

Minutes of the August 4, 2020 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President – Albert Robinson, III
President Elect – Laurel Blakemore
Vice President – Sonia Deshmukh Mehta

Secretary – Jean Cibula
Treasurer – Steven Swarts

Officers Absent:

Past President – Emily Weber LeBrun

Department Representatives Present:

Shinichi Someya – Aging & Geriatric Res.
Rene Opavsky – Anatomy & Cell Biology
Matthew Andoniadis – Anesthesiology
Mingyi Xie – Biochem. & Molec. Biology
Ji-Hyun Lee – Biostatistics
Ku-Lang Chang– CHF
Addie Walker– Dermatology
Meredith Thompson – Emergency Medicine
Catalina Lopez-Quintero – Epidemiology
Jiang Bian – Health Outcomes & Biomedical Informatics
Kiran Lukose– Medicine
Lizi Wu – Molec. Genetics & Microbiology
Ashley Ghiaseddin – Neurological Surgery
Anna Khanna – Neurology

Paramita Chakrabarty – Neuroscience
Kathleen Green–Obstetrics & Gynecology
Ekaterina Lobanova – Ophthalmology
Hernan Prieto – Orthopaedics & Rehab.
Natalie Silver – Otolaryngology
Petar Breitinger – PA School
Marie Rivera-Zengotita– Pathology
Mike Davis – Pediatrics
Daniel Wesson – Pharmacology & Therapeutics
Erica Dale – Physiology
Mariam Rahmani– Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery

Department Representatives Absent:

Romano De Marco– Urology

Invited Speaker:

J. Adrian Tyndall, M.D., Interim Dean, College of Medicine

Guests:

Ellen Zimmermann, M.D., Associate Dean for Faculty Development
Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs and Professional Development
Kimberly Sibille, Ph.D., Associate Professor, Department of Aging

Minutes:

1. President Albert Robinson, III called the meeting to order at 5:00pm.
2. The July 2020 Faculty Council meeting minutes were approved.
3. Invited Speaker: J. Adrian Tyndall, M.D., UF College of Medicine Interim Dean
 - Dr. Tyndall addressed the following topics:
 - The UF College of Medicine's response to COVID pandemic
 - COM Town Hall meetings have been held throughout the pandemic to keep everyone apprised of our response to COVID. Although the current number of patients hospitalized with the virus has doubled or tripled since April, we have managed to keep our elective surgeries going. This could not have been done without the tireless work of our faculty, staff, IT personnel, supply chain personnel, and everyone involved in clinical care. There has been a

coordinated effort to keep up with what is happening by testing, tracing, and the PPE processes of trying to protect healthcare workers and patients adequately. We are insuring that we can maintain platforms for our testing capabilities as the demand for testing increases. Telehealth visits went from approximately 80 per week to approximately 1000 per day during the height of the stay-at-home order.

- COVID has transformed the educational platform, especially medical student education. A significant national issue is finding a secure way for students to take the MCAT when applying to medical school. The UF COM is beginning to set-up clinical testing platforms for current medical students.
- Numerous COVID research studies have been implemented, many of which have been coordinated by Dr. Duane Mitchell, Director of the UF CTSI. There are also ongoing COVID clinical trials and the development of potential vaccines.
- Budget challenges for FY19-20 and FY20-21; Compensation Plan for faculty
 - With the support of the CARES Act funding, the FY19-20 budget shortfall this year was significantly less than expected. The FY20-21 budget was tightened by limiting travel funds, payments of professional fees, etc., as well as looking very carefully at all new hires. As a result, the original FY20-21 budget gap was narrowed from approximately \$35 million dollars negative to \$5 million dollars negative.
 - The COM Faculty Compensation Plan is currently being restructured and modernized based on successful compensation plans in other high-performing institutions. The goals are to equitably compensate faculty, ensure that the compensation matches a benchmark that everyone agrees on, and ensure that the compensation is aligned to the performance of the institution. The new plan will be vetted with the COM Compensation committee, the Faculty Council, and all COM faculty before being instituted.
 - A final decision about the distribution of incentives for FY20-21 will be made once we gauge the financial performance of our clinical revenue and other revenue in the coming year, as well as the impact of COVID19.
- Update on the Regional Physician Network (RPN)
 - Dr. Bruce Mast is the Associate Dean of Regional Programs and manages the RPN program. Dr. Mast has been building relationships with our community physicians and working with contracting. The RPN was begun as a way to stimulate physician practices to match the strategic direction of the hospitals. This program will allow us to increase our clinical revenue in areas outside of Alachua County, which would then support our other missions. The clinicians hired through RPN are TEAMS employees as opposed to faculty. Since its inception about a year and a half ago, approximately 100 physicians have been hired in various areas. The current program will likely evolve into a model where a faculty member is far more linked to their home departments.
- Update on chair searches
 - The new Chair of Epidemiology has been selected and will soon be formally announced.
 - Dr. Jennifer Hunt was recently selected as the new Chair of Pathology, Immunology & Laboratory Medicine, and will start on August 2, 2020.
- Social justice, equity, and racial injustices
 - The recent issues in our country with equity, bias and racial injustices have created conversations about what we do, who we are, what our impact is on society, and what we should be doing.
 - The most vulnerable amongst us are students. Our students were able to express themselves at a recent Town Hall, and the experiences and feelings

