

Minutes of the October 1, 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 (via livestream)
Secretary – Jean Cibula
Treasurer – Steven Swarts

Department Representatives Present:

Kimberly Sibille – Aging & Geriatric Res.
Matthew Andoniadis – Anesthesiology
Matthew Merritt – Biochem. & Molec. Biology
Arlene Naranjo – Biostatistics (via livestream)
Ku-Lang Chang – CHF
Addie Walker – Dermatology
Nicholas Maldonado – Emergency Medicine
Kelly Gurka – Epidemiology (via livestream)
Dianne Goede – Medicine
Andrew Maurer – Neuroscience
Kathleen Green – Obstetrics & Gynecology
Gibran Khurshid – Ophthalmology (via livestream)
Hernan Prieto – Orthopaedics & Rehab.
Natalie Silver – Otolaryngology (via livestream)
Marie Rivera-Zengotita – Pathology
Luis Fernando Seguias – Pediatrics (via livestream)
Daniel Wesson – Pharmacology & Therapeutics
Abdel Alli – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano De Marco – Urology

Department Representatives Absent:

Rene Opavsky – Anatomy & Cell Biology
Jiang Bian – Health Outcomes & Biomedical Informatics
Lizi Wu – Molec. Genetics & Microbiology
Ashley Ghaseddin – Neurological Surgery
Anna Khanna – Neurology
Petar Breitinger – PA School

Guests:

J. Adrian Tyndall, M.D., Interim Dean, UF College of Medicine
Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development
Ellen Zimmermann, M.D., Associate Dean for Faculty Affairs

Invited Speaker:

Jeremy Sibiski, Executive Director of Finance & Administration, UF College of Medicine

Minutes:

1. President Emily Weber LeBrun called the meeting to order at 5:04pm. This meeting was livestreamed and recorded and can be accessed at the following link:
<https://mediasite.video.ufl.edu/Mediasite/Play/a1329b3c1b5a4ca0b6806097776ceca61d>.
2. The August 2019 Faculty Council meeting minutes were approved.
3. Invited Speaker: Jeremy Sibiski, Executive Director of Finance & Administration, UF College of Medicine
 - Mr. Sibiski provided a comprehensive presentation on UF COM finances at the August 2019 Executive Committee meeting. Dr. Weber invited him to present it to the Faculty Council at this month's meeting as well.
 - Mr. Sibiski discussed the following topics:
 - Understanding the "Blue Mountain" and its relationship to daily cash requirements
 - Understanding cash balances during the year and the relationship to total expenditures

- Understanding average bi-weekly and total payroll expenses
- Understanding the relationship between cash-based statements and accrual statements

4. Committee Reports:

- Executive Committee – no report
- Faculty Senate – Jean Cibula, M.D.
 - The COM representative on the UF Faculty Senate, Dr. Ashley Ghiaseddin, was elected Chair of the Budget Council.
- Curriculum Committee – Nicholas Maldonado, M.D.
 - Dr. Joseph Fantone gave a presentation on the Jacksonville Regional Campus Task Force. The Task Force is currently in the preliminary data-gathering stage. Their assignments include determining a program rationale, determining the impact on the current program at the COM, locating resources and support, completing a financial analysis, and assuring that the program would align with certain LCME Standards.
 - Dr. Grant Harrell discussed his Working Group that is currently exploring ways to integrate health system science into the medical school curriculum.
- Research Task Force – Kimberly Sibille, Ph.D.
 - The Task Force is working toward their goals of improving communication and networking between COM faculty and the Office of Research, and increasing awareness of research accomplishments throughout the COM.
 - A faculty networking event may be scheduled during the spring semester.
 - A funding initiative called “Bolster Bucks” is currently being planned. Additional information will be provided.
 - The Task Force is working to improve “rigor, retention, and return” to retain post-docs, residents and faculty.
 - There are plans for Dr. Lisa Merlo Greene, Director of Wellness Programs for the COM, to meet with the Task Force to assure that they are aligning their efforts with the priorities that were already identified through the recently administered Faculty Needs Assessment Survey.

5. Faculty Lounge Update – President Weber LeBrun

- Construction is ongoing for the COM Faculty Lounge located in the Medical Science Building in Room M-125. The anticipated completion date is the end of November, 2019. A Grand Opening event will likely be scheduled.

6. Chair evaluations – President Weber LeBrun

- The Faculty Council has administered the Chair Evaluations on an annual basis for the past six years. Fortunately, the faculty response rate has increased, but because of the way the survey is structured, the Faculty Council officers spend a huge amount of time each year compiling the data and generating the reports that are presented to the Dean. Dr. Weber discussed this with the committee and with the Dean and it was agreed that this is a poor use of time and resources. More importantly, the Dean thought it was difficult to action the content for some of the chairs. Therefore, they’re considering outsourcing the Chair evaluations to an organization who does this routinely and would handle the data processing. The evaluation would still come

through the Faculty Council and protection issues/privacy would be addressed.

- Although there is no formal proposal in place yet, the Dean discussed initiating an Executive Coaching Program for all new chairs as they come on board. The chairs would engage in this program for a minimum of six months, with the option to continue longer. There would also be the opportunity for re-engagement of coaching based on the results of the chair evaluations. This would give faculty an opportunity to feel as though their comments and considerations have been taken into account, and that there's a chance for improvement.

7. President Weber LeBrun adjourned the meeting at 6:06 pm.

Announcements:

- **All faculty are welcome to attend any Faculty Council meetings**
- **Save the Date: Nov. 5, 2019 5 PM: Fall Faculty Recognition gathering at the Harrell Medical Education Building; will replace regularly scheduled Faculty Council meeting**
- 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 Ombudsman 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.
- UF COM Women in Medicine & Science is a faculty group which sponsors faculty development events throughout the year. Recent events included a field trip for the summer campers for A Girl's Place and the PACE Academy. Campers enjoyed a tour of the medical center as well as a lunchtime panel discussion. Email Hamleen Gregoire at hamleen@ufl.edu to be added to the listserv. Check out this resource:
<https://wellness.med.ufl.edu/resources/resources-for-underrepresented-groups/women-in-medicine-science-resources/>
- 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, December 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.