

Minutes of the December 3, 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 (by phone)
Secretary – Jean Cibula
Treasurer – Steven Swarts

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.
Rene Opavsky – Anatomy & Cell Biology
Matthew Andoniadis – Anesthesiology
Matthew Merritt – Biochem. & Molec. Biology
Arlene Naranjo – Biostatistics (by phone)
Addie Walker – Dermatology
Nicholas Maldonado – Emergency Medicine
Kelly Gurka – Epidemiology (by phone)
Dianne Goede – Medicine
Lizi Wu – Molec. Genetics & Microbiology
Ashley Ghiaseddin – Neurological Surgery
Anna Khanna – Neurology
Kathleen Green – Obstetrics & Gynecology

Hernan Prieto – Orthopaedics & Rehab.
Natalie Silver – Otolaryngology
Petar Breitinger – PA School
Marie Rivera-Zengotita – Pathology
Luis Fernando Seguias – Pediatrics (by phone)
Daniel Wesson – Pharmacology & Therapeutics
Abdel Alli – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Romano De Marco – Urology

Department Representatives Absent:

Ku-Lang Chang – CHFM
Jiang Bian – Health Outcomes & Biomedical Informatics

Andrew Maurer – Neuroscience
Gibran Khurshid – Ophthalmology
Ryan Thomas – Surgery

Invited Speaker:

Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development

Minutes:

1. President Emily Weber LeBrun called the meeting to order at 5:00pm.
2. The October 2019 Faculty Council meeting minutes were approved.
3. [Departmental Snapshot of Orthopaedics & Rehabilitation](#) – Dr. Hernan Prieto.
4. Invited Speaker: Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development: [Promotion and Tenure overview](#).
 - Departmental review: After discussion with their department chair, faculty members decide when to go up for promotion and/or tenure. The department votes whether or not to support their promotion, however, the faculty member can decide to move forward with or without support from their department and/or their chair.
 - Committee/College review: After deciding to move forward, faculty members prepare their promotion packets for submission to the COM Promotion and Tenure (P&T) committees for review. The P&T committees vote whether or not to support their promotion, however, the faculty member can decide to move forward with or without support from the P&T committee and/or the dean.
 - University review: The Academic Personnel Board (APB) reviews the promotion packets and provides guidance to the Provost for awarding tenure and/or granting promotion. The Provost

holds authority over this academic decision, as delegated by UF President Fuchs.

- The majority of COM faculty are either in the Tenure Track or the Multi-Mission Track.
- The Tenure Track requires distinction in research **and** teaching. Tenure is a lifelong commitment of the university to the faculty member. The majority of researchers will have a lapse of funding or their research funding will fade. Being a valued teacher will help support the university's missions if/when the funding lapse occurs.
- The Multi-Mission Track requires distinction in research, teaching, **or** clinical and one other area (distinctions for clinical faculty are usually clinical and teaching). Clinical distinction requires demonstration of advancement or innovation in patient care and/or evidence of provision of exceptional care, by accepted metrics. Scholarly engagement is also crucial.
- The length of time at UF does not automatically warrant promotion. Promotion is dependent on the faculty member's trajectory at UF.
- The requirements for promotion to professor are more stringent than the requirements for promotion to associate professor. Faculty members planning to promote to professor should show national organization involvement, more robust scholarly engagement, and more of an established national/international reputation.
- The quotes below are common myths regarding promotion and tenure that need to be dispelled. Data from recent promotion cycles for the COM show that these statements are incorrect (details noted in slides).
 - "As long as I have extramural funding, I will be tenured".
 - "I was so successful at my prior institution, I will easily be promoted at UF".
 - "If the chair and college really supported me, they would find a way to get me promoted. They have done so for others".
- The average numbers of refereed publications generated by faculty who have successfully promoted and/or received tenure are as follows:
 - Number of refereed publications for tenured associate professors: median of 48, mean of 54
 - Number of refereed publications for tenured professors: median of 64, mean of 82
 - Number of refereed publications for multi-mission associate professors: median of 15, mean of 18
 - Number of refereed publications for multi-mission professors: median of 30, mean of 47
- Tips for improving promotion packets include:
 - For faculty members on the multi-mission track, submitting a strong narrative about their unique contributions to UF and national recognition can overcome a weaker packet.
 - The research narrative should emphasize distinction and the faculty member's impact on the field rather than the exact molecular pathway they are investigating.
 - The effort table should accurately reflect the mission faculty members are spending their time on, not where the financial support is derived. VA effort should be included in the overall table.
- Faculty members should note any updates in their packets in section 33 throughout the entire year of the promotion process.
- Notification process 2020: For faculty members whose packets are not approved for promotion and/or tenure, informal notification from the provost's office allows them to choose whether or not to withdraw. The provost generally follows the APB's guidance and the provost's decision has not been subject to appeal. When the provost considers reversing the guidance of the APB, section 33 is the only section he will review. A successful appeal of the APB guidance would

provide information that is not in the packet, address the APB's concerns, and provide information that is so recent it has not yet been included in section 33.

