

Minutes of the January 5, 2021 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President – Albert Robinson, III
President Elect – Ashley Ghiaseddin
Past President – Emily Weber LeBrun

Secretary – Jean Cibula
Treasurer – Steven Swarts

Officers Absent:

Vice President – Sonia Deshmukh Mehta

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 – CHFM
Addie Walker – Dermatology
Meredith Thompson – Emergency Medicine
Kelly Gurka – Epidemiology
Jiang Bian – Health Outcomes & Bio 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
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano De Marco – Urology

Department Representatives Absent:

Daniel Wesson – Pharmacology & Therapeutics

Invited Speakers:

Edward Jimenez, M.B.A., Chief Executive Officer, UF Health Shands
C. Parker Gibbs, M.D., Chief Medical Officer, UF Health, Senior Associate Dean for
Clinical Affairs, UF College of Medicine

Ex-Officio members:

Mark Segal, M.D., Senior Associate Dean for Faculty Affairs & Professional
Development
Jessica Williams, UF COM 4th year student, non-voting member on the
UF Faculty Senate AY 20-21

Minutes:

1. President Albert Robinson, III called the meeting to order at 5:03pm.
2. The December 2020 Faculty Council meeting minutes were approved.
3. State of UF Health – Edward Jimenez, M.B.A., Chief Executive Officer, UF Health Shands
 - Mr. Jimenez served as the Chief Operating Officer for UF Health Shands from 2010 – 2014 and has served as the Chief Executive Officer since 2014. He guides the operations, financial performance and strategic direction for the hospital.
 - Mr. Jimenez discussed the impact of the COVID virus on the hospital, which is widespread.
 - The effect it has had on the people is evident - they are burned out, tired and worn down. The plan is to focus on wellness over the next 12 months. To do this, we'll need to engage a large population of faculty, staff and hospital employees to understand what wellness might look like in this new world and decide what to do about it. Information will be sent out to solicit feedback during the first quarter after the new Dean arrives. That feedback will be used to determine what things need to be worked on.
 - COVID has had a dramatic financial impact. Shands Hospital still has a \$50M deficit that will be difficult to restore, even though the hospital has been full and the budget

has been met or nearly met each month. This becomes a quandary we live with, but we must progress forward in ways that make sense, because COVID is not going away. There are currently 130 patients hospitalized in Shands with COVID; in the height of summer we had 96 COVID patients. As a Trauma Center and as the state's flagship hospital, we have no choice but to figure it out the best we can. We owe that to our state. Those who work in management roles in Trauma Centers and Academic Medical Centers have all had experiences where we just have to deal with surge; however, none of us have ever dealt with this duration of surge.

- One myth that we continuously debunk is the question of whether our hospital has enough ICU beds. To a hospital administrator, the definition of an ICU is variable. The concern is whether or not there are doctors and staff to take care of the patients. The rooms in the Cancer Hospital and HVN Hospital can easily be renovated to become fully functional ICUs, although this would displace a lot of patients and that would have to be addressed.
 - There is always a need for more space. The opening of the Oaks Mall clinic location expanded our ENT, Ophthalmology and Audiology clinics, as well as our operating room space. There are plans to expand the Florida Surgery Center building to accommodate overnight stays, which would allow some volume to move from the main hospital campus to create more inpatient operating room capacity. The hospital administrators plan to move out of their second floor South Tower suite so that those offices can be converted to patient care areas. In the North Tower of Shands, there are long-term plans to add more patient beds on several floors of the Two Wing. The Nationwide Insurance Building (3300 SW Williston Road) was also recently acquired and will now be called UF Health Professional Park. In early 2021, 400 administrative employees from UF Health will be moved to the new site, with a total of 800 employees eventually moving over in phases. This will free-up office space for faculty to utilize in the 1329 Building (1329 SW 16th Street). Only about 30% of our patients come from Alachua County and the remaining patients come from surrounding counties. Other hospital systems are expanding into areas that have previously been strong referral sources. Therefore, additional hospitals have been acquired in Central Florida to expand our services. COVID has delayed our progress, but for the last two months we've been focused on how to bring these hospitals into the fold in a way that's effective and useful for the communities they serve, but also in a way that's effective and useful for our healthcare system. Future expansion of these facilities may occur.
 - Some faculty have indicated they feel a disconnect with leadership when they find out after-the-fact that the hospital has acquired additional properties. Mr. Jimenez stated that the nature of business transactions is to have the ability to negotiate with the sellers. To make those transactions public could potentially harm a pending deal. He hopes that faculty would trust him to make the best decision possible for the organization. All of these investments are intended to protect the future of our business.
 - He suggested it may be helpful for leadership to consider having a yearly meeting with faculty to discuss their overall broad strategies.
4. COVID vaccine updates and other issues – C. Parker Gibbs, M.D., Chief Medical Officer, UF Health, Senior Associate Dean for Clinical Affairs, UF College of Medicine
- Dr. Gibbs has been Chief Medical Officer for UF Health Shands since October 2016, and the Senior Associate Dean for Clinical Affairs since April 2019. In these roles, Dr. Gibbs oversees medical staff, physician recruitment, credentialing, discipline, and medical education.
 - Dr. Gibbs discussed the COVID-19 vaccine program. The rollout of the vaccine has been

