

## Minutes of the February 2, 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  
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  
Ku-Lang Chang – CHFM  
Addie Walker – Dermatology  
Meredith Thompson – Emergency Medicine  
Kelly Gurka – Epidemiology  
Yi Guo – Health Outcomes & Bio Informatics  
Kiran Lukose – Medicine  
Lizi Wu – Molec. Genetics & Microbiology  
Ashley Ghiaseddin – Neurological Surgery  
Anna Khanna – Neurology

Paramita Chakrabarty – Neuroscience  
Ekaterina Lobanova – Ophthalmology  
Hernan Prieto – Orthopaedics & Rehab.  
Natalie Silver – Otolaryngology  
Marie Rivera-Zengotita – Pathology  
Mike Davis – Pediatrics  
Daniel Wesson – Pharmacology & Therapeutics  
Mariam Rahmani – Psychiatry  
Steven Swarts – Radiation Oncology  
Priya Sharma – Radiology  
Ryan Thomas – Surgery  
Romano De Marco – Urology

### Department Representatives Absent:

Ji-Hyun Lee – Biostatistics  
Kathleen Green – Obstetrics & Gynecology  
Petar Breitinger – PA School  
Erica Dale – Physiology

**Invited Speaker:** Bruce Mast, MD, FACS, Associate Dean of Regional Programs and Chief Medical Officer, UF Health Regional Physician Network

**Ex-Officio member:** Jessica Williams, UF COM 4<sup>th</sup> 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 5:02pm.
2. The January 2021 Faculty Council meeting minutes were approved.
3. Regional Programs Update – Bruce Mast, MD, FACS, Associate Dean of Regional Programs and Chief Medical Officer, UF Health Regional Physician Network
  - The UF Health Regional Physician Network provides greater geographic reach for patient flow, enhanced quality of care, expanded education venues, access for population, health policy and outcomes research, as well as potential impact on insurance contracting and population health.
  - Regionalization became more formalized in 2019 with Dean's Office support, development of an employment structure, focused efforts on practice acquisition, creation and development, as well as strategic alignment with select partners such as Halifax and UF Health Central Florida. The first hires into this framework were in January 2020.
  - The Regional Physician practices have significantly expanded over the past year. In April of 2020, there were 11 providers practicing in 3 locations. As of January 2021, there are 130 providers in multiple specialties practicing in 7 locations in 25 practices.
  - UF Health affiliates currently include:
    - Sacred Heart Health System in Pensacola
    - UF Health Women's Center and Primary Care in Lake City

- The Villages Regional Hospital
- Leesburg Regional Medical Center
- UF Health Family Medical Group in Starke
- UF Health Pediatrics and Primary Care in Ocala
- Halifax Health Medical Center in Daytona Beach
- Medical Center of Deltona Halifax Health/UF Health
- UF Health Center for Psychiatry and Addiction in Vero Beach
- The Regional Physician Network was originally envisioned as a separate multi-specialty department; however, rapid growth necessitated a change in the management model. The regional practices are now included in the departments to avoid duplication of resources/expenses. The departments will manage operations, budgeting, Human Resources, and clinical and quality oversight, with the assistance of the Regional Programs office and the Dean's Office.
- The Regional Programs office will serve as a liaison between the hospital systems and UF Health. The office will continue to be actively involved in practice acquisitions with economic and financial assessments, and will assist/facilitate recruitment and onboarding. The office will also assist with practice startups to include contracts, leasing, IT, facilities, etc., and with ongoing quality and financial analyses.
- For strategic growth moving forward, missions, goals, care gaps, opportunities and resources need to be aligned. Opportunities for medical education and population research should be considered, with the goal of working toward a more fully integrated health system.

