

Minutes of the September 4, 2018 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Alice Rhoton-Vlasak
President Elect – Emily Weber LeBrun
Vice President – Albert Robinson, III
Secretary – Jean Cibula
Treasurer – Steven Swarts

Officers Absent:

Past President – Lauren Solberg
Advisor – Frank Bova

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.
Matthew Merritt – Biochem. & Molec. Biology
Jen Schoch – Dermatology
Nicholas Maldonado – Emergency Medicine
Diane Goede – Medicine
Gregory Murad – Neurological Surgery
Paramita Chakrabarty – Neuroscience
Kathleen Green – Obstetrics & Gynecology
Gibran Khurshid – Ophthalmology (by phone)
Hernan Prieto – Orthopaedics & Rehab.
Luis Fernando Seguias – Pediatrics
Gonzalo Torres – Pharmacology & Therapeutics
Abdel Alli – Physiology
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Romano DeMarco – Urology

Department Representatives Absent:

Yi Qiu – Anatomy & Cell Biology
Sonia Mehta – Anesthesiology
Arlene Naranjo – Biostatistics
Tanya Anim – CHF
Kelly Gurka – Epidemiology
Francois Modave – Health Outcomes & Biomedical Informatics
Lizi Wu – Molec. Genetics & Microbiology
Meredith Wicklund – Neurology
Natalie Silver – Otolaryngology
Jason Fromm – PA School
Marco Salemi – Pathology
Richard Holbert – Psychiatry
Jose Trevino – Surgery

Invited Speakers: Melanie Hagen, MD, FACP, Associate Professor, Department of Medicine Division of Internal Medicine and Chair, Academic Status Committee; and J. Adrian Tyndall, MD, MPH, FAAEM, Interim Dean, UF College of Medicine

Minutes:

1. President Alice Rhoton-Vlasak called the meeting to order at 5:03 PM.
2. Introduction of new or substitute department representatives – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Matthew Merritt is the new department representative for Biochemistry & Molecular Biology. Dr. Paramita Chakrabarty is the substitute representative for Neuroscience.
3. The August 2018 Faculty Council meeting minutes were approved.
4. Executive Committee (report from August 16, 2018) – Alice Rhoton-Vlasak, M.D.
 - a. Dr. Donna Parker provided updates from the Office of Diversity & Health Equity.
 - b. Dr. Antonio Farias was introduced as the new Chief Diversity Officer & Senior Advisor to the UF President.
 - c. Dr. Marian Limacher discussed the Faculty Enhancement Opportunity Award applications.
 - d. Dr. Marian Limacher discussed the AAMC Council for Faculty and Societies (CFAS).
5. Reporting Medical Student Professionalism Lapses – Melanie Hagen, M.D., F.A.C.P.
 - a. Dr. Hagen is Chair of the Academic Status Committee (ASC), which is comprised of faculty, residents and students who review College of Medicine medical student progress. The

committee addresses both academic and professionalism issues. The ASC determines appropriate corrective action for medical students exhibiting serious lapses in professional behavior in patient care.