unpredictable, so we're creating the program as we go. This has been a team effort. We give a lot of credit to our IT team, Gigi Lipori and Sean Hudson's group, for creating an infrastructure through which we can invite folks to be vaccinated. We are also very appreciative of our pharmacists.

- The front-facing clinical faculty and staff were invited to receive the vaccine first, College of Medicine and College of Dentistry faculty and staff were invited next, then pretty much everyone else on the Health Science Center campus was invited. Of that group, we've gotten a vaccination rate of a little under 50%, which is approximately 10,000 doses. Those who have been hesitant to get the vaccine seem primarily concerned about effectiveness and side-effects. Total incidence of adverse effects per CDC is 0.03%. We'd prefer seeing a higher participation rate and have asked our faculty to encourage those who haven't yet had their vaccine to answer the MyChart invitation and go get the vaccine.
- In addition to the HSC campus, the program has now been opened-up to faculty and staff throughout campus for those aged 65 years or older.
- Invitations are now going out to UF Health patients over the age of 65 who have been active in MyChart over the past year. There are plans to call the remaining patients over the age of 65 using our Pharmacy Call Center, as there are likely many in that age group who do not use MyChart or who are not facile with the electronic medical record.
- We're also partnering with Paul Myers in the Alachua County Department of Health, particularly in two arenas that are very important to us. Paul will help us get unaffiliated healthcare workers in Alachua County vaccinated, likely going down in decreasing age. He will also help us begin to vaccinate residents in East Gainesville. We think everyone should be vaccinated and are trying to get our most vulnerable folks vaccinated, as well as our healthcare workers. We are very attuned to doing everything in our power to avoid any kind of disparity in how we roll out our vaccines.

5. Committee Reports:

- President's Report– Albert Robinson, III, M.D.
 - It's always good to reflect on the past year's achievements when starting a new year.
 - In 2020, the Faculty Council worked with the Interim Dean and achieved the highest level of faculty engagement we've seen with our Chair evaluations using the Linkage faculty survey program.
 - The Bolster Bucks Research Funding Award was launched, which distributed research funds to 16 COM faculty members.
 - The COM Ombuds office has continued to be successful in supporting our faculty.
 - The COM Wellness office has continued to be a wonderful resource for our faculty, especially during the challenges we've faced over the last year.
 - The COM Faculty Lounge has been well-received. Artwork submitted by our faculty is being showcased on the computer monitors within the suite.
 - There have also been a few setbacks.
 - There was a loss of incentives.
 - There was a missed opportunity to borrow artwork to display in the Faculty Lounge.
 - The effort to gather additional information about Press Gainey was delayed.
 - Faculty and staff are awaiting more information about changes to our Leave and Retirement benefits.
 - The Lifetime Achievement Awards had to be presented virtually due to the COVID

virus.

