

Minutes of the November 3, 2020 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

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

Vice President – Sonia Deshmukh Mehta
Secretary – Jean Cibula
Treasurer – Steven Swarts

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
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
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
Romano De Marco – Urology

Department Representatives Absent:

Kelly Gurka – Epidemiology

Petar Breitinger – PA School

Invited Speakers: Sylvain Doré, Ph.D., Chair UF Faculty Senate

Duane Mitchell, M.D., Ph.D., Assistant VP for Research, UF, and Director, UF Clinical and Translational Science Institute

Ex-Officio members: Mark Segal, M.D., Senior Associate Dean for Faculty Affairs

Jessica Williams, UF COM 4th year student, current non-voting member on the UF Faculty Senate AY 20-21

Minutes:

1. President Albert Robinson, III called the meeting to order at 5:00pm.
2. Dr. Robinson introduced Jessica Williams, a 4th year UF COM student who is currently a non-voting member of the UF Faculty Senate for AY 20-21.
3. The October 2020 Faculty Council meeting minutes were approved.
4. Sylvain Doré, Ph.D., Chair, UF Faculty Senate
 - Dr. Sylvain Doré, UF Faculty Senate Chair and member of the UF Board of Trustees, gave an open invitation to faculty to consider serving on the Faculty Senate. The Faculty Senate consists of approximately 150 senators and 10 student senators, which are listed on the Faculty Senate webpage .
 - The UF Faculty Senate website contains specific committee and council descriptions. UF faculty have the opportunity to participate in shared governance through various university Presidential Committees, Joint Committees, Faculty Senate Committees, and Faculty Senate Councils. The Senate Nominating Committee invites you to submit nominations, including

- self-nominations, for Fall 2021 appointments at: https://ufl.qualtrics.com/jfe/form/SV_chZ9Op7zr5XHya9. The deadline is January 31.
- Faculty are encouraged to contact their college senators and Chair directly. Suggestions and/or actionable items can be submitted to the UF Faculty Senate online at: <http://senate.ufl.edu/>.
 - The UF Faculty Senate has presented a series of Town Halls this year, including a timely presentation on October 20, 2020 regarding the First Amendment Freedom of Speech. The recorded session can be viewed at:
<https://mediasite.video.ufl.edu/Mediasite/Play/69f4a66e263a43a2abcc59374086b6471d>.
 - Items that the Faculty Senate are working on this year include peer/unit evaluations and how they are important for the Promotion & Tenure (P&T) packets, online faculty annual evaluations, promoting mentoring at different colleges, promoting electronic lab notebooks for personnel working in labs, promoting diversity, and resolving child care issues.
 - Dr. Doré reminded the faculty that efforts to advance the support of Team Science/Collaborative Scholarship for faculty promotion have been incorporated into the formal P&T guidelines in order to recognize individuals who are indispensable to the team.
5. Duane Mitchell, M.D., Ph.D., Assistant VP for Research, UF, and Director, UF Clinical and Translational Science Institute (CTSI)
- Dr. Duane Mitchell, CTSI Director, provided an overview of the CTSI COVID-19 Responses and other initiatives.
 - The CTSI has had a multitude of [COVID-19 Responses](#) to include the following:
 - COVID-19 Task Force
 - COVID-19 Scientific Review Committee and Peer Assistance Working Group
 - COVID-19 Rapid Response Pilots
 - 116 applications for COVID-19 pilots were received from UF faculty within 30 days. Of those, 19 were selected for funding across a diverse number of departments and colleges. A list of the pilot project awardees can be found online at: <https://www.ctsi.ufl.edu/covid-19-updates/covid-19-rapid-response-pilots/#allawardees>.
 - Translational Science of COVID-19 Seminar Series
 - UF-FSU COVID-19 Fall Symposium
 - New resources for COVID-19 research - COVID Biorepository and the Integrated Data Repository COVID-19 Dataset
 - The Biorepository now has close to 40,000 specimens from 1200 subjects that have been tested for COVID-19 that are roughly split between COVID positives and negatives as potential control patients. In addition, the integrated data repository has a large scale database that collects and organizes information from across UF Health's clinical and research enterprises. Investigators can obtain detailed information online at: <https://www.ctsi.ufl.edu/research/study-design-and-analysis/integrated-data-repository-queries/>.
 - Dr. Mitchell noted that UFCOM faculty, staff, students and trainees have shown tremendous capacity to adapt, adjust and respond in a proactive way to make a significant contribution to UF in dealing with and understanding this COVID-19 pandemic.
6. Committee Reports:
- President's Report – Albert Robinson, III, M.D.