#### 4. Committee Reports:

- President's Report– Albert Robinson, III, M.D.
  - Black History Month is celebrated in February. This is an opportunity to recognize and honor the achievements of African Americans and their impacts in the nation and the world, as well as in science and medicine. This is also an opportunity to put a spotlight back on healthcare and address the health disparities that exist in our local communities.
  - The Faculty Council officers met with Dean Koch and discussed shared governance and the Faculty Council's role in representing the general faculty in COM leadership. Dean Koch expressed concerns about the current stressors on faculty and plans to explore those issues further.
- Medical Staff Quality & Operations Mtg and Executive Committee Report (January 2021) – Albert Robinson, III, M.D.
  - Thomas Johns, Pharm D, UF Health Shands Executive Director of Pharmacy Services, provided an update on the COVID-19 vaccines administered through UF Health.
  - Christine Lloyd, EdD, Director, COM Human Resources, discussed an upcoming initiative to address unprofessional behaviors in the workplace. Additional information is forthcoming.
  - UF Health Shands leadership also discussed the COVID-19 vaccination program and the current status of the budget.
  - Plans for the hospital include transitioning the 10-bed Psychiatry Unit to Medicine Acute beds. Unit 52 plans to relocate and renovate the Dialysis unit to create a 24-bed Acute Care unit. The Florida Surgical Center plans to build a 24-hour recovery unit.
  - Dean Koch plans to have a Listening Tour over the next several months. A Chief of

- Staff will soon be hired in the Dean's Office to assist Dr. Koch.
- The search for the UF COM Senior Associate Dean for Research will begin soon.
  - Dr. Julia Close, Associate Dean of Graduate Medical Education (GME), provided GME and COVID-19 updates. Addressing the well-being of our Housestaff through the pandemic has been a priority, as they report feeling isolated, fatigued and overwhelmed. A 30-day ACGME emergency categorization was put in place in December 2020 (with an additional 30-day extension requested) that allowed residents to treat patients from other areas of specialization, e.g. Pediatric residents could treat adult patients. Tentative plans have been put in place for a GME program to be available at UF Health Central Florida.
  - Dr. Joseph Fantone, Sr. Associate Dean for Educational Affairs, provided updates on the plans for the Jacksonville Regional Medical Campus. The goals of this program are to enhance quality of the medical education program, create innovative educational experiences, enhance the reputation of UF Health Jacksonville in the Jacksonville community, expand the pool of quality applicants to the UF COM, increase the number of graduates who serve medically underserved populations, and enhance Jacksonville faculty professional satisfaction.
  - Jennifer Bizon, Ph.D. was recently appointed as Chair, Department of Neuroscience.
- COM Curriculum Committee (January 2021 meeting)– Meredith Thompson, M.D.
    - The next LCME accreditation site visit is expected to occur in February of 2023. There is an 18-24 month prep period, with a Self-Study due in 2022.
    - The following changes to clerkships were approved: Neurology will now be a fourth-year clerkship; Geriatrics will now be a third-year clerkship within the Family Medicine block.
    - A Health Systems Science task force was approved that will discuss assessment types and suggest changes to the curriculum.
    - There were curriculum updates in the Endocrinology & Reproduction course, and an Endocrinologist was added as an Assistant Course Director in the program.
    - There was a Clerkship Director Retreat in January that focused on having more direct observations and improving assessments. There are plans to create more consistency across the clerkships.
    - Subcommittees will be formed to look at best practices for teaching and assessment.
  - Finance Committee/EFAC – Steven Swarts, Ph.D.
    - Currently the unrestricted salaries and unrestricted non-salary expenses are closely following what was budgeted. There are currently 58-60 working days of cash available. As of the end of December 2020, the COM is approximately \$21.2M above budget for collections.
  - Compensation Committee – Albert Robinson, M.D.
    - The last two meetings have been cancelled. The co-chairs will be meeting with Dean Koch soon. The next meeting is scheduled for February 16, 2021.
  - Research Task Force – Paramita Chakrabarty, Ph.D.
    - Bolster Bucks update: We had invited Dr. Mark Segal to our meeting to discuss the future of Bolster Bucks funding. This was our first roll out year – total awards were 17 totaling

about \$22.5k. We discussed sending a survey form to the awardees to gauge its efficacy as a form of rapidly released funds needed by investigators who don't have overhead funding. The next round of Bolster Bucks can be released after discussion with Dr. Sugrue's office (and new Dean) as to how much money is available.

