

Minutes of the December 5, 2017 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Lauren Solberg
President Elect – Alice Rhoton-Vlasak
Vice President – Albert Robinson, III

Past President – Peggy Wallace
Secretary – Steven Swarts
Treasurer – Jean Cibula

Officers Absent:

Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res. (by phone)
Yi Qiu – Anatomy & Cell Biology
Albert Robinson, III – Anesthesiology
Suming Huang – Biochem. & Molec. Biol.
Arlene Naranjo – Biostatistics
Tanya Anim – CHFM
Jen Schoch – Dermatology
Nicholas Maldonado – Emergency Med.
Francois Modave – Health Outcomes & Policy
Dianne Goede – Medicine
Lizi Wu – Molec. Genetics & Microbiology

Gregory Murad – Neurological Surgery
Meredith Wicklund - Neurology
Andrew Maurer – Neuroscience
Gibran Kurshid – Ophthalmology
Robert Matthias – Orthopaedics & Rehab.
Natalie Silver – Otolaryngology
Marco Salemi – Pathology
Luis Fernando Seguias – Pediatrics
Brian Law – Pharmacology & Therapeutics
Abdel Alli – Physiology
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Victoria Bird – Urology

Department Representatives Absent:

Kelly Gurka – Epidemiology
Emily Weber LeBrun – Obstetrics & Gyn.
Jason Fromm – PA School

Richard Holbert – Psychiatry
Jose Trevino – Surgery

Invited Guest: Jill Sumfest, M.D., President and Medical Director, GatorCare

Minutes:

1. President Lauren Solberg called the meeting to order at 5:02 PM.
2. Introduction of new department representatives – Lauren Solberg, J.D. – none noted
3. The November 2017 Faculty Council meeting minutes were approved.
4. Executive Committee (report from November 16, 2017 meeting) – Lauren Solberg, J.D.
 - a. UF College of Journalism & Communications and UF Training & Organizational Development are now accepting applications for the [2018 Strategic Communications Academy for UF Leaders & Scholars](#). This is a professional development program for faculty and staff that focuses on communication and leadership skills. There will be 8 sessions held from March through November of 2018 at the UF Human Resources Building on University Avenue. The application deadline is December 15, 2017.
 - b. William Hogan, M.D., Professor, Department of Health Outcomes & Policy, discussed the [Biomedical Informatics Education Programs](#). The department offers two degrees in Biomedical Informatics, (M.S. and Ph.D.), as well as a Graduate Certificate in Biomedical Informatics. UF employees can utilize the [Employee Education Program](#) (EEP) for tuition assistance with these programs.
 - c. A search is underway for a new COM Benefits Manager. The COM Benefits Manager

serves as the primary college contact for benefits changes and questions, and serves as a liaison between GatorCare, People First, and UF Human Resources Benefits. The Benefits Manager will assist in recruitment and onboarding of new employees by providing Benefits Toolkits to assist in providing a total compensation perspective for applicants, and will meet with candidates/new hires needing more individualized information and resources.

- d. The Merit Pool raise (from zero to 3%) will be effective January 1, 2018 for eligible faculty and staff, hired as of June 30, 2017.
5. Curriculum Committee (report from November 14, 2017 meeting) – Victoria Bird, M.D.
- a. The [2018 TBL Boot Camp](#) will be held June 6-8, 2018. Team-Based Learning (TBL) is a structured small group active learning method that motivates students through a readiness assurance process to come to class prepared, teaches team skills via experience, and focuses classroom time on higher order skills such as problem-solving and decision-making. The workshops are open to all UF faculty members, postdoctoral fellows and graduate students interested in teaching as part of their future careers. Please contact Dr. Wayne McCormack (mccormac@ufl.edu) for additional information.
 - b. An LCME accreditation update was provided that was overall very positive. The next full re-accreditation for the UF COM will be in 2022.
 - c. The Fitness for Duty Policy regarding students who are returning from a leave of absence was approved. This policy includes the prohibiting of the students' treating physician from signing off on their letter for fitness of duty, and instead requires an external reviewer to perform the evaluation. A motion to allow the UFCOM to partially pay for this evaluation was approved, although there are certain conditions that would have to be met. Regarding the policy document on Technical Standards, the motion to provide special accommodations for students upon their request was also approved.
 - d. Dr. Maureen Novak presented a review of the Clinical Skills Refresher Course, which is a two-week course intended for third year medical students that failed a clinical clerkship. This course has improved successful outcomes on the Step 2 exam.
6. Faculty Senate (report from November 16, 2017 meeting) – Lauren Solberg, J.D.
- a. President Fuchs discussed the proposed federal tax reform bill and its potential impact upon graduate education if the proposal passes that would require tuition waivers for graduate students to be taxable as income.
 - b. Provost Glover is currently working with the college Deans to ensure that stipends for graduate students are nationally competitive.
 - c. There are ongoing searches for Vice President and General Counsel for the University, and Chief Diversity Officer for the University.
7. [Dean's State of the College Address](#) – Lauren Solberg, J.D.
- a. The Dean's State of the College Address will be held on December 13, 2017 from 11:45am – 1:00pm in Communicore Room C1-15, and will be livestreamed and recorded for faculty members who are unable to attend in person. Those who RSVP will get a boxed lunch.
 - b. Professor Solberg conveyed the following key topics to the Dean to discuss, as suggested by Council members:
 - The broader vision and future direction for the college, given the growth of clinical practices with expansion to areas such as Ocala
 - Long-term plans for reinvestment into ambulatory outpatient settings on campus, in particular for the Medical Plaza due to parking issues for patients
 - Specific plans and strategies for bridging the gap between clinical and non-clinical faculty
8. Research Blitz events – Peggy Wallace, Ph.D.
- a. The first HSC-wide Research Blitz was held on November 17, 2017 from 1:30pm – 3:00pm

