

Minutes of the November 7, 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.
Yi Qiu – Anatomy & Cell Biology
Albert Robinson, III – Anesthesiology
Arlene Naranjo – Biostatistics
Tanya Anim – CHFM
Francois Modave – Health Outcomes & Policy
Dianne Goede – Medicine
Lizi Wu – Molec. Genetics & Microbiology
Gregory Murad – Neurological Surgery
Meredith Wicklund - Neurology

Andrew Maurer – Neuroscience
Emily Weber LeBrun – Obstetrics & Gyn.
Natalie Silver – Otolaryngology
Luis Fernando Seguias – Pediatrics
Edgar Rodriguez– Pharmacology & Therapeutics
Abdel Alli – Physiology
Priya Sharma – Radiology
Victoria Bird – Urology

Department Representatives Absent:

Suming Huang – Biochem. & Molec. Biol.
Jen Schoch – Dermatology
Nicholas Maldonado – Emergency Med.
Kelly Gurka – Epidemiology
Gibran Kurshid – Ophthalmology
Robert Matthias – Orthopaedics & Rehab.

Jason Fromm – PA School
Marco Salemi– Pathology
Richard Holbert – Psychiatry
Judith Lightsey – Radiation Oncology
Jose Trevino – Surgery

Invited Guest: Maureen Novak, M.D., Associate Dean, Office of Medical Education, UF

Minutes:

1. Past President Peggy Wallace called the meeting to order at 5:00 PM.
2. Introduction of new department representatives – Peggy Wallace, Ph.D. – none noted.
3. The October 2017 Faculty Council meeting minutes were approved.
4. Executive Committee (report from October 19, 2017 meeting) – Lauren Solberg, J.D.
 - a. Dr. Nina Multak has been appointed as the next Director of the UF School of Physician Assistant Studies. Dr. Multak will succeed Dr. Ralph Rice who is retiring in January 2018. The PA Program recently received a 10-year re-accreditation.
 - b. In FY17, faculty in the UFCOM were awarded \$102M in grants from the National Institutes of Health (NIH), the highest level in the history of the college.
 - c. 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.

5. Curriculum Committee (report from October 10, 2017 meeting) – Victoria Bird, M.D.
 - a. An update was provided on the Phase 1 Curriculum. Implementation of the Canvas system for first year medical students has improved the management, preparation and delivery of examinations. Course Directors are ensuring that Disability Resource Center (DRC) Accommodation forms are being completed. James Gorske, Learning Specialist in the Office of Student Affairs, is available to assist students who are in need.
 - b. The committee was provided an update and comparison for Step 2 USMLE scores from the Class of 2017 and the Class of 2018.
 - c. There was discussion regarding the Fit for Duty Policy/Technical Standards. When applying to medical school in the ERAS system, students sign a limited “declaration of fitness” form to indicate possible needs they may have when going through the medical school curriculum, such as special accommodations when taking exams. It has been determined that those students who require special accommodations while in medical school fare better when their needs are addressed early in their training. Therefore, the UFCOM Technical Standards Committee was established. A policy document on Technical Standards was proposed to the committee that addressed differences between appropriate accommodations in the COM compared to main campus programs. Members of the Curriculum Committee will further review the Technical Standards proposal and the Fitness for Duty Policy regarding students who are returning from a leave of absence, and will send their feedback to Dr. Maureen Novak for discussion at the next meeting.
 - d. The Thoracic and Cardiovascular Surgery course was voted on and approved.
6. Faculty Senate (report from October 19, 2017 meeting) – Victoria Bird, M.D.
 - a. President Fuchs discussed UF’s strategies to prepare for the Richard Spencer event on October 19, 2017. Dr. Fuchs reported that he has since been approached by other universities requesting guidance on how to handle this type of situation.
 - b. Along with other universities across the nation, UF is currently offering [free tuition for online courses](#) (Spring/Summer 2018 terms) to eligible undergraduate students in Puerto Rico and the U.S. Virgin Islands who were displaced by the hurricane.
 - c. Dr. Bird gave a report to the Senate regarding the [Medical Relief Initiative for Puerto Rico](#) that was organized by the UF Latino Medical Student Association in conjunction with the UF College of Medicine. Their goal is to raise a total of \$50,000, which will be used to charter a plane for delivery of the supplies (\$15,000), and for purchase of basic health and medical supplies such as medications, hygiene products and water filtration systems (\$35,000). The supplies will be delivered to hospital and church distribution points they have partnered with on the island.
7. Dean’s State of the College Address – Lauren Solberg, J.D.
 - a. The State of the College Address will be held on December 13, 2017 from 11:30am – 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 will be held on November 17, 2017 from 1:30pm – 3:00pm in the Communicore Building, Room C1-3. Each faculty presenter will give a very brief

(4-5 min) overview of projects, expertise, and collaboration interests. There will be a coffee break in the middle to facilitate discussions. The broad overarching theme (current work and/or potential application/interest) is the general area of immunology/infection. Many speakers are newer faculty, and are from multiple colleges with a wide range of expertise; it is a great opportunity to meet, network and brainstorm. Those who are interested in participating in future sessions can contact Dr. Peggy Wallace (peggyw@ufl.edu).