- Questions or suggestions about the promotion and tenure process can be directed to Dr. Segal at: segalms@medicine.ufl.edu or 273-5343.

5. Committee Reports:

- Executive Committee meeting (November 21, 2019) – Emily Weber LeBrun, M.D.
 - The new [UF Health Rehab Hospital](#) is now open.
 - An announcement was made by Dr. Donald Novak regarding EPIC progress notes that are released to patients for ambulatory care through MyChart. Faculty can opt out of that if they want, but the default is for the patients to be able to read them. There's been a decision to move forward on inpatient notes to include history and physical (H&P), which has variable benefit depending on perspective. In some cases, the H&P has limited information, but there is information in the H&P such as allergies and past medical history that may not be in progress notes. They're also going to be working on grouping surgical procedures with the past surgical history. The past surgical history does not populate automatically and the CPT codes' library is so huge that it's a challenge to get those brought over in a meaningful way. Therefore, they're doing a pilot on one service to see if they might group those so that EPIC will have them in their history.
 - The Hospital Corporation of America (HCA) is the one of the largest hospital associations in the country. They currently own North Florida Regional Medical Center and are now buying the Starke and Live Oak hospitals. The UFCOM will likely announce their own plans for expansion over the next couple of months.
- Dr. Steve Sugrue is currently working with Basic Science labs to optimize their lab space. Labs that are under-utilized may begin sharing space. It was announced that a new Basic Science Building will be built soon. The building will be located on Newell Drive, north of the McKnight Brain Institute, and will include a 34,000 square foot animal facility, a 15,000 square foot shell, and 75,000 square feet for shared research space
- CFAS – Marie Rivera Zengotita, M.D.
 - The CFAS reps recently attended the 2019 AAMC Learn, Serve, Lead Annual Meeting in November in Phoenix, Arizona. This was the largest meeting to date, with over 4500 attendees from 20 different countries.
 - The main topics of the meeting were racial and economic injustice. One of the highlights of the meeting was the presentation by Bryan Stevenson, J.D., author of a book called "Just Mercy" that was also made into a movie to be released this month.
 - The AAMC leaders talked about the challenges faced in academic medicine institutions across the country to include diversity, equality, economic problems, salary equity, and challenges with medical education. There was also a talk by Amy Edmondson on the importance of psychological safety in medicine and in education.
- Research Task Force – Kimberly Sibille, Ph.D.
 - The task force will be looking for new members soon.
 - The task force is currently aligning their efforts with priorities that were identified through the recently administered Faculty Needs Assessment Survey. Dr. Sibille will forward a summary of the initiatives.

6. Teaching Evaluations – Matt Merritt, Ph.D.

- One of the topics discussed by the Research Task Force was the issue of student evaluations and how they can unintentionally derail the purpose of teaching. There was discussion of how to make the evaluative process of faculty by those that they teach more purposeful, and therefore effective. The task force decided to bring this issue to the Faculty Council as a whole because it affects all faculty across the board, not just research faculty. It was noted that this issue is currently being addressed all across the university.
- It has been proposed that a component be added to the evaluations that comes from a third party. This would likely be an annual evaluation designed to ensure faculty are progressing towards outlined goals and moving towards becoming more effective teachers.
- Dr. Weber asked the council members to consider whether or not there is enough interest in this topic for the Faculty Council to create a sub-committee to address it. This will be discussed again at the January meeting.

7. Timeline for Lifetime Achievement Award nominations – Steven Swarts, Ph.D.

- Nominations will be open January 6, 2020 – February 14, 2020 (will close end of business day)
- Nomination packets will be sent to Faculty Council members on February 18, 2020 for review prior to the March meeting
- Selection of awardees will occur at the March 3, 2020 Faculty Council meeting
- Awardees will be announced at the COM Spring Faculty Appreciation Reception on April 1, 2020

8. President Weber LeBrun adjourned the meeting at 6:07pm.

Announcements:

- **All faculty are welcome to attend any Faculty Council meetings**
- Have questions about doing IMEs, relationships with pharma reps or something else? Conflict of interest guidelines and contact info are available at <https://bridge.ufhealth.org/college-of-medicine-compliance/conflict-of-interest/> Changes are ongoing. Please contact their office if there are questions. The new link is: <http://ufolio.compliance.ufl.edu/>.

The next Faculty Council Meeting will be held Tuesday, January 7, 2020 @ 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.