they shared were quite sobering. They created the Justice, Equity, Diversity and Inclusion (JEDI) Task Force and came up with recommendations that they challenged the COM to adopt and implement. These focus on our learning environment, misuse of bias, as well as recruitment and retention of faculty, students and residents.

- As a result of the task force, combined with prior work being done by faculty in Education, there will now be a focus on how to address bias and assessments with students in the third year clinical clerkships.
 - Dr. Julia Close has been reviewing issues of diversity, inclusion and recruitment on the Graduate Medical Education level.
 - A number of under-represented black faculty had a discussion with Dr. David Nelson on improving the environment of equity and safety, and making it a Health Science Center-wide initiative. Dr. Nelson has been thinking through how to strengthen our diversity recruitment efforts and investment in terms of community engagement that will support President Fuchs' Community Engagement Initiatives.
- Dr. Tyndall discussed the recent US News & World Report rankings for UF COM. We ranked number one in the State of Florida, and ranked in 9 specialties. He thanked our faculty for all of their hard work that made it happen.
 - Dr. Tyndall announced that the UF COM just completed the first liver, heart, and kidney transplant ever done in the state of Florida, with only 23 ever being done in the United States.

4. Committee Reports:

- President's Report – Albert Robinson, III, M.D.
 - We remain in a very unique time. We recognize that we're still dealing with the challenges of COVID while trying to deliver exceptional care to our patients and resuming our research activities. For many of us, we're still trying to figure out whether to send our children to attend live in-person school or to participate in online learning platforms. I personally remain optimistic that we're going to continue to press on and do the best that we can under the circumstances.
 - Information about the UF COM Faculty Council CARES Initiative was presented at last month's meeting. The focus has been on wellness and safety over the last month. Questions were submitted to the Faculty Council by COM faculty, which were compiled and sent to COM leadership. Those questions were addressed during the COM Town Halls, which were recorded and can be accessed on the UF Health Bridge at: <https://bridge.ufhealth.org/response/>.
 - Additionally in the area of research, the following potential issues for the 2020-2021 Academic Year were discussed:
 - What can the Faculty Council do to prepare our faculty looking forward over the next six months as we come back to Stage 3 and Stage 4?
 - The Faculty Council's role as a potential resource for our colleagues who are struggling to get their students, post-docs, and research faculty back in their labs.
 - Possible solutions are noted below:
 - For specific lab concerns, COM faculty are encouraged to contact Dr. Stephen Sugrue in the the UF COM Office of Research Affairs.
 - Students are now permitted back in the labs (pending approval). The overall restrictions for research activities remains at Stage 3 Research Resumption Plan: <https://research.ufl.edu/covid-19-updates.html>. Questions regarding the process for submitting requests through the portal should be directed to your

department chair or college Associate Dean for Research.