9. Faculty Lounge/Club – Albert Robinson, III, M.D.

- a. Faculty Council Officers are considering proposing a new faculty lounge to COM leadership and are requesting feedback from representatives.
- b. Data shows that faculty lounges are disappearing across the nation. This leads to a decrease in faculty interaction and loss of collegiality that contributes to higher rates of dissatisfaction and burnout among physicians.
- c. Faculty lounges promote face-to-face interactions with colleagues across specialties, encourage collegiality, and support sharing of professional and personal experiences.
- d. Results from the 2016 Faculty Forward Survey for the UFCOM reveal that approximately 73% of faculty feel that the workplace culture here cultivates collegiality. Open Comments on the survey include “Having a faculty club or lounge that is centrally located between the hospital and research spaces that provides free coffee, tea and cookies to foster interaction among basic scientists and clinical faculty”; “Healthier food options”; and “Provide better quality food options to faculty”.
- e. Faculty can work together to strategically design/locate a new lounge that will help improve UF COM culture. The following amenities were suggested:
 - Promote workplace wellness by offering coffee, fresh juices, smoothies, fruits, vegetables, and other healthy snack options
 - Include a work kitchen designed to feel more like a home with natural lighting, mounted speakers, televisions, game tables, etc.
 - Broadcast the Company Brand (UF COM, UF Health logos)
 - Offer strategic furnishings such as bean bag chairs, high top tables, core stability balls, and MetroNaps
 - Locate the lounge in an area that allows faculty to have dedicated space and privacy.
- f. After discussion, it was determined that the Faculty Council is generally in favor of continuing with this proposal.

10. 2019 GatorCare Workgroup – Lauren Solberg, J.D.

- a. Dr. Priya Sharma, the Faculty Council representative from Radiology, has volunteered to participate in the 2019 Gatorcare Workgroup that will discuss benefits options for faculty in 2019. Dr. Jill Sumfest has also requested one alternate representative for the workgroup. Anyone interested in volunteering as an alternate can contact Lauren Solberg (lsolberg@ufl.edu).

11. Volunteers for Search Committees: Chair of Neurosurgery and Chair of Obstetrics & Gynecology

- a. One person has volunteered to serve on the Neurosurgery Chair Search Committee and four people have volunteered to serve on the OB/GYN Chair Search Committee. Professor Solberg sent the names to Dr. Limacher and will wait to find out how the members are selected. Anyone else interested in volunteering can contact Lauren Solberg (lsolberg@ufl.edu).

12. Medical School Curriculum: Maureen Novak, M.D., Associate Dean of Medical Education, UF

- a. Leaders and scholars in the UF COM are committed to teach students to be empathic,

humanistic, patient-centered caregivers who adhere to the highest professional standards. The curriculum, faculty and staff guide and support students on their journey through medical school.

b. To achieve this goal, the medical school curriculum at the UF COM was revised in 2010.

Key revisions include:

- Curriculum is patient-centered, with much more applied learning (flipped classroom); integration of the biomedical, social and behavioral sciences with clinical skills (Organ-system based); earlier clinical experiences, with first-year students learning how to use an otoscope and do a basic eye exam in October; and participation in Community Outreach activities such as The Mobile Clinic and The Equal Access Clinic in years 1-4.
- Active, collaborative, team-based learning (interdisciplinary teams); participation in Collaborative Learning Groups in which clinical educators are paired with 8 students whom they meet with weekly for 18 months to teach, role model, mentor, advise, and follow longitudinally (aiming to meet with students once a month in their third year, and least twice in their fourth year).
- Students are encouraged to become lifelong learners (to learn in time and have that goal to meet entrustment)
- Building clinical scientists through scholarship.
- Increased experiential learning and assessment such as standardized and virtual patients, as well as simulation and task training.
- New and expanded topics offered such as Population and Public Health, Informatics (students are using EPIC in the first semester of school), Safety and Quality, Health Policy and Economics, and Health Disparities & Social Determinants.
- Various opportunities provided for personal development such as Discovery Pathways and Medical Student Research Program (approximately 80% of medical students currently participate in this program), Community Health/Advocacy/Global Health, Medical Humanities, and dual degrees (Masters in IPH, law degree and MD/PhD).
- Assessment is satisfactory/unsatisfactory in years 1 and 2; there are weekly online quizzes; students have a portfolio which follows their progress; students are monitored for their small group and lab participation, team-based learning performance, and clinical performance; and there are summative assessments to include multiple choice questions, practical exams, oral and short answer exams, clinical skills exams, and the National Board Medical Examinations.

13. Announcements

- a. For this year's flu immunization schedules, please visit <https://bridge.UFHealth.org/flu> for information on dates, times, and places to receive your immunizations.
- b. Link to UF Human Resources Alex system for choosing benefits: <http://myalex.com/uf/2017>.
- c. 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.
- d. 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>.

- e. Gators Volunteer is a new campaign to link faculty and staff to organizations needing volunteers. For more information go to: gatorsvolunteer.ufl.edu.
- f. 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.

15. Professor Lauren Solberg adjourned the meeting at 6:05 pm.

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

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