

Minutes of the July 10, 2018 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Alice Rhoton-Vlasak
President Elect – Emily Weber LeBrun
Past President – Lauren Solberg

Secretary – Jean Cibula
Treasurer – Steven Swarts

Officers Absent:

Vice President – Albert Robinson, III

Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res. (by phone)
Yi Qiu – Anatomy & Cell Biology
Sonia Mehta – Anesthesiology
Arlene Naranjo – Biostatistics
Tanya Anim – CHFM
Nicholas Maldonado – Emergency Med.
Kelly Gurka – Epidemiology
Francois Modave – Health Outcomes & Biomedical Informatics
Sharon Aroda – Medicine
Lizi Wu – Molec. Genetics & Microbiology

Gregory Murad – Neurological Surgery
Meredith Wicklund – Neurology
Andrew Maurer – Neuroscience
Kathleen Green – Obstetrics & Gynecology
Gibran Khurshid – Ophthalmology (by phone)
Hernan Prieto – Orthopaedics & Rehab.
Marco Salemi – Pathology
Abdel Alli – Physiology
Richard Holbert – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Romano DeMarco – Urology

Department Representatives Absent:

Suming Huang – Biochem. & Molec. Biol.
Jen Schoch – Dermatology
Natalie Silver – Otolaryngology
Jason Fromm – PA School

Luis Fernando Seguias – Pediatrics
Gonzalo Torres – Pharmacology & Therapeutics
Jose Trevino – Surgery

Minutes:

1. President Alice Rhoton-Vlasak called the meeting to order at 5:00 PM.
2. Introduction of new or substitute department representatives – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Francois Modave was re-elected for Health Outcomes & Biomedical Informatics, Dr. Meredith Wicklund was re-elected for Neurology, Dr. Kathleen Green was elected for Obstetrics & Gynecology, Dr. Hernan Prieto was elected for Orthopaedics & Rehabilitation, Dr. Gonzalo Torres was elected for Pharmacology & Therapeutics, Dr. Steven Swarts was re-elected for Radiation Oncology, Dr. Priya Sharma was elected for Radiology, and Dr. Romano DeMarco was elected for Urology. Dr. Sharon Aroda was the substitute representative for Medicine.
3. The June 2018 Faculty Council meeting minutes were approved.
4. Executive Committee (report from June 21, 2018) – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Marian Limacher discussed the recently released results from the 2017-2018 COM Promotion & Tenure cycle. She announced that 51 faculty members in the Multi-Mission Track were promoted and 18 faculty members in the Tenure Track were promoted.
 - b. Dr. Lisa Merlo Greene, an Associate Professor in Psychiatry and Director of the UFCOM Wellness Programs, discussed the initiatives of the UFCOM Wellness Programs. These programs were established to support the UFCOM in achieving the Quadruple Aim (Bodenheimer & Sinsky, 2014) of: Enhancing Patient Experience; Reducing Cost; Improving

Population Health; and Increasing Provider Satisfaction and Wellbeing. Additional information can be found on the Wellness website at: <https://wellness.med.ufl.edu/>.