in the Communicore Building, Room C1-3. There were 12 faculty presenters and the event was well-attended. Dr. Wallace plans to summarize the information in a document that is searchable by keyword and will likely be located on the CTSI website. The next Research Blitz is tentatively being planned for the end of January 2018.

9. Faculty Wellness Task Force – Lauren Solberg, J.D.

- a. The Faculty Council officers recently met with Dr. Marian Limacher, Senior Associate Dean for Faculty Affairs & Professional Development. Dr. Limacher mentioned an interest in creating a Faculty Wellness Task Force that would look at overall wellness, particularly burnout, and determine ways that the institution can help faculty with their overall wellness. She asked if anyone from the Faculty Council would be interested in participating in the task force.
- b. Dr. Victoria Bird volunteered to participate. Other council members who would like to participate can contact Lauren Solberg (lbsolberg@ufl.edu).

10. Benefits discussion – Lauren Solberg, J.D.

- a. On March 1, 2017, the UF COM began offering a new benefit to faculty and staff, **Care@Work** by Care.com. A survey will be sent out soon to determine how many people utilized this service and whether or not they consider it a worthwhile benefit that should be continued.
- b. Brian Berryman from UF COM Human Resources was a guest speaker at the Faculty Council meeting in July of 2016 and asked Council members for feedback on a few benefits options he had researched. One option discussed was for the COM to provide faculty and staff with Identity Theft Protection from ID Shield. This was brought up again and discussed at today's meeting and it was determined that Council members are generally in favor of having this offered as a benefit.

11. GatorCare Updates: Jill Sumfest, M.D., President and Medical Director, GatorCare

- a. Upcoming benefits changes for 2018 include:
 - Virtual Visits with Tier 1 providers
 - Primary Care \$10 copayment
 - Specialty Care \$20 copayment
 - Mandatory 90-day supply of maintenance medications
 - Retail and mail order
 - Tier 1 and Tier 2 medications after two 30-day supply at retail
 - Narrow specialty medication network
 - UF Health Outpatient Pharmacies and MagellanRx
 - Limited distribution channels still apply
 - Variable copayment for targeted medications
- b. Benefits proposals for 2019 include:
 - Premium Plan Tier 1 benefits
 - Adjust Individual/Family deductibles and PCP office visit copayment
 - Urgent Care Copayment
 - Decrease to Specialist office visit copayment
 - Diabetes Education
 - Currently billed as Outpatient Hospital subject to calendar year deductible (CYD) and coinsurance
 - Outpatient Endoscopy

- Currently billed as Outpatient Hospital subject to coinsurance for facility charges
- Escalating Emergency Room per visit deductible after three visits (highly unlikely to move forward)
- Specialty medication deductible (highly unlikely to move forward)
- Modify prescription tier coverage to address higher cost generic medications

12. Announcements:

- a. The January COM Faculty Council meeting date has been changed to January 9, 2018 at 5:00pm.
- b. Save the dates for the Biomedical Sciences PhD Program interview dates – January 22, 2018 and February 5, 2018.
- c. A Donation Drive for Puerto Rico will be held on December 9, 2017 from 10:00am – 4:00pm at the Harrell Medical Education Building.
- d. Applications are now being accepted for the [2018 COM Leadership Development Program](#). This program is designed for COM faculty who are current leaders at the level of Division Chief or equivalent. Nominations or self-nominations will be accepted, and are due by 5pm on December 8, 2017. Seven sessions will be held over the course of 10 months, with the first (all-day) session being held on January 19, 2018. Subsequent sessions will be half-days, with one evening commitment.
- e. Download the app, UFHealth Protect, from the App Store or Google Play. It's the official safety app of UF Health, featuring emergency contacts, safety tips, personal safety tools, maps, and more.
- f. The Administrative Memo page of the University of Florida website includes policy and procedural changes to all operational units within the University of Florida community. For more information go to: <https://administrativememo.ufl.edu>.
- g. Gators Volunteer is a new campaign to link faculty and staff to organizations needing volunteers. For more information go to: gatorsvolunteer.ufl.edu.
- h. Cell line genetic authentication service is available through ICBR, \$60/cell line for 4 or fewer, or \$50/cell line for five or more. Visit <http://www.biotech.ufl.edu/now-offering-human-cell-line-authentication/> or email ICBR-GeneExpression@ad.ufl.edu for more information.

13. President Lauren Solberg adjourned the meeting at 6:06pm.

The next Faculty Council Meeting will be held Tuesday, January 9, 2018 @ 5PM in the Harrell Medical Education Building, Room 128.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Steven Swarts and Professor Lauren Solberg.