

## Minutes of the May 1, 2018 UF Gainesville COM Faculty Council Meeting

### Officers Present:

President – Lauren Solberg  
President Elect – Alice Rhoton-Vlasak

Vice President – Albert Robinson, III  
Secretary – Steven Swarts

### Officers Absent:

Past President – Peggy Wallace  
Treasurer – Jean Cibula

Advisor – Frank Bova

### Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.  
Sonia Mehta – Anesthesiology  
Nicholas Maldonado – Emergency Med.  
Kelly Gurka – Epidemiology  
Dianne Goede – Medicine  
Lizi Wu – Molec. Genetics & Microbiology  
Andrew Maurer – Neuroscience

Robert Matthias – Orthopaedics & Rehab.  
Luis Fernando Seguias – Pediatrics  
Brian Law – Pharmacology & Therapeutics  
Abdel Alli – Physiology  
Steven Swarts – Radiation Oncology  
Priya Sharma – Radiology  
Victoria Bird – Urology

### Department Representatives Absent:

Yi Qiu – Anatomy & Cell Biology  
Suming Huang – Biochem. & Molec. Biol.  
Arlene Naranjo – Biostatistics  
Tanya Anim – CHF  
Jen Schoch – Dermatology  
Francois Modave – Health Outcomes & Biomedical Informatics  
Gregory Murad – Neurological Surgery

Meredith Wicklund - Neurology  
Emily Weber LeBrun – Obstetrics & Gyn.  
Gibran Khurshid – Ophthalmology  
Natalie Silver – Otolaryngology  
Jason Fromm – PA School  
Marco Salemi – Pathology  
Richard Holbert – Psychiatry  
Jose Trevino – Surgery

**Invited Speaker:** Jodi Gentry, Vice President, UF Human Resources: Update on benefits and ongoing benefits consultation

### Minutes:

1. President Lauren Solberg called the meeting to order at 5:02 PM.
2. Introduction of new or substitute department representatives – Lauren Solberg, J.D.
  - a. None noted.
3. The April 2018 Faculty Council meeting minutes were approved.
4. Executive Committee (report from April 19, 2018) – Lauren Solberg, J.D.
  - a. Upon request of the Dean, Professor Solberg discussed the recent updates to the Chair Evaluations, specifically the instructions and comment box instructions that were reviewed and approved by the Faculty Council. The changes seemed well-received and the Dean appreciated the effort put forth by the Faculty Council to make the survey transparent and the feedback useful. The Chair Evaluations will be sent out to faculty within the next few days.
  - b. Dr. Charles Lane, UF Sr. Vice President and Chief Operating Officer, discussed the UF project for utility infrastructure improvement. Plans include moving the Duke Energy Cogeneration Plant from Mowry Road (east of the CTRB) to the west side of Gale Lemerand Drive. Construction will begin in 2019 and will last 2-3 years.
5. Curriculum Committee report – Victoria Bird, M.D.
  - a. No report.

6. Faculty Senate (report from April 19, 2018 meeting) – Lauren Solberg, J.D.
  - a. The Faculty Senate approved that the Other Personnel Services (OPS) Resolution be put forward to the university, recommending that UF create a mechanism to move long-term OPS employees to full-time TEAMS or other classification with benefits when employed in a position for longer than one year.
  - b. Upon request of President Fuchs, Dr. David Quillen, Faculty Senate Chair, presented a summary of faculty representation on the direct-support organizations (DSO's), HSC affiliates, UF Health Shands Hospital, and others, to President Fuchs and the Board of Trustees. Ratings were assigned for how important faculty representation is to the faculty and how well the representation is currently working. An outline of the recommendations for improving faculty representation in these organizations can be found at:  
<http://fora.aa.ufl.edu/docs/78/2017-2018/DSO%20Recommendations.pdf>.
7. Upcoming COM Faculty Council officer elections, election of new representatives – Lauren Solberg, J.D.
  - a. Professor Solberg sent an email requesting nominations for the Faculty Council Officer positions of President-Elect, Secretary, and Treasurer. Elections will be held soon. Elections will also be held for departmental representatives who will be rotating off in the Spring of 2018 (Departments of Health Outcomes & Policy, Neurology, OB/GYN, Orthopaedics, Pharmacology, Radiation Oncology, Radiology, and Urology).
8. Election of Council representative for the Curriculum Committee – Lauren Solberg, J.D.
  - a. The election of a representative to the Curriculum Committee was tabled until the new rotation of faculty council membership begins at the July meeting.
9. Faculty needed to serve on Promotion and Tenure Committees – Lauren Solberg, J.D.
  - a. Faculty at the rank of Associate Professor or Professor are being solicited for inclusion in the faculty-wide vote for new members for a 3-year term on either the Tenure Track or Multi-Mission Track Review Committees. These committees evaluate candidates for promotion each fall and for progress toward promotion through the mid-cycle review process each spring. Additional members may be appointed by the Dean.
  - b. One tenured Professor and two tenured Associate Professors are needed for the Tenure Track Committee.
  - c. One non-tenure track Professor and one non-tenure track Associate Professor are needed for the Multi-Mission Track Committee (this committee reviews Clinical and Research title series, as well as Lecturers and Scientists).
  - d. Those interested in being considered for any of these positions should forward a CV, photograph, and a brief, one paragraph statement outlining their faculty role and why they are interested in participating in the College promotion process to Dr. Marian Limacher at [limacmc@medicine.ufl.edu](mailto:limacmc@medicine.ufl.edu) by 5:00pm on May 23, 2018.
10. Election of faculty representatives to serve on Compensation Committee – Lauren Solberg, J.D.
  - a. Two new faculty representatives are needed to serve on the COM Faculty Compensation Committee. As noted in the Faculty Council bylaws, two members are nominated from the Faculty Council, and may be Faculty Council members (department representatives or officers) or from the COM faculty at large. Those interested in serving on this committee can contact Professor Lauren Solberg at [lsolberg@ufl.edu](mailto:lsolberg@ufl.edu).
11. AAMC CFAS Junior Faculty Representative to be appointed– Lauren Solberg, J.D.
  - a. The UF COM will soon appoint a new AAMC Council of Faculty and Academic Societies (CFAS) junior representative, as the term for our current representative, Dr. Jim Wynn, is expiring. Junior representatives must be within 10 years of their initial faculty appointment.