- b. Studies show that lapses in professionalism in medical school predict unprofessional behavior in medical practice, but there is little evidence in the literature on effective remediation. A UFCOM ASC Professionalism Task Force has been formed to find ways to improve remediation for students who exhibit unprofessional behavior. The committee discussed the following:
 - Discuss the UCSF study “Unprofessional behavior in medical school is associated with subsequent disciplinary action by a state medical board.” Papadakis MA, Hodgson CS, Teherani A, Kohatsu ND. Acad Med. 2004 Mar;79(3):244-9. with pre-clinical students, perhaps at orientation.
 - Improve transparency of student professionalism lapses for course and clerkship directors.
 - Develop a reporting system anyone can use to file a professionalism concern.
 - Faculty, peers, staff, patients, etc. could all file concerns or commendations which would be filtered by course/ clerkship director/ dean and be sent to ASC if appropriate or a threshold of complaints was reached.
 - Work in tandem with filing concerns about the Learning Environment (harassment, etc.).
 - Track remediation plans by type of lapse and follow up on success of remediation plan.
 - Establish a cadre or longitudinal preceptors.
 - Work with all students in a long term relationship (at least one year) proactively, to reduce professionalism lapses or catch them early.
 - Refer lapsed students to an intensive intervention.
 - c. The committee developed an online system for faculty, students, staff, housestaff and patients to report student misbehaviors, with the option to anonymously submit. If egregious, the matter is handled directly by the ASC. If less serious, and a first offense, the appropriate Course/Clerkship Director or Dean will discuss the incident with the student. If a repeat behavior, an Individual Learning Plan (ILP) is developed to address the problem. If there are 3 or more offenses, the matter will be brought before the ASC. This Student Professionalism Lapse Report system can be found at: <https://students.med.ufl.edu/about/student-professionalism-lapse-report/>.
6. Curriculum Committee (report from August 14, 2018)– Nicholas Maldonado, M.D.
- a. One of the current changes being made in the curriculum is the evolution to the milestones for undergraduate medical education. The AAMC has published guidelines that include 13 activities that all medical students should be able to perform upon entering residency, using Entrustable Professional Activities (EPAs) as the framework for the guide. Several medical schools are piloting this program and although UF is not one of the pilot participants, they are working the guidelines into the program now to ensure a smoother transition for when it is instituted.
 - b. Results from the 2017-2018 Graduation Questionnaire were discussed. Strengths reported by the students include a high rating for the curriculum; feeling very prepared for residency; mid-clerkship evaluations are occurring; and satisfaction with the Office of Student Affairs counsel. Students noted areas that need improvement: more integration of Basic Science into their clinical years; and improvement in student treatment and role model behavior. There was discussion regarding the higher percentage of students reporting mistreatment while on their clerkship rotations. The UFCOM recently developed an online reporting system as a mechanism for students to report mistreatment, with the option to submit it anonymously.

7. Faculty Senate (August 23, 2018)- Alice Rhoton-Vlasak, M.D.
 - a. President Fuchs presented the [State of the University Address](#) at the Faculty Senate meeting.
8. Faculty Lounge Update – Albert Robinson, III, M.D.
 - a. No update.
9. Updating COM Faculty Council bylaws – Alice Rhoton-Vlasak, M.D.
 - a. There was a request to add in language under Article II, Section 1.D. of the bylaws noting that it's acceptable to call-in to the monthly meetings if you're unable to attend in person.
 - b. Any additional suggestions for changes to the bylaws can be emailed to Dr. Rhoton (rhotona@ufl.edu) within the next two weeks. Per the bylaws, any proposed changes to the bylaws must be provided to the council at least 15 days before voting.
10. Formation of a Research Task Force – Kimberly Sibille, Ph.D.
 - a. Dr. Sibille will be working with Dr. Stephen Sugrue, COM Sr. Associate Dean for Research Affairs & Acting Associate VP for Research at UF, in an effort to promote initiatives to bolster research and networking between clinicians and researchers in the UFCOM. The plan for the Task Force is to align with some of the college's strategic goals and use the medical/dental student infrastructure as a model to help support non-clinical faculty in the COM.
 - b. The Council voted unanimously to approve the formation of the Research Task Force
 - c. Dr. Alice Rhoton-Vlasak and Dr. Gonzalo Torres volunteered to serve on the Task Force with Dr. Sibille. Others interested in serving can email Dr. Sibille at: ksibille@ufl.edu.
11. Dean's Report – J. Adrian Tyndall, MD, MPH, FAAEM
 - a. Dr. Tyndall announced that Dr. John Smulian has been named the new Chair of the Department of Obstetrics & Gynecology. Dr. Stan Williams will continue to Chair the OB/GYN department until Dr. Smulian transitions into the role on January 1, 2019. The Medicine Chair Search should be finalized by the beginning of next year. The final 2-3 Medicine Chair candidates will interview at UF at the end of October.
 - b. Dr. Alice Rhoton-Vlasak has been appointed the Senior AAMC Council of Faculty and Academic Societies (CFAS) representative for the UFCOM. The Junior CFAS representative will be announced soon.
 - c. Dr. Tyndall will combine his State of the College Address with the annual Fall Faculty Appreciation Reception on October 23, 2019 at the Harrell Medical Education Building.
 - d. A search firm has been chosen to manage the Health Science Center Vice President Search; President Fuchs will lead the search and anticipates appointing someone by the beginning of the year. The search for the next COM Dean will not begin until the new HSC VP has been appointed.
12. [Departmental Snapshot of Obstetrics & Gynecology](#) – Alice Rhoton-Vlasak, M.D.
13. Announcements:
 - a. Faculty hired before October 9, 2015 are eligible for funding for faculty enhancement opportunities for faculty development. FEO Letters of Intent are due August 31 and application packets to the College of Medicine are due on September 7 (final University deadline is October 10). <https://facultyaffairs.med.ufl.edu/2018/08/09/spring-2019-faculty-enhancement-opportunity-feo/> The following link includes examples of successful proposals and budgets: <http://aa.ufl.edu/resources/resources-for-faculty/programs-for-faculty/faculty-enhancement-opportunity-feo/>.
 - b. The Fall Faculty Appreciation Reception and State of the College Address will be combined this year; mark your calendars for Tuesday, October 23, 2018, 5pm-7pm, at the Harrell Medical Education Building. New faculty will be introduced and updates on the College will be reviewed.