- Dr. Robinson acknowledged Dr. Adrian Tyndall's service as the Interim Dean for the COM over the past two-and-a-half years. Dr. Tyndall led us through challenging times and was very willing to work with the Faculty Council and commit to shared governance.
- The Faculty Council looks forward to working with the new Dean, Dr. Colleen Koch. The Officers sent a Welcome Letter to Dr. Koch on behalf of the committee to introduce her to the Faculty Council, and to share with her the long traditions of shared governance and the Faculty Council's role in representing the general faculty in COM leadership. Dr. Koch is new to UF and Gainesville, so the officers also provided links to the onboarding resources found in the Faculty Support Resources webpage on the website.
- The Officers discussed the following priorities to share with Dr. Koch:
 - Communication and having faculty stakeholders in the decision-making process
 - Compensation and benefits
 - Chair evaluation process this year
 - Faculty wellness and hiring/ retention
- Executive Committee Report (December 17, 2020 meeting) – Albert Robinson, III, M.D.
 - Interim Dean Tyndall thanked the Department Chairs, leadership team and faculty for their assistance and support while in his role as Interim Dean over the past two-and-a-half years.
 - There was review and discussion of the recent site visit for the Chairs at The Villages.
 - The rollout of vaccinations was discussed.
 - The current number of in-house COVID patients was discussed.
 - The following departments currently have Interim Chairs:
 - Anatomy & Cell Biology – Dr. Maria Zajac-Kaye
 - Neuroscience – Dr. Jennifer Bizon
 - Pediatrics – Dr. Des Schatz
 - Effective 12/23/20, Dr. Charles Wood is Interim Chair, Department of Aging & Geriatric Research. Dr. Wood also serves as Chair, Department of Physiology & Functional Genomics.
 - Shelley Wells Collins, M.D. has been named Associate Dean for Student Affairs, UF College of Medicine.
 - The COM Ombuds Report through December 2020 indicates a total of 25 new visitors and 20 return visitors throughout the year. Appointment requests should be sent by email to stonek@ufl.edu and should contain only include your name and contact information.
- COM Curriculum Committee (December 2020 meeting)– Meredith Thompson, M.D.
 - The plan for the regional campus in Jacksonville was discussed. Second year medical students have been given the opportunity to complete all of their third year clerkships in Jacksonville.
 - In the future, there will be open calls for membership on educational-related committees.
 - There are ongoing discussions regarding best practices related to assessments.
- Finance Committee/EFAC – Steven Swarts, Ph.D.

- As of the end of November 2020, the COM is approximately \$19M ahead of budget for collections. Operating expenses/salaries are approximately \$1.4M below budget. We currently have 59 days of cash on hand.
- Research Task Force (December 17, 2020 meeting) – Paramita Chakrabarty, Ph.D.
 - Dr. Lisa Merlo Greene discussed the recent Pain Points survey outcomes, focusing on the compliance burden and how COVID has affected work-related wellness, particularly among young female faculty. She will be administering an anonymous Wellness Survey in January. Faculty are encouraged to complete this survey so that concerns, challenges, as well as good things can be communicated to leadership to convey the needs of faculty in the current environment.
 - Dr. Stephen Sugrue discussed the state of COM research. He thanked COM faculty for their continued success in research publications, grant submissions, and continuing to work in these difficult circumstances. He discussed the new Artificial Intelligence (AI) initiative, and the new Data Science Building. He stated that several new hires will be made that will focus on interdisciplinary hiring using the AI concepts.
 - There are ongoing discussions regarding Team Science and its' recognition in the Promotion & Tenure packet.
 - Two new members are needed to serve on the Research Task Force. Faculty who are engaged in research, particularly in clinical or public health are asked to volunteer by emailing Dr. Chakrabarty (pchakrabarty@ufl.edu) or Dr. Robinson (arobinson@anest.ufl.edu). The meetings are held monthly on the 3rd Thursdays.
- AAMC CFAS – Marie Rivera-Zengotita, M.D.
 - The AAMC Annual Meeting was held virtually in November of 2020. Although it was a different format, it was a very successful meeting. The main topics were the COVID-19 pandemic and issues of racial injustice.
- Faculty Senate – Ashley Ghiaseddin, M.D.
 - Updates were provided regarding the COVID virus, as well as the vaccine.
 - There was discussion regarding classes beginning on January 11, 2021 and having students back in the classroom while using social distancing requirements.

6. New Business:

- Lifetime Achievement Awards
 - A call for nominations for the UF COM Lifetime Achievement Awards will be sent out soon. This award recognizes our most outstanding, active peers for providing extraordinary service to the UF COM, including recognition for the college through national/ international reputation in their respective professions. This award is aimed at COM faculty who have been at UF for at least 10 years, although recipients generally have been at UF at least 20 yrs. Letters of support, including from the faculty member's chair & colleagues from other institutions, are helpful.

President Albert Robinson, III adjourned the meeting at 6:32pm.

Announcements:

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/>.

Check out the **Faculty Lounge** – artwork from fellow faculty is now on display. Please come and enjoy a quiet spot to work between meetings and appointments. A small selection of beverages is available.

The next Faculty Council Meeting will be held Tuesday, February 2, 2021 @ 5PM.

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