Representatives will attend two meetings per year (funded by the college) and will serve a three-year term, with no more than two consecutive terms. Those who are interested can contact Lauren Solberg, who will provide the names to Dr. Marian Limacher.

12. Faculty Lounge update – Albert Robinson, III, M.D. and Lauren Solberg, J.D.
  - a. A proposal has been put forth for a new faculty lounge to be located on the first floor of the Medical Science Building in the space previously occupied by COM Student Affairs. The offices are spacious and conveniently located, with windows to provide natural lighting. He is working with the facilities committee to get estimates for renovation costs, etc. Although this location has not yet been given the final approval, the Faculty Council members seemed receptive to having the faculty lounge at this location.
  
13. Preeminence Through People – Jodi Gentry, Vice President, UF Human Resources
  - a. Ms. Gentry has been at UF for several years, with more than 20 years of human resources experience in higher education. She is currently the Vice President for University of Florida Human Resources (UFHR) and works with all 16 colleges across campus, as well as the administrative units. She is a member of the UF President’s Cabinet and has been in her current role as VP for UFHR for almost 2 years. She met with administrators across campus after first accepting this position to get feedback about ways that UFHR could better support faculty and staff; consequently, a Strategic Commitment was put in place to accomplish that goal.
  - b. The Strategic Commitment was put forth to support the institution by supporting preeminence through people. The guiding principles for UFHR are to drive results; promote inclusiveness; be agile, forward-thinking and bold; and model excellence.
  - c. UFHR set the following goals to help accomplish their strategic commitment of supporting preeminence through people:
    1. Identify, hire and retain the best talent
      - i. Targeted onboarding approaches will be used to help position newly hired faculty and staff for success
    2. Design and implement a fair and competitive compensation strategy; reward competitively and strategically
      - i. Sibson Consulting recently conducted on-site stakeholder interviews at UF and are working through key findings to draft a compensation policy and a benefits assessment, and identify comparison markets for staff compensation
    3. Use an aligned and contemporary approach to performance management
      - i. Offer alternatives to the current performance review process
      - ii. Use the Success at Work project to identify and prioritize desired knowledge, skills and behavior via strong competency models for staff
    4. Improve leadership capabilities throughout the organization; develop leaders to manage and lead effectively – in a way that is fair and nondiscriminatory
      - i. Identify managers on campus as a foundation for development plans and resources
    5. Practice inclusion; foster an inclusive environment where employees feel welcomed, prepared, and engaged
      - i. Action items have been implemented to influence workplace practices, interaction, and general environment based on the results of the recent UF Faculty and Staff Climate Survey, including the addition of a chief diversity officer for the University
    6. Become risk aware, not risk averse; identify and manage risk responsibly
      - i. Swift action will be taken when risks to HR-related areas are realized
    7. Ensure service excellence
      - i. Emphasis will be placed on responsiveness, clear and prompt communication, and respect

14. Announcements:

- a. Faculty are encouraged to contact University Relations when papers have been accepted for publication for the purpose of selecting those to be pitched to national and international media, and online and social media. For those who do, \$1,000 will be awarded to each faculty member whose research is selected by University Relations to be pitched. University Relations will make its selections every two weeks, working in conjunction with the communicators in your college or unit. Email University Relations a synopsis of no more than 250 words describing your research in layman's language and explaining its significance and how it will benefit society. Researchers must also be prepared to speak to reporters or designate someone on their team to do so. Please email your submission to [news@ufl.edu](mailto:news@ufl.edu).
- b. UF retirement benefits comparison with other institutions, presented by David Quillen, M.D., Chair of Faculty Senate: <http://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/AgendasMinutes2017-2018>.
- c. Circadian Symposium, Michael Rosbash, PhD, Nobel Prize Recipient 2017, Friday, May 11 at 12pm; HPNP Room 1404
- d. Spring Commencements: Ph.D. and M.S., May 4, 2018; M.D., May 19, 2018; P.A. Studies, June 16, 2018

15. President-Elect Alice Rhoton-Vlasak adjourned the meeting at 5:55pm.

The next Faculty Council Meeting will be held Tuesday, June 5, 2018 @ 5PM in the Medical Science Building, Room M-112.

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