Center at #265-0526.
- b. If assistance is needed in addressing retaliation or harassment at work, email UF Health Shands Compliance Services at compliance@shands.ufl.edu or privacy@shands.ufl.edu, or call the Compliance Hotline at #1-888-329-3569.
- c. Research Cooperative listserv (for sharing research resources/reagents/expertise) – <http://researchaffairs.med.ufl.edu/researcher-resources/uf-resources/uf-research-cooperative-l-mailing-list/>.

The next Faculty Council Meeting will be held Tuesday, April 4, 2017 @ 5PM in MSB Room M-112.

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