- Spotlight on Native American/Alaskan Heritage Month
 - Native American Heritage Month is in November and celebrates the rich and diverse histories, cultures and contributions of Native Americans.
 - Update on artwork for Faculty Lounge
 - The artwork submitted by COM faculty has been placed on all three computer monitors in the Faculty Lounge as rotating displays. Faculty will be invited to stop by the lounge in November/December to view the artwork. There are plans for a joint holiday project between the Faculty Council, the COM Wellness Office, and UF Health Shands Arts in Medicine program.
 - Highlight UF COM Research Task Force (RTF)
 - The RTF has put in tremendous effort and work over the last 2 ½ years to implement the Bolster Bucks initiative, a research funding opportunity for faculty in the COM. The call for applications was sent on October 15, 2020, and the application deadline is November 6, 2020.
 - UF COM Faculty Welfare Advisory Committee
 - There will be discussion at next month's meeting about creating a Faculty Welfare Advisory Committee that would provide recommendations to the Faculty Council on matters that encourage and improve the quality of life for COM faculty members. Faculty Council representatives will be asked to volunteer on the committee. Their first project will be to provide recommendations for using the \$500 set aside by GatorCare for health and wellness initiatives for COM faculty. The tentative deadline for this project is January 5, 2021.
 - The UF COM Wellness Program and the Office of Faculty Affairs conducted a faculty survey in September of 2020. The results of that survey will be discussed at the December 2020 meeting.
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- Medical Staff Quality & Operations Mtg and Executive Committee Report (October 2020) - Albert Robinson, III, M.D.
 - There is currently a staffing shortage of nurses locally and nationally due to COVID, as no Board Testing has occurred over the last few months. Graduate nurses are continuing to be hired at UF, with 87 nurses anticipated to complete Orientation over the next two months.
 - UF COM leadership plans to visit the UF Health Central Florida campus on November 18-19, 2020 for a strategy-engagement meeting regarding clinical missions. Additional meetings will occur to discuss research, on-boarding for clinical trials, and medical student and PA student rotations.
 - The UF Health Gainesville Campus hospital was approximately 94% full in late October and the ICU's were 89% full.
 - Josepha Cheong, M.D., Professor, UF COM Department of Psychiatry, was recently appointed as a Director on the Accreditation Council for Graduate Medical Education (ACGME) Board of Directors for a 3-year term.
 - Dr. Joseph Fantone announced that the COM White Coat Ceremony for first year medical students has been rescheduled from November 22, 2020 to April 23-24, 2021.
 - Our institution may become involved with the American Association for the Advancement of Science (AAAS) STEM Equity Achievement (SEA) Change

Biomedicine program, which is action-oriented and stands to publicly acknowledge the continuous journey toward equity in medicine and science at medical schools and academic health centers. Additional information can be found online at: <https://seachange.aaas.org/about/biomedicine>.

- UF COM Leadership appointments – Albert Robinson, III, M.D.
 - Colleen G. Koch, M.D., M.S., M.B.A., Chair of the Department of Anesthesiology and Critical Care Medicine at Johns Hopkins Medicine and Anesthesiologist-in-Chief of John Hopkins Hospital, was recently named Dean of the UF College of Medicine. Dr. Koch will begin her new role on January 10, 2021.
 - J. Adrian Tyndall, M.D., M.P.H., who has served as the UF COM Interim Dean for the past 2 ½ years, has been named the Associate Vice President for Strategic and Academic Affairs, UF Health. Dr. Tyndall will also remain Chair of the UF COM Department of Emergency Medicine.
- Compensation Committee – Albert Robinson, III, M.D. and Emily Weber LeBrun, M.D.
 - The committee has had three meetings to date and will meet again on November 10, 2020. A Clinical Subgroup and an Academic Subgroup (to address Education and Research) have been formed.
 - One of the recommendations from the recent Wellness survey is for the committee to increase communication with faculty regarding the re-evaluation/revision of the Compensation Plan. The committee co-chairs, Dr. Mark Scarborough and Dr. Jeffrey Martens, have tentatively agreed to attend the December 2020 Faculty Council meeting to address questions and concerns.
- Ombuds Annual Report – Albert Robinson, III, M.D.
 - All encounters transitioned to telephone in March of 2020. Prior to the pandemic, most visitors were seen in-person.
 - There were 18 new visitors and 14 return visitors between January and September of 2020.
 - Appointment requests should be sent by email to stonek@ufl.edu and should contain only include your name and contact information.
- COM Curriculum Committee (October 2020 meeting)– Meredith Thompson, M.D.
 - The students' evaluation of the Phase I curriculum was discussed. Results showed the Introduction to Clinical Medicine course was valuable and prepared them well for rotations. Areas identified for improvement included skills related to rounding and pre-rounding, as well as how to function in EPIC as a student. Recommendations also included increasing diversity in slide and media presentations in the preclinical curriculum.
 - The Procedures Task Force is working on steps to survey graduates to assess their procedural competencies in residency.
 - The VA Task Force is working on creating a curricular thread for veterans' issues within the medical student curriculum.
- Finance Committee/EFAC – Steven Swarts, Ph.D.
 - Expenses are tracking relatively well according to what was forecasted in the budget.

Collections for the first quarter are ahead by \$15M compared to \$1.4M for the first quarter of 2019. There are four major contributors to the increased collections, Dermatology and Pathology posting 56.5% and 31.6% increases in collections, and the addition of two new revenue sources, COVID Testing (\$1.9M) and RPN (\$3.3M).

- Research Task Force (RTF) – Paramita Chakrabarty, PhD
 - The Bolster Bucks initiative has been finalized and a call for applications was sent out by the Office of Faculty Affairs & Professional Development. If you have any questions, please email Dr. Chakrabarty: pchakrabarty@ufl.edu.
- UF Faculty Senate – Ashley Ghiaiseddin, M.D.
 - Dr. Ghiaiseddin recently spoke to Chris Cowen, Sr. VP and Chief Financial Officer for the University of Florida, about possible furloughs at UF due to the pandemic. Mr. Cowen clarified that UF has no intention of implementing furloughs in the immediate future. Furloughs will be an option for specific departments/divisions to utilize if needed, depending on budgetary restraints and concerns.

7. Old Business:

- Amendment of Bylaws of the Constitution of the University of Florida College of Medicine
 - A motion was made to accept the proposed amendment changes to the Faculty Council Bylaws. This motion was seconded, and the revised Bylaws were voted on and approved.
- Concerns regarding Press Ganey validity
 - This report is tabled pending availability of a report/presentation by representatives from UF Health Physicians.

8. New Business:

- State of the College Address postponement
 - A motion was made to postpone the State of the College Address until the Spring of 2021, given the pending transition of the UF COM Dean. This motion was seconded, and this was voted on and approved.

President Albert Robinson, III adjourned the meeting at 6:35pm.

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/>.

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

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