

Minutes of the August 7, 2018 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Alice Rhoton-Vlasak
Past President – Lauren Solberg

Secretary – Jean Cibula
Treasurer – Steven Swarts

Officers Absent:

President Elect – Emily Weber LeBrun
Vice President – Albert Robinson, III

Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.
Yi Qiu – Anatomy & Cell Biology
Arlene Naranjo – Biostatistics (by phone)
Jen Schoch – Dermatology
Nicholas Maldonado – Emergency Medicine
Kelly Gurka – Epidemiology
Jiang Bian – Health Outcomes & Biomedical Informatics
Diane Goede – Medicine
Lizi Wu – Molec. Genetics & Microbiology

Meredith Wicklund – Neurology
Jeremy McIntyre – Neuroscience
Gibran Khurshid – Ophthalmology (by phone)
Natalie Silver – Otolaryngology
Marco Salemi – Pathology
Luis Fernando Seguias – Pediatrics
Abdel Alli – Physiology
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Romano DeMarco – Urology

Department Representatives Absent:

Sonia Mehta – Anesthesiology
Matthew Merritt – Biochem. & Molec. Biology
Tanya Anim – CHFM
Gregory Murad – Neurological Surgery
Kathleen Green – Obstetrics & Gynecology
Hernan Prieto – Orthopaedics & Rehab.

Jason Fromm – PA School
Gonzalo Torres – Pharmacology & Therapeutics
Richard Holbert – Psychiatry
Jose Trevino – Surgery

Invited Speaker: Lisa Merlo Greene, PhD, MPE, Associate Professor in Psychiatry, Director of the [UFCOM Wellness Programs](#)

Minutes:

1. President Alice Rhoton-Vlasak called the meeting to order at 5:03 PM.
2. Introduction of new department representatives – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Matthew Merritt is the new department representative for Biochemistry & Molecular Biology.
3. The July 2018 Faculty Council meeting minutes were approved.
4. Executive Committee (report from July 19, 2018) – Alice Rhoton-Vlasak, M.D.
 - a. It was re-announced that Dr. Adrian Tyndall would become Interim Dean for the UF College of Medicine, effective July 30, 2018.
 - b. Two new department chairs were introduced: Dr. Brian Hoh is the new department chair for Neurosurgery and Dr. Abel Torres is the new department chair for Dermatology.
 - c. The National Network of Depression Centers (NNDC) recently named the UF Mood Disorders Program a Center of Excellence (spearheaded by the UFCOM Department of Psychiatry).
5. Initiatives of the UFCOM Wellness Programs – Lisa Merlo Greene, PhD, MPE
 - a. Dr. Lisa Merlo Greene is an Associate Professor in Psychiatry and Director of the UFCOM Wellness Programs as well as Director of Research for the Florida Professionals Resource Network (PRN), the state monitoring program for professionals with potentially impairing conditions. Through research with PRN almost 10 years ago, she discovered physicians and other providers presenting with addiction or psychiatric disorders displayed symptoms

while still in professional school. She shifted her focus to prevention and wellness in order to address these issues earlier, creating professionals with more resilience and preparation for the challenges ahead. She found that medical students and residents consistently felt they didn't have good role models, with burned out faculty and attendings setting unrealistic standards for the students. She discussed wellness support for faculty with Senior Associate Dean for Faculty Affairs, Dr. Marian Limacher, and has been laying the wellness initiative groundwork for the last 18 months, evaluating the baseline for COM students, housestaff and faculty.

