

Minutes of the January 8, 2019 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Alice Rhoton-Vlasak
President Elect – Emily Weber LeBrun
Vice President – Albert Robinson, III

Past President – Lauren Solberg
Secretary – Jean Cibula
Treasurer – Steven Swarts

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.
Arlene Naranjo – Biostatistics-by phone
Jen Schoch – Dermatology
Nicholas Maldonado – Emergency Medicine
Catalina Lopez-Quintero – Epidemiology
Jiang Bian – Health Outcomes & Biomedical Informatics
Gregory Murad – Neurological Surgery

Anna Khanna – Neurology
Andrew Maurer– Neuroscience
Gibran Khurshid – Ophthalmology-by phone
Luis Fernando Seguias – Pediatrics
Abdel Alli – Physiology
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Romano DeMarco– Urology

Department Representatives Absent:

Yi Qiu – Anatomy & Cell Biology
Sonia Deshmukh – Anesthesiology
Matthew Merritt – Biochem. & Molec. Biology
Tanya Anim – CHF
Diane Goede– Medicine
Lizi Wu – Molec. Genetics & Microbiology
Kathleen Green – Obstetrics & Gynecology

Hernan Prieto – Orthopaedics & Rehab.
Natalie Silver – Otolaryngology
Jason Fromm – PA School
Xiuli Liu– Pathology
Gonzalo Torres – Pharmacology & Therapeutics
Richard Holbert – Psychiatry
Jose Trevino – Surgery

Invited Speaker:

- Marian Limacher, M.D., Senior Associate Dean for Faculty Affairs & Professional Development

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. Anna Khanna is the new representative for Neurology.
3. The December 2018 Faculty Council meeting minutes were approved.
4. [Faculty Affairs/Equity Updates](#) – Marian Limacher, M.D., Senior Associate Dean for Faculty Affairs & Professional Development
 - a. A Wellness Survey was recently emailed to faculty and will remain open until January 31, 2019. All faculty are encouraged to complete this anonymous survey, as the results will be used to improve the workplace environment and better support faculty.
 - b. Dr. Ellen Zimmermann will be presenting a seminar sponsored by the Women in Medicine & Science (WIMS) group on January 28, 2019 at noon in Communicore Room C1-7 entitled “Creating an Academic Home where Faculty Thrive: Factors Determining the Intent to Leave”. All faculty are invited to attend.
 - c. The Office of Faculty Affairs is partnering with the Graduate Program’s Professional Skills seminar series. The sessions are held on the second Fridays of the month from 12:00pm – 1:00pm in Communicore Room CG-11. Details can be found at: <https://graddev.ufhealth.org/professional-skills/>.
 - d. The [Graduate Student website](#) is a good resource for career and professional development for predoctoral/postdoctoral trainees and research junior faculty.
 - e. Nominations for membership on UF Committees will be accepted through 5:00pm on

January 31, 2019. A list of the committee/council descriptions can be found on the Faculty Senate website at: <http://senate.ufl.edu/>.

- f. Nominations for the David A. Paulus Award for Clinical Excellence will be accepted through March 13, 2019. The recipient will be announced at the Spring COM Faculty Appreciation Reception on April 3, 2019.
- g. Two locations have been proposed for the new COM Faculty Lounge and will be discussed further at next month's Faculty Council meeting.
- h. Data from a UF COM Salary Analysis from 2016 was discussed. Conclusions from that analysis included the following:
 - o Women have lower salaries by approximately 3 percentile points
 - o At UF COM, women are more likely to be at lower rank, fewer years, and in lower compensated specialties
 - o Analyses indicate that rank is a potent modifier of salary
 - o Adjustment is difficult; productivity measures and any leave status were not considered in this analysis

The UF COM is currently repeating the 2016 study using final 2018 salary figures. General goals are to:

- o Regularly monitor salary compression
 - o Budget salary adjustments for inequities indentified on annual reviews
- i. The number of UF COM faculty departures from 2013-2018 was recently evaluated. The departures were analyzed by department, rank, gender and time at UF, although details on why the faculty left were not available. Results included the following:
 - o There were a total of 472 faculty departures (43% were female and 57% were male)
 - o In general, the highest percentage of those who departed were Assistant Professors
 - j. Outcomes from the 2017-18 COM Promotion & Tenure cycle were discussed and are noted below:
 - o 7 faculty were promoted to Associate Professor with Tenure (including 4 MDs)
 - o 11 faculty were promoted to Tenured Professor (including 5 MDs)
 - o 31 faculty were promoted to Clinical Associate Professor
 - o 5 faculty were promoted to Research Associate Professor (including 1 Associate Scientist)
 - o 14 faculty were promoted to Clinical Professor

The 2018-19 promotion cycle is in progress with a total of 86 submissions. The keys for success through the promotion process are to:

- o Collaborate for scholarship
- o Be familiar with the process and the template
- o Enter items regularly into the promotion packet
- o Seek review within the department and at the College level – then pay attention to the suggestions
- o Be sure that external reviewers were not colleagues, fellow trainees, or former training directors or research mentors.

A proposal has been made to recognize the value of contributions of an individual to the accomplishments of a team of investigators/scholars, and is currently being reviewed at the University level.

5. [Departmental Snapshot of Health Outcomes & Biomedical Informatics](#) – Dr. Jiang Bian

6. Announcements:

- a. Call for Lifetime Achievement Award nominations: deadline February 14 (send to Dr. Swarts sgswarts@ufl.edu). Re-nominations are permissible, but materials should be updated. <https://facultycouncil.med.ufl.edu/faculty-information/lifetime-achievement-award/>

- b. The UF College of Medicine Wellness Survey is active. Please encourage faculty to complete this anonymous survey. Their link should be in their inbox.
- c. Save the Dates:
 - o Wednesday, April 3, 2019: Spring Faculty Appreciation Reception, HMEB
 - o Medical Education Week: March 11-14, 2019
 - o Patient Safety and Quality Week: March 18-22, 2019
 - o Diversity Week: April 2-7, 2019
- d. Science Stroll: 4th Friday of the month- meet at the Biomedical Science/College of Nursing Circle at 11:45 AM for networking and fresh air!
- e. Dr. Keith Stone, Professor Emeritus in the Department of Obstetrics & Gynecology, is the founding Ombuds for the UF College of Medicine. The goal of the newly established Office of the Ombuds for Faculty is to resolve conflict informally whenever possible. For information on how to contact the UFCOM Office of the Ombuds for Faculty, please visit: <http://ombuds.med.ufl.edu/>.
- f. COM Research Funding Opportunities: <https://researchaffairs.med.ufl.edu/researcher-resources/>
 - o Postdoc/Junior Faculty funding: <https://researchaffairs.med.ufl.edu/resources/thomas-h-maren-junior-investigators-fund/>
 - o Bridge funding: <https://researchaffairs.med.ufl.edu/researcher-resources/bridge-funding/>

7. President Rhoton-Vlasak adjourned the meeting at 6:01 PM.

The next Faculty Council Meeting will be held Tuesday, February 5, 2019 @ 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.