- c. Cris Lloyd, Director of COM Human Resources, discussed the impending changes to the Other Personnel Services (OPS) full-time staff positions throughout campus. Staff that have held full-time OPS positions for two years or more may be converted to TEAMS, or the position may be outsourced to a temp agency. A detailed announcement is forthcoming.
5. Election of new representatives to the COM Promotion Committees (2018-19) – Alice Rhoton-Vlasak, M.D.
 - a. Professors elected for the Tenure Track Committee: Jennifer Bizon, Ph.D. (Neuroscience) and Mark Brantly, M.D. (Medicine). Associate Professors elected for the Tenure Track Committee: Lizi Wu, Ph.D. (Molecular Genetics & Microbiology), Shannon Boye, Ph.D. (Ophthalmology), and Patrick Tighe, M.D. (Anesthesiology).
 - b. Associate Professor elected for the Multi-Mission Committee: Sanda Tan, M.D. (Surgery). Jacksonville representatives are still being selected (one Professor and one Associate Professor needed for the Multi-Mission Committee).
6. Election of representatives to the Compensation Committee – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Andrew Maurer (Neuroscience), Dr. Gibran Khurshid (Ophthalmology), and Dr. Marco Salemi (Pathology) are the new COM Faculty Council representatives on the Compensation Committee.
7. Election of representative to the Curriculum Committee – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Nicholas Maldonado (Emergency Medicine) is the new COM Faculty Council representative on the Curriculum Committee.
8. Reminder of attendance policy for department representatives at Council meetings – Alice Rhoton-Vlasak, M.D.
 - a. As noted in the bylaws, elected departmental representatives are encouraged to attend every meeting; if they are unable to do so, an alternate from their department should be selected to attend on their behalf.
9. Update on [UF Health Shadowing Process](#) – Lauren Solberg, J.D.
 - a. Professor Solberg recently met with Dr. Marvin Dewar and Laura Gruber to provide feedback she's received from the Faculty Council and other faculty members regarding the current Shadowing policy. Dr. Dewar and Laura noted that they are exploring several options for revising the policy, including having the forms submitted electronically to make the process more efficient. Once they determine the best options, they'll discuss any proposed changes with the Privacy & Security Office and will notify Professor Solberg of any updates.
10. Updating COM Faculty Council bylaws – Alice Rhoton-Vlasak, M.D.
 - a. The Faculty Council Bylaws are routinely reviewed and updated to reflect changes in institutional policies. The officers plan to review the current bylaws within the next few months and note any suggested changes, then forward them to the Council members for input.
11. Other new business – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Rhoton was notified that various faculty members are not being allowed administrative rights to their own computers and/or laptops. Although this is likely a security measure, it causes problems for those involved in patient care and for those involved in research. Council members were asked to reach-out to faculty in their departments to find out if they're having similar IT issues.

12. Overview of the [Faculty Affairs](#) website – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Rhoton provided an overview of the Office of Faculty Affairs & Professional Development website and noted the following updates:
 1. An active mentoring policy is being updated to apply to all faculty:
https://facultyaffairs.med.ufl.edu/files/2012/05/COM-Mentoring-Policy_2016.pdf.
 2. Faculty onboarding documents are in place:
<https://facultyaffairs.med.ufl.edu/new-faculty/new-to-uf/faculty-onboarding/>.
 3. Exit interview systems are in place.
 - b. Several resources are available on the website, to include:
 1. A link to the COM Ombuds office.
 2. Information for new faculty.
 3. Information regarding benefits.
 4. The UF Faculty Handbook.
 5. COM Promotion & Tenure policies and procedures.
 6. The 2018 UF Lobbying Policy.
 7. UF Health policies on voice/video recordings.
 8. The COM Faculty Compensation Plan.
13. Announcements:
 - a. Reminder: UF IT policies and updates:
<https://it.ufl.edu/policies/acceptable-use/acceptable-use-policy/>.
 - b. The Alan Alda Center for Communicating Science will present “The Alda Method – Connection is a Choice” on July 17, 2018 from 4:00pm – 5:30pm in the HPNP Auditorium, Room 1404, 1225 Center Drive. This interactive session introduces participants to general principles of crafting short, clear, conversational statements, intelligible to non-scientists, about what you do and why it matters. Please RSVP by July 11 to: RSVP@hsc.ufl.edu.
 - c. Raising Hope at Work, begins June 1, 2018: <https://giving.ufhealth.org/RaisingHope/>
 - d. 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.
 - e. UF Faculty Research Expertise presentation by Provost Glover:
<http://fora.aa.ufl.edu/docs/78//2017-2018//Welcome%20to%20UF%20Faculty%20Research%20Expertise%20vs%206%20%205-2-18.pdf>.
 - f. 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>.
 - g. Changes in Faculty Council meeting dates: July 2018 meeting will be held at 5pm on July 10; January 2019 meeting will be held on January 8.
14. President Rhoton-Vlasak adjourned the meeting at 5:52pm.

The next Faculty Council Meeting will be held Tuesday, August 7, 2018 @ 5PM in the Medical Science Building, Room M-112.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Jean Cibula and Dr. Alice Rhoton-Vlasak.