

Minutes of the October 6, 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
Kelly Gurka – Epidemiology
Kiran Lukose – Medicine
Lizi Wu – Molec. Genetics & Microbiology
Ashley Ghiaseddin – Neurological Surgery
Anna Khanna – Neurology
Paramita Chakrabarty – Neuroscience
Jiang Bian – Health Outcomes & Biomedical Informatics

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
Romano De Marco – Urology

Department Representatives Absent:

Ryan Thomas – Surgery

Invited Speaker:

David Nelson, M.D., Senior Vice President, Health Affairs at UF, President, UF Health

Special Guest:

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

Minutes:

1. President Albert Robinson, III called the meeting to order at 5:02pm.
2. The September 2020 Faculty Council meeting minutes were approved.
3. UF Health and College of Medicine Strategic Planning – David R. Nelson, M.D., Senior Vice President for Health Affairs UF & President, UF Health
 - UF Health will continue to grow and expand its geographic reach playing an increasingly critical role as the:
 - State's anchor academic health system
 - Destination for regional and national referrals for complex care
 - Population health management
 - UF Health must:
 - Enhance care delivery and patient experience
 - Combine strength of the UF clinical enterprise and the UF Health Sciences Colleges as a core differentiator
 - Bring discovery into clinical innovation
 - Train the next generation of the clinical workforce

- Regarding the Dean's Search, "...by next week, we will have finished the final round of candidates and will then be seeking input. Please provide input online (<https://deansearch.med.ufl.edu/candidate-visits/>) or to Dr. Nelson directly.
 - Dr. Nelson stated that the real differentiator here at UF COM & UF Health is that we have an academic health center linking our clinical enterprise in the College of Medicine, along with all six health science colleges and centers, helping to drive our research mission and discovery and innovation.
4. UFCOM FC consultation by the Interim Dean re: Chair, Dept of Neuroscience.
5. Committee Reports:
- Medical Staff Quality & Operations Mtg and Executive Committee Report (September 2020) - Albert Robinson, III, M.D.
 - The overall number of COVID cases has declined. Dr. Jennifer Hunt, Chair of Pathology, discussed the various types of COVID-19 testing that are currently available.
 - Phase I of the EPIC-based Secure Chat will be rolled out on October 20, 2020, which includes push notifications and the Sign-in activity. The on-call schedule and emergency alerts will still be available through Spok at this time. Secure Chat will ultimately replace Spok. Phase II includes the on-call schedule moving to EPIC.
 - Dr. Michele Lossius, Chief Quality Officer, reported that UF Health Shands recently earned a Vizient four-star rating. Details can be found on the Bridge at: <https://bridge.ufhealth.org/blog/leader/congratulations-and-thanks-uf-health-shands-earns-a-vizient-four-star-rating/>.
 - UF Health at The Oaks, featuring ophthalmology, otolaryngology and audiology services, is now open and fully functioning.
 - Dr. Duane Mitchell, Director of the Clinical and Translational Science Institute (CTSI), provided CTSI updates. There are plans to have Dr. Mitchell come speak to the Faculty Council within the next few months to provide additional CTSI updates.
 - Dr. Joseph Fantone, Sr. Associate Dean for Educational Affairs, provided Education updates and provided the 2020 UF COM Match results.
 - Dr. Julia Close, Associate Dean for Graduate Medical Education and Designated Institutional Official, asked departments to explore ways to help fund Professional Development for Housestaff, as there are no funds available at this time. She also reported that recent ACGME Survey results showed that one-third of COM faculty indicated they do not have protected time for teaching residents. The ACGME stated that this should be provided for faculty and has given the COM a one-year timeframe to correct this.
 - It was announced on September 11, 2020 that Dr. Pat Duff is stepping-down from his role as Associate Dean for Student Affairs in the Spring of 2021. Applications for this position have been accepted and are being reviewed by a Search Committee.
 - COM Curriculum Committee (September 2020 meeting)– Meredith Thompson, M.D.
 - Dr. Joseph Fantone discussed the results of the 2020 AAMC Medical School Graduation Questionnaire, which identified no significant systemic issues.
 - Dr. Lou Ann Cooper discussed the results of the Program Directors' feedback for 2019 graduates, which indicated that the graduates were well prepared for their internships.
 - The Bias Mitigation Task Force recommended that faculty and staff attend the UF online training course regarding implicit bias. In addition, they plan to create a monthly

webinar series for faculty, housestaff and students, that would be eligible for CME credit.

