

Minutes of the August 6, 2019 UF Gainesville COM Faculty Council Meeting

Officers Present:

President – Emily Weber LeBrun
President Elect – Albert Robinson, III
Vice President – Sonia Deshmukh Mehta

Past President – Alice Rhoton-Vlasak
Secretary – Jean Cibula
Treasurer – Steven Swarts

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.
(by phone)
Rene Opavsky – Anatomy & Cell Biology
Matthew Andoniadis – Anesthesiology
Arlene Naranjo – Biostatistics (by phone)
Ku-Lang Chang – CHF
Addie Walker – Dermatology
Nicholas Maldonado – Emergency Medicine
Kelly Gurka – Epidemiology
Jiang Bian – Health Outcomes & Biomedical
Informatics
Lizi Wu – Molec. Genetics & Microbiology

Ashley Ghiaseddin – Neurological Surgery
Kathleen Green – Obstetrics & Gynecology
Gibran Khurshid – Ophthalmology
Natalie Silver – Otolaryngology
Petar Breitinger – PA School
Marie Rivera-Zengotita – Pathology
Luis Fernando Seguias – Pediatrics
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery

Department Representatives Absent:

Matthew Merritt – Biochem. & Molec. Biology
Dianne Goede – Medicine
Anna Khanna – Neurology
Andrew Maurer – Neuroscience
Hernan Prieto – Orthopaedics & Rehab.

Gonzalo Torres – Pharmacology &
Therapeutics
Abdel Alli – Physiology
Romano De Marco – Urology

Guest:

Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development
Keith Stone, M.D., Ombuds for the College of Medicine

Invited Speakers: **J. Adrian Tyndall, M.D.**, Interim Dean, UF College of Medicine
Lisa Merlo Greene, Ph.D., Director of Wellness Programs, UF College of Medicine

Minutes:

1. President Emily Weber LeBrun called the meeting to order at 5:02pm.
2. Introduction of new department representatives – Emily Weber LeBrun, M.D.
 - Dr. Ashley Ghiaseddin was elected for the Department of Neurosurgery
 - Mr. Petar Breitinger was elected for the School of Physician Assistant Studies
3. The July 2019 Faculty Council meeting minutes were approved.
4. Dean's Report: J. Adrian Tyndall, M.D., Interim Dean, UF College of Medicine
 - Dr. Tyndall provided an update on the development of the Regional Physician Network (RPN). This is a long-term strategy to preserve the future patient referral base for UF Health and support the academic mission of our institution. The RPN will allow UF Health to acquire practices that expand UFH presence into extended regions and potentially create referrals back to UF for subspecialty care. Physicians hired in this network will be UF TEAMS employees, rather than faculty, and their compensation will be benchmarked to those in private practice. Current

planned locations for the RPN include Ocala Pediatrics, Halifax in Deltona, and Cardiac Surgery in Leesburg. Existing Halifax Health and Sacred Health faculty providers are not initially migrating to RPN, but new hires would follow the TEAMS approach.

- Dr. Tyndall discussed President Fuchs' recent announcement regarding the salary increase plan for UF faculty and staff going into effect on October 1, 2019. He confirmed that there will be a 1% salary increase across-the-board for COM faculty and staff. However, the distribution of the 2% merit-based increase for the COM is uncertain, due to the existing incentive-based yearly compensation plan already in place for the COM. Dr. Tyndall is working with HR on campus to resolve this.

5. Invited Speaker: Lisa Merlo Greene, Ph.D., Director of [Wellness Programs](#), UF College of Medicine

- Dr. Merlo Greene discussed the [preliminary results](#) of the Faculty Needs Assessment Survey sent to all UF COM Gainesville faculty in December of 2018. 527 responses were received from the 1,300 faculty surveyed.
- The survey was done in an effort to obtain a baseline assessment of faculty in the following areas:
 - Professional fulfillment
 - Based on the [Stanford Model](#) which suggests that simply finding joy and happiness in your work should be a goal to strive for throughout your career. The three main components are Efficiency of Process, Personal Resilience, and a Culture of Wellness
 - Of the faculty who responded to the survey, results were consistent with those nationwide according to the Stanford Model Professional Fulfillment Index (0 lowest to 4 highest)
 - Professional fulfillment reported at UF: 2.51 out of 4
 - Work exhaustion reported at UF: 1.46 out of 4
 - Disengagement reported at UF: 0.92 out of 4
 - Burnout
 - Characterized by emotional exhaustion, depersonalization, and low personal accomplishment
 - Of the faculty who responded to the survey, approximately 44% reported at least one symptom of burnout, compared to approximately 50% of physicians nationwide
 - Intent to leave the UF COM
 - Faculty members were asked to rate the likelihood of leaving UF within the next two years. Of the faculty who responded to the survey, percentages are noted below:
 - None: 27.9%
 - Slight: 30.6%
 - Moderate: 22.5%
 - Likely: 13.4%
 - Definitely: 5.6%
 - Reasons for leaving were reported as:
 - Retirement = 27
 - Opportunity for advancement elsewhere = 31
 - Better schedule/hours = 29
 - Preferred colleagues = 12

- Geographical preferences = 7
- Family responsibility = 16
- Other = 14
- Perceived needs to improve workplace well-being
 - The top-rated general faculty items were noted as:
 - Parking allowance for faculty who must pay for parking
 - Funding assistance for professional conference attendance
 - Increased administrative support for promotion and tenure application process/paperwork
 - Greater availability of convenient parking near my primary worksite
 - Protected time for new/junior faculty to attend scheduled professional development seminars
 - Access to on-site exercise equipment and showers at my primary worksite
 - Increased flexibility in work schedule
 - Improved mentoring programs for faculty
 - Offering professional development seminars in more locations and/or at different times
 - Providing an allowance to each department/division to host a social event of their choice
 - Occasional opportunities to participate in fitness activity at my primary worksite
 - Providing childcare during work-related events that take place outside of normal business hours
 - Increased access to affordable childcare on-site or near my primary worksite
- Dr. Merlo Greene has presented these survey results to department chairs and UF COM leadership, as well as the COM Faculty Development Leadership Group. She is consulting with clerkship directors on efforts to improve fulfillment for clinical teaching faculty and is working on college-wide efforts to improve the culture of wellness at multiple levels.

6. Committee Reports:

- Executive Committee – no report
- Faculty Senate – no report
- Curriculum Committee – Nicholas Maldonado, M.D.
 - Dr. Frank Genuardi discussed the UF COM Jacksonville proposal for a 2-year regional campus. Details are forthcoming.
- Research Task Force – no report
- Faculty Lounge Update – no report
- Chair evaluations – President Weber LeBrun
 - Results of the recent chair evaluations have been summarized and presented to the Dean.

7. President Weber LeBrun adjourned the meeting at 6:17 pm.

Announcements:

- If you missed Dr. Fred Southwick's inspirational end-of-the-year talk on clinical and research team building, you can access it online. The more faculty that embrace creating a socially supportive network and effective teamwork, the better for the culture of UF Health.
<https://mediasite.video.ufl.edu/Mediasite/Play/a0c5f671024b47f6bd728bec05cb458f1d>
- To schedule an appointment with the UFCOM Ombuds for faculty, Dr. Keith Stone, email your request to stonek@ufl.edu, and simply include your name and contact information. To maintain confidentiality, use email only to schedule appointments.

The next Faculty Council Meeting will be held Tuesday, September 3, 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. Emily Weber LeBrun.