

Minutes of the July 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:

Yi Qiu – Anatomy & Cell Biology
Albert Robinson, III – Anesthesiology
Suming Huang – Biochem. & Molec. Biol.
Arlene Naranjo – Biostatistics
Nicholas Maldonado – Emergency Med.
Kelly Gurka – Epidemiology
Dianne Goede – Medicine
Lizi Wu – Molec. Genetics & Microbiology
Jeremy McIntyre – Neuroscience
Emily Weber LeBrun – Obstetrics & Gyn.

Gibran Kurshid – Ophthalmology
Robert Matthias – Orthopaedics & Rehab.
Natalie Silver – Otolaryngology
Jason Fromm – PA School
Marco Salemi – Pathology
Luis Fernando Seguias – Pediatrics
Brian Law – Pharmacology & Therapeutics
Judith Lightsey – Radiation Oncology
Victoria Bird – Urology

Department Representatives Absent:

Kimberly Sibille – Aging & Geriatric Res.
Tanya Anim – CHF
Jen Schoch – Dermatology
Francois Modave – Health Outcomes & Policy
Gregory Murad – Neurological Surgery

Meredith Wicklund - Neurology
Abdel Alli – Physiology
Richard Holbert – Psychiatry
Suzanne Mastin – Radiology
Jose Trevino – Surgery

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

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

Minutes:

1. President Lauren Solberg called the meeting to order at 5:06PM.
2. Introduction of new department representatives – Lauren Solberg, J.D.
 - a. Dr. Suming Huang was re-elected for Biochemistry, Dr. Jen Schoch was re-elected for Dermatology, and Dr. Abdel Alli was elected for Physiology.
3. The June 2017 Faculty Council meeting minutes were approved.
4. Executive Committee report – Lauren Solberg, J.D.
 - a. Dr. Good reminded the committee that the Raising Hope at Work employee campaign has started. Employees can contribute towards one of the following four fund options: Arts in Medicine, Dean's Preeminence Scholarship Fund, Facility Improvements for Women's and Children's Areas, or the Patient Technology and Experience Fund. Those who prefer to designate funds to a different project can contact Skylar Ramsey at: ramssn@shands.ufl.edu.
 - b. Dr. Good stated that Dr. Edward Abraham has been named Dean of the Miller School of Medicine at the University of Miami. He reiterated that Miami is an important strategic partner for UF.

- c. There was discussion about the recent state budget cuts and the potential impact this will have on higher education within the state university system.
 - d. Dr. Good recently attended the AAMC Council of Deans meeting. He stated that the AAMC is developing tools and resources to help medical students apply more strategically for residencies. He also discussed the standardized residency video interviews that are being piloted in programs around the country.
 - e. Committee members were reminded not to refer to F/A as “indirect costs”, but rather as “Facilities and Administration costs”.
 - f. It was announced that the NIH is no longer planning to implement the Research Commitment Index policy.
5. Curriculum Committee – no updates.
 6. COM Compensation Committee – no updates.
 7. Faculty Senate – no updates until September 2017.
 8. Old business – no updates.
 9. Update on COM Ombuds Office – Dr. Keith Stone
 - a. To date, Dr. Stone has met with the following departments to discuss the role of the COM Ombuds office: Radiation Oncology, Anesthesiology, Surgery, Otolaryngology, Obstetrics & Gynecology, Orthopaedics, Neurology, and Biochemistry & Molecular Biology. He has meetings scheduled with Dermatology on July 20th and Molecular Genetics & Microbiology on August 1st and will resume scheduling meetings with the remaining departments at the end of summer. He has monthly meetings with the Vice President for Human Resources on campus, as well as the two Ombuds offices on campus for students and faculty. He is scheduled to attend a statewide Ombuds meeting in Tallahassee at the end of July.
 10. New business – Lauren Solberg, J.D.
 - a. AAMC CFAS March 2017 highlights – Peggy Wallace, Ph.D. (summary submitted following Council meeting), for more information see: <https://www.aamc.org/members/cfas/resources>
 - i. Basic science faculty: embrace change, educate administrators about success metrics (including new) that are most valuable, have mentors at all stages of career, use time-saving tools such as voice recognition software. Find opportunities to connect with clinical departments/faculty/projects.
 - ii. Understanding basics of academic health center finances: "cash on hand," debt, rate on investment requirements, how funds flow, realizing that growth is not always the right answer, financing GME.
 - iii. Transitions: choose career that fits with desired lifestyle. Don't take roles that don't fit with long-term goals. Keep skills up to date. If move to a new place, find someone to help navigate the new system.
 - iv. Faculty need to understand their medical school's governance model. Factors: whether hospital is owned or affiliated, role of Dean in clinical matters, how academic mission is supported. Hospital and medical school need an equal relationship, and faculty should be represented on key committees.
 - v. Discussed opioid dilemma: disparities, neonatal abstinence syndrome, better opioid education at GME level, need for more doctors in addiction medicine, keeping physicians up to date on opioid research.