- Consider a re-commitment of the “Bolster Bucks” funding by the Research Office that was scheduled to launch in the spring of 2020; consider re-direction of the funding or separate funding for PPE equipment for lower-funded labs.
- COM Curriculum Committee
 - Dr. Meredith Thompson and Dr. Paramita Chakrabarty volunteered to serve one year terms as Faculty Council representatives on the COM Curriculum Committee. Dr. Thompson will serve as the primary representative and Dr. Chakrabarty will serve as the alternate representative. The Faculty Council voted on and approved this.
 - Dr. Thompson attended the July Curriculum Committee meeting and provided the following report:
 - Dr. Carolyn Stalvey approved the In-Place Exam, which will take the place of the Step 2 Clinical Skills Exam that was cancelled per the AAMC.
 - The UFCOM for Justice, Equity, Diversity and Inclusion (JEDI) Task Force was introduced.
 - There’s an ongoing discussion regarding amending the Medical Student Code of Ethics with topics surrounding inclusion, eliminating explicit and implicit biases, fostering a just and inclusive community, as well as developing a better understanding of social determinants of health.
- Research Task Force (RTF) – Kimberly Sibille, PhD
 - The 2019-2020 RTF goals were recently reviewed and there are a few remaining items that will be posted on the Faculty Council website in August of 2020, along with additional research resources.
 - The RTF is now in a position to identify a new chair for the 2020-2021 academic year. Those that are interested in serving in this role can email Dr. Albert Robinson (arobinson@anest.ufl.edu) or Dr. Jean Cibula (jean.cibula@neurology.ufl.edu). A motion will be made at next month’s meeting with regards to this.

5. Old Business:

- Chair Evaluations – Albert Robinson, III, M.D.
 - There was an outstanding 70% faculty response rate for the recent Chair Evaluation administered through Linkage. A comprehensive report will be provided to the committee next month once the aggregate data from Linkage is reviewed.
- Term limits for top-level positions – Albert Robinson, III, M.D.
 - There was a motion to postpone this question indefinitely and take this off the table, and this motion was seconded. All were in favor and this was approved.

6. New Business:

- President-Elect resignation and new election process
 - The President-Elect for Faculty Council recently resigned. Therefore, a motion was made to hold an election for a new President-Elect. This motion was seconded. All were in favor and this was approved. Nominations for this position will be accepted August 17-28, 2020 and an election will be held September 14-25, 2020.
- I³ Initiative
 - The Inequities, Implicit Biases, and Injustices Initiative (I³) was discussed. This is a challenging conversation, but one that the Faculty Council needs to have. Surveys have been done in the UF COM that show biases do occur. Dr. Robinson asked that everyone keep an open mind and have respect for one another as this is discussed, and determine what the Faculty Council can do to bring about a change in the culture.

- Faculty questions and issues include the following:
 - Increase diversity in healthcare and training the next generation of physicians
 - Retain Under-represented minorities (URM)
 - Is there bias in our faculty members' assessments of students?
 - Open letter from UF COM Class of 2023
 - Climate of Diversity, Inclusion, Equity and Community Engagement
 - UF COM Justice, Equity, Diversity & Inclusion (JEDI) Task Force
- Dr. Robinson suggested the following potential actions the Faculty Council can take:
 - Do nothing, hold tight and see what happens
 - Create a Faculty Council Statement on Racism, Discrimination and Impact on Health
 - Create a UF COM Pledge Statement
 - Recommend annual implicit bias training and workshops
 - Request additional days of reflection
- This topic will be discussed further at next month's meeting for a potential motion.
- Review Bylaws of the Constitution of the University of Florida College of Medicine – Jean Cibula, M.D.
 - Officers and representatives are encouraged to review the Bylaws on the Faculty Council website: <https://facultycouncil.med.ufl.edu/files/2018/10/FC-Bylaws-approved-10-2-18.pdf> and provide feedback on any changes that may need to be made. The responses will be collated and reviewed, and a final draft of the bylaws will be sent to the committee at least 14 days prior to a vote. The vote will likely be held at the October meeting.
 - FC Voting (as in Bylaws)
 - Faculty in attendance constitute a quorum. Majority vote is defined as 50% plus one member in attendance.
 - FC Attendance Policy for Departmental Representatives at Council Meeting
 - Departmental representatives who are unable to attend a monthly meeting should select an alternate to attend the meeting as a voting participant.
 - After three absences or more, the Faculty Council will reach out to you and your chair to determine status (expected to attend 75% of meetings).
 - General Body Meetings 2020-21 Academic Year
 - Faculty Council meetings are held on the first Tuesdays of the month from 5:00pm – 6:00pm, in MSB Room M-112 for in-person meetings or via Zoom.