- b. The Stanford Model <https://wellmd.stanford.edu/center1.html> is the basis of her approach to wellness in the college and suggests that professional fulfillment, or simply finding joy and happiness in your work, should be a goal to strive for throughout your career. The three main components are:
 - 1) Efficiency of Process - Workplace systems, processes, and practices that promote safety, quality, effectiveness, positive patient and colleague interactions, and work-life balance.
 - 2) Personal Resilience – Individual skills, behaviors, and attitudes that contribute to physical, emotional, and professional well-being.
 - 3) Culture of Wellness – Organizational values and actions that promote personal and professional growth, self-care, and compassion for ourselves, our colleagues, our trainees, and our patients.
 - c. Dr. Merlo discussed results from the 2016 UFCOM Faculty Forward Survey, as well as results from the 2018 ACGME Survey. Faculty Forward results: 10% of faculty reported burn out, 14% of faculty reported dissatisfaction with their current job, 34% reported poor control over their workload, and 54% reported high job stress. The ACGME residency programs survey showed similar results in the resident and core teaching faculty. The survey scores at UF reflected those across the country, reinforcing the fact that this is a nationwide problem. While some of this is expected because this is a challenging, stressful field of work, there are ways to mitigate and make that stress more manageable.
 - d. The most important components for promoting professional fulfillment include strengthening leadership, aligning values, allowing each division to have a voice/input, providing peer support, finding meaning in work, fostering community, expressing appreciation, allowing flexibility, and promoting a culture of compassion.
 - e. Current initiatives of the UFCOM Wellness Programs include:
 - 1) Development of a longitudinal wellness curriculum for medical students within the Collaborative Learning Groups (CLG)
 - 2) Implementation/expansion of the optional Mind-Body Medicine Course
 - 3) Survey of Residency Program Directors to identify current needs and resources/programs.
 - 4) Development of a UFCOM Wellness Programs website and a comprehensive list of resources.
 - f. Dr. Merlo encouraged everyone to participate in the forthcoming Faculty Needs Assessment Survey. For additional information about services available through the UFCOM Wellness Programs, please contact Dr. Merlo at: imerlo@ufl.edu or visit the Wellness website at: <https://wellness.med.ufl.edu/>.
6. Updating COM Faculty Council bylaws review– Alice Rhoton-Vlasak, M.D.
- a. The Faculty Council Bylaws are routinely reviewed and updated to reflect changes in institutional policies.
 - b. The officers will review the current bylaws and discuss any suggested changes at the September meeting.

7. Follow-up from departments re: IT concerns– Alice Rhoton-Vlasak, M.D.
 - a. After discussing several IT concerns with the Academic Health Center IT, it was determined that it would be best for faculty to work locally within their departments to solve most IT issues, as they vary greatly from department to department.
 - b. Issues affecting the College at large may be brought back to the Council for discussion.

8. Update on [UF Health Shadowing Process](#) – Lauren Solberg, J.D.
 - a. Dr. Dewar’s office discussed the Observer Program with COM leadership last week and they are supportive of a re-design of the program.
 - b. There are plans to eliminate the limit on the number of successive days that are currently used to distinguish Observer opportunities from Volunteer opportunities.
 - c. A new website is also being developed to improve the efficiency of the process, potentially to include online applications.

9. Announcements:
 - a. Special Presentation by W. Brad Johnson, PhD, Professor of Psychology in the Department of Leadership, Ethics and Law at the United States Naval Academy, and a Faculty Associate in the Graduate School of Education at Johns Hopkins University, Author of “Athena Rising: How and Why Men Should Mentor Women”. Two sessions to be held on Wednesday, August 15. First session entitled “Rising Athenas, Male Allies and the Power of Inclusive Mentorship” will be held at 8:30am in the Communicore, Room C1-15 (sponsored by the UFCOM Women in Medicine and Science). Second session entitled “What Excellent Mentors “Do”: A Skill-Building Workshop” will be held from 11:30am – 1:30pm in the CTRB, Room 3161 (sponsored by the CTSI Mentor Academy).
 - b. The Office of Faculty Affairs & Professional Development website has been updated:
 - o 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.
 - o Faculty onboarding documents are in place: <https://facultyaffairs.med.ufl.edu/new-faculty/new-to-uf/faculty-onboarding/>.
 - o Exit interview systems are in place.
 - o Links to the following resources are available on the website:
 - A link to the COM Ombuds office.
 - Information for new faculty.
 - Information regarding benefits.
 - The UF Faculty Handbook.
 - c. Raising Hope at Work, begins June 1, 2018: <https://giving.ufhealth.org/RaisingHope/>
 - d. When papers are accepted for publication, faculty are encouraged to contact University Relations for promotion to national and international media, as well as online and social media. If your project is selected for promotion, \$1,000 goes to the faculty member. University Relations will work with your college or unit to make its selection every two weeks. Email University Relations (news@ufl.edu) a synopsis of less than 250 words describing your research in layman’s language, explaining its significance and benefits to society. Submitters must be prepared to speak to reporters or designate someone on their team to do so.
 - e. UF Faculty Research Expertise presentation by Provost Glover: <http://fora.aa.ufl.edu/docs/78/2017-2018/Welcome%20to%20UF%20Faculty%20Research%20Expertise%20vsn%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: January 2019 meeting to be held on January 8.

10. President Rhoton-Vlasak adjourned the meeting at 5:53pm.

The next Faculty Council Meeting will be held Tuesday, September 4, 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.