- c. Empowering Women in Technology Startups (EWITS) course at the UF Innovation Hub begins September 1, 2018 and runs for 10 weeks on Thursdays from 5pm-7pm. EWITS provides educated women with hands-on entrepreneurial training and skills that will empower them for the rest of their lives. Many think of entrepreneurs as business people, but entrepreneurs come from all walks of life. EWITS leverages women's unique skills and perspectives for new business creation and transforms them from employees to employers. Additional information can be found at: <http://ewits.org/>.
- d. Lactation Rooms are available around campus and the Health Science Center campus <https://hr.ufl.edu/forms-policies/policies-managers/breastfeeding/> and at the Medical Center: <http://news.drgator.ufl.edu/2017/10/26/a-new-resource-for-new-mothers/>.
- e. A Wellness Survey from Dr. Lisa Merlo Greene is forthcoming. It will help establish a baseline and needs for all faculty (not just clinical). Please encourage your faculty to participate!
- f. 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 delivered an excellent talk on August 15, 2018 about the benefits of diversity and mentoring women in "Rising Athenas, Male Allies and the Power of Inclusive Mentorship". Check out this video of a similar talk: https://www.youtube.com/watch?v=q_i1kQBMJGM.
- g. The Office of Faculty Affairs & Professional Development website has been updated:
 - The active mentoring policy applies to all faculty: https://facultyaffairs.med.ufl.edu/files/2012/05/COM-Mentoring-Policy_2016.pdf.
 - Faculty onboarding documents are in place: <https://facultyaffairs.med.ufl.edu/new-faculty/new-to-uf/faculty-onboarding/>
 - Exit interview systems are in place
 - Links to the following resources are available on the website:
 - COM Ombuds office
 - New faculty resources
 - Benefits
 - The UF Faculty Handbook
- h. Changes in Faculty Council meeting dates:
 - December 4th meeting will be held at Wilmot Gardens greenhouse with a planned tour and history of the gardens, with refreshments
 - January 2019 meeting will be held on January 8

14. President Rhoton-Vlasak adjourned the meeting at 6:03pm.

The next Faculty Council Meeting will be held Tuesday, October 2, 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.