President Albert Robinson, III adjourned the meeting at 6:33 pm.

Announcements:

MENTORS NEEDED! for the [University Multicultural Mentor Program](#) (UMMP) in the 2020-2021 academic year. UMMP aims to support incoming first-year students from diverse backgrounds in their transition into college through active participation in one-on-one mentorship with a faculty/staff mentor.

In the program, one incoming first-year undergraduate student is assigned to a faculty or staff member based on matching preferences, and faculty or staff member are encouraged to schedule monthly meetings with the student throughout the academic year. The mentoring time commitment is approximately 1-2 hours per month.

Participants in the program agree that this kind of interaction is positive and productive, and assists greatly in making this large university more personal for students, especially our historically underrepresented students. I encourage you to consider serving as a mentor for the 2020-2021

academic year. To submit an application, please complete the following form https://ufl.qualtrics.com/jfe/form/SV_9oDzPcYSq7GYn0F by **August 9, 2020**.

If you should have any questions, please do not hesitate to contact Danielle Difato, UMMP Coordinator, at DDifato@ufsa.ufl.edu or ummp@ufsa.ufl.edu.

ELECTION DATES: <https://www.votealachua.com/>

- Early Voting Monday, August 3 to Saturday, August 15 9 AM – 6 PM
- 2020 Primary Election: August 18, 2020
- 2020 General Election: November 3, 2020

Advancing Racial Justice through Inclusion, Diversity, Equity, and Access at the University of Florida

- This call will focus on research and scholarship on Advancing Racial Justice through inclusion, diversity, equity, and access. Research and scholarship in the areas of the Black experience, including anti-Black racism, inequity, culture, joy, and resilience are especially encouraged.
- The deadline for submission of proposals through both the UFIRST and InfoReady Review Portals is **5 PM EST, September 28, 2020**. Questions about this call for proposals may be addressed to Antonio Farias (antoniofarias@ufl.edu) or Dr. Sobha Jaishankar (sjaishan@ufl.edu).

UF Health Screen, Test, and Protect Program

- Public health activities
 - screening for all faculty, staff and students
 - increased testing
 - contact tracing with targeted isolation/quarantining
 - ongoing disease surveillance.
- Even if you have been working on campus as an essential employee the entire time, you will still be required to complete the online screening questionnaire. Testing is strongly recommended for all.
- More information - <https://coronavirus.ufhealth.org/screen-test-protect/>.

Resources for faculty new to Gainesville are found here: <https://facultycouncil.med.ufl.edu/faculty-information/faculty-support-resources/>

UF COM Faculty Lounge

Check out the Faculty Lounge in M-125. It's a place to meet colleagues, a place to roost between meetings and a quiet place to work.

UF COM Ombuds

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. Additional details can be found online at: <https://ombuds.med.ufl.edu/>.

UF Health Mask Requirement

- A mask or face covering is required of **everyone** who enters a UF Health facility.
- **All** faculty, staff, students, visitors, vendors and even patients in our outpatient settings, with only a few exceptions for the very young or ill.
- This is an important step each of us can take to protect our patients, our community, our loved ones and each other.

Wellness Corner

Resources to Promote Mental, Physical, Psychosocial, and Occupational Well-Being during COVID-19 Outbreak. **Please visit the UF COM Wellness COVID-19 Resource page:** <https://wellness.med.ufl.edu/2020/04/01/resources-to-promote-well-being-during-covid-19-outbreak/>.

The next Faculty Council Meeting will be held Tuesday, September 1, 2020 @ 5PM.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Jean Cibula and Dr. Albert Robinson, III.