- vi. New AAMC publication on best practices for interviewing residents:
https://www.aamc.org/download/469536/data/best_practices_residency_program_interviews_09132016.pdf
 - vii. AAMC will be updating Faculty Forward surveys, to be called StandPoint.
 - viii. AAMC survey results: top critical issue for faculty is imbalance between required clinical productivity and loss of protected time for research/teaching.
- b. Professor Solberg asked Council members to submit (anonymously) a list of issues they'd like to see the Faculty Council address this year. Suggestions are noted below:
- eRVU information
 - Parking capacity overload
 - Parking fees
 - Salary compression
 - Professionalism
 - Feelings of isolation, lack of empowerment, especially of junior and midlevel faculty (5-15 years)
 - Enhancing medical student education and match competitiveness
 - Introduce faculty to the tremendous resources that are available – OR administrators, etc.
 - Provide updates relevant to non-clinical faculty
 - Improve faculty dining room selections
 - Clarification of how F/A or IDC is meant to be spent; for example, in basic science departments scientists are billed for equipment repair and other infrastructure items
 - Communication and collaboration:
 - Interdepartmental communication among faculty, especially junior faculty
 - Interdepartmental writing/publishing opportunities (basic science join with clinical, surgery join with medicine, senior bring on junior from other department)
 - Brainstorm ways to improve interdisciplinary collaboration among departments with respect to research, patient care, etc. to accomplish common goals
 - Better intercollegial research connections
 - How to develop a program of collaboration to help unfunded faculty
 - Mentoring and Career Development:
 - Better faculty mentoring
 - Mentoring opportunities and career development for junior faculty
 - Mentoring for junior faculty
 - Junior faculty strategy for success in academic career
 - Career development
 - Faculty evaluation
 - Benefits:
 - More competitive benefits package (e.g. retirement match) for recruitment/retention
 - Continue working on improving benefits (health insurance, retirement, etc.)
 - Restore retirement benefits
 - Retirement
 - Discounts
 - Part-time employee benefits

- Ensure part-time faculty receive equal/appropriate consideration
- Reinstitution of partial or full tuition coverage of faculty children for college/universities, in-state or out-of-state
- Comparison to other institutions

11. Dean's Report – Michael Good, M.D.

- a. Dr. Good provided data regarding physicians who began their residency or fellowship programs at the UF COM on July 1, 2017. In Gainesville, 220 first-year (intern) positions were filled; 63 of which are from the state of Florida; 25 of which graduated from the UF COM; and 90% of which graduated from U.S. schools. Overall, the UF COM welcomed 335 residents and fellows to Gainesville, 122 to Jacksonville, and 17 each to sponsored residency programs in Pensacola (Sacred Heart Hospital) and Orlando (Arnold Palmer Hospital for Children).
- b. Dr. Good updated the Council on the current searches for Chairs of the Departments of Dermatology and Surgery, as well as the Director of the School of Physician Assistant Studies.
- c. Dr. Good shared a few accomplishments from 2016-2017. In the COM, NIH funding had its 8th year-over-year increase. The COM held strong in annual rankings by ranking 40 among 140 medical schools in the country and ranking 16 among medical schools at public universities. During the UF COM Match 2017, 85% of students were accepted into one of their top 3 choices of medical programs; 24% matched in one of the top 10 University programs; 45% matched in one of the top 25 University programs; and 88% matched in one of the top 50 University programs. The COM held its First Annual Celebration of Diversity Week, which went exceptionally well.
- d. Dr. Good discussed the following budget challenges for the COM in FY 17-18 compared to FY 16-17:
 - The COM has been being undercharged by the university for fringe benefits; over the last 3 years the college has been charged 16.5% but should have been charged 18.5%. Therefore, a 2% adjustment was made, which translates to a \$6M expense college-wide.
 - The University has begun allocating portions of the utility bill; the COM was allocated \$1M.
 - The COM has budgeted \$3.5M for state mandated raises.
 - There is a 27th payroll this year for practice personnel (clerks, nurses and clinic staff), plus fringe and raises, which translates into a \$3M expense college-wide.
 - Supplemental Medicaid Funding (previously known as UPL) was slightly reduced this year compared to previous years, which resulted in \$7M of lost revenue for the COM. UF Health Shands in Gainesville and Jacksonville also received less Medicaid funding (\$13M and \$18M decreases, respectively).
 - In total, the COM had a \$20.5M direct impact to this year's budget.
- e. Dr. Good stated although this year was a little more challenging, the budget for next year has been balanced.

12. Announcements

- a. Dr. Limacher's office is revising the faculty mentoring policy, and would like more input: https://ufl.qualtrics.com/jfe/form/SV_bgev6162RK7Z91r.
- b. Seeking nominees for the Multi-Mission Promotion Committee (a professor [basic science focus], and a Clinical Associate Professor) and the Tenure/Promotion Committee (an Associate Professor), will be forthcoming – let your faculty know so they can consider this opportunity. Faculty will vote on the nominees to select the representatives. Contact Lauren Solberg or Marian Limacher with any nominations.

- c. AAMC CFAS News: subscription to e-newsletter is available at: <https://www.aamc.org/members/cfas/385122/cfashrssignup.html>.
- d. Reminder about discounts to UF faculty/staff/students that are available through GatorPerks: <http://hr.ufl.edu/benefits/other-benefits/gatorperks/>.
- e. GatorCare resource: Leslie Florence is the on-site GatorCare FloridaBlue representative (Leslie.florence@floridablue.com , 352-594-3354). Please contact her if you need any help with statements or explanations of benefits.
- f. Postdoc/senior grad student development seminar series "Making the Right Moves": graddev.uflhealth.org/professional-skills/research-management/.
- g. A new benefit, **Care@Work by [Care.com](http://care.com)**, is available 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 pet. There is no cost to you to find vetted caregivers. Once you hire them, the cost of the service will be your responsibility.
- h. August Faculty Council meeting invited speakers: Parker Gibbs, M.D., CMO UF Health.

13. Professor Lauren Solberg adjourned the meeting at 6:07 pm.

The next Faculty Council Meeting will be held Tuesday, August 1, 2017 @ 5PM in MSB Room M-112.

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