- Committee members suggested support from the Dean's office for open access publication fees. Previously the Provost had supported this initiative but now there is a need for other stakeholders to get involved at the departmental/college levels. Bolster Bucks supported some publication fees in this round. RTF Chair will coordinate with Melissa Rethlefsen (Associate Director, UF-Health Libraries) to compile a list of the journals that UF has a publishing agreement with. This will be integrated into the Faculty Research Resources.
  - Updates on electronic note book system: While there is support from multiple COM faculty and Terra DuBois (Chief Compliance Officer at UF) to obtain an enterprise level license that will encourage faculty using this resource, we need more Chairs and Directors of Centers/Institutes to buy-in. A critical barrier is the availability of current institutional funds for this purpose. Another concern is the selection of an optimal platform that can be used by the majority of users. UF RTF had invited LabArchives (well-known eLN platform) for a webinar presentation to the UF research community; the zoom link is here:  
[https://labarchives.zoom.us/rec/play/yVennOBPFxNWFxt\\_hcZWRao1YJG21bvKFWir9LmHZ3SWLbRDluPdk3MKWoXweTF2LI8auURT\\_HBwxFcT.q0G0bch9dIWQ02qi?contInueMode=true&\\_xzm\\_rtaid=2EG51zfQQBmoqCSycGOroq.1611856878965.96cea626df60d734f9f26bc0b6dcc4fb&\\_xzm\\_rhtaid=897](https://labarchives.zoom.us/rec/play/yVennOBPFxNWFxt_hcZWRao1YJG21bvKFWir9LmHZ3SWLbRDluPdk3MKWoXweTF2LI8auURT_HBwxFcT.q0G0bch9dIWQ02qi?contInueMode=true&_xzm_rtaid=2EG51zfQQBmoqCSycGOroq.1611856878965.96cea626df60d734f9f26bc0b6dcc4fb&_xzm_rhtaid=897)
  - Graduate student issues: Dr. Dore discussed about graduate student recruitment, retention and well-being as part of 'Graduate student experience'. Dean and Provost are involved in this initiative. This is a current matter of discussion at the Board of Trustees level and Trustee Patel has been assigned to this. If you recognize issues with graduate student recruitment and well-being, please communicate with Dr. Dore.
  - We are actively soliciting new research faculty members to the RTF – preferably ones from clinical research or public health research. Please email Paramita Chakrabarty or Al Robinson.
  - New pilot program 'Becoming a Resilient Scientist': This is a pilot program hosted by the UF CTSI Translational Workforce Development Program in collaboration with the NIH Office of Intramural Training and Education (OITE) and sponsored by the NIH/NIGMS Division of Training, Workforce Development, and Diversity. This is meant for dual degree students, T32 trainees, and grad students in the HSC. Dr. Yulia Levites Strekalova at the CTSI is the main point of contact.
- Faculty Senate – Ashley Ghiaseddin, M.D.
    - Strategies for improving the graduate student experience were discussed. These include improving parental leave policies by making childcare accessible and affordable, cultivating a family-friendly academic environment, and potentially offering 6 weeks of either unpaid or paid time off during a 12-month period for those who meet eligibility criteria.
    - There was discussion regarding the new UF app where students can report concerns about faculty. This will be discussed further at the next Board of Trustees meeting.

## 5. Old Business:

- Lifetime Achievement Awards
  - A call for nominations for the UF COM Lifetime Achievement Awards was sent out on January 12. Nominations are due by February 15. The nomination packets will be sent to the committee for review, and will be voted on at the March meeting.
  - 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.
  
- UF COM Faculty Wellness/Welfare Advisory Committee
  - A motion was made to form a Faculty Wellness/Welfare Committee. The motion was seconded and approved. This committee will provide recommendations to the Faculty Council on matters that encourage and improve the quality of life for COM faculty. This encompasses matters that support, encourage, define and evaluate the quality of academic life and retention of faculty members, including faculty rights and academic freedom; faculty support programs, such as fringe benefit packages; faculty diversity; and programs that improve the quality of faculty life.
  - Those interested in volunteering on this committee can email Dr. Albert Robinson ([arobinson@anest.ufl.edu](mailto:arobinson@anest.ufl.edu)) or Melissa Liverman ([liverman@ufl.edu](mailto:liverman@ufl.edu)).
  - The committee's first project will be to decide how to utilize the \$500 donation from GatorCare for Health and Wellness initiatives or Faculty Lounge enhancements.

## 6. New Business:

- UF Faculty Senate elections
  - UF Faculty Senate elections will open soon for the term beginning in August 2021 (