- Compensation Committee
 - The Compensation Committee has been formed. The committee consists of 28 members, and will be Co-Chaired by Dr. Mark Scarborough and Dr. Jeffrey Martens. Dr. Albert Robinson and Dr. Emily Weber LeBrun will serve as Faculty Council representatives on the committee. The committee plans to meet every two weeks, with a timeline of September through December of 2020 for restructuring the current Faculty Compensation Plan. The new plan is in the process of being developed and has not been written yet.
 - An overview of the data provided by the Manatt Consulting Firm was discussed at the Compensation Kickoff meeting held on September 22, 2020.

- Research Task Force (RTF) – Paramita Chakrabarty, PhD
 - The Bolster Bucks initiative was discussed. This is a rapid-response initiative to provide short-term research funding to promote faculty development for COM faculty with limited resources. Funds can be applied to expenses such as 1) Research-related COVID specific expenses, e.g., obtaining PPE and cleaning supplies for research personnel and study participants, 2) Research-related educational or networking opportunities, e.g., attending workshops, conferences, professional development courses, webinars, 3) Research related laboratory expenses, e.g., obtaining external resources such as research models or cell lines for generating pilot data, CRO services such as metabolomics and genomics analysis, 4) Research related miscellaneous fees and expenses, e.g., article publication, editorial services, professional statistical services, software expenses. Funding requests up to \$1,500 are eligible. Funding is available to support at least 12 proposals in Fall of 2020. Additional information can be found online at: <https://facultyaffairs.med.ufl.edu/faculty-resources/uf-com-bolster-bucks/>.
 - A motion was made to officially launch the UF COM Bolster Bucks initiative. The motion was seconded, and this was voted on and approved.

- UF Faculty Senate – Ashley Ghiaseddin, M.D.
 - It was announced that UF will not observe Spring Break 2021. Winter Break will be extended one week, with the Spring semester beginning on January 11, 2021.
 - UF Homecoming will not be observed on October 2, 2020. December 24, 2020 is now considered a UF holiday.
 - There was a recent vote on furloughs within the Board of Trustees on September 29, 2020. It went through to authorize having the flexibility in that any proposal for possible consideration, if any, would be brought to the Faculty Senate. No decisions have been made, but exempting individuals below a certain earning level is consistent with our values. Graduate students are exempt, Post-docs specifically are not exempt but everyone understands that given their income level that they are most likely going to be insulated. They are not expecting a big change to the research enterprise that we have going on right now.
 - There will be a discussion at the next Faculty Senate meeting about increasing the amount of in-person classes for the Spring semester in 2021 for the undergraduate students. That will likely then stir conversations in the graduate school and College of Medicine.

6. Old Business:

- President-Elect election
 - The President-Elect for Faculty Council recently resigned and a college-wide election was held September 14-25, 2020. Dr. Ashley Ghiaseddin was elected to serve in this role, effective today.

- Review Bylaws of the Constitution of the University of Florida College of Medicine
 - 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 November 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.

7. New Business:

- Concerns regarding Press Ganey validity: How to approach – Michael Davis, M.D.
 - The recommendation was made to find out more information regarding Press Ganey for patient satisfaction measurement services and the cost effectiveness agreement and validity data. This motion was seconded and the floor was opened for discussion.
 - The motion was voted on and approved. Therefore, representatives from UF Health Physicians will be invited to an upcoming Faculty Council meeting to provide more information regarding Press Ganey.

President Albert Robinson, III adjourned the meeting at 6:30 pm.

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 UF Campaign for Charities <https://ufcc.ufl.edu/>. One-hundred charities are participating in the 2020 campaign. These include the agencies of the United Way of North Central Florida, Community Health Charities of Florida, and other independent agencies. To participate, agencies must be nonprofit and must address health, social service, diversity, relief, development or environmental issues of local importance. Agencies must apply each year for the campaign and be approved by meeting all the requirements of the application. The list of agencies participating in the 2020 campaign is available on our [Agency Page](#).

The campaign is held each fall and is divided into a Leadership Campaign and General Campaign. In 2020, the Leadership Campaign will run from September 8th - 25th, and the General Campaign will

run from September 28th - October 16th.

The next Faculty Council Meeting will be held Tuesday, November 3, 2020 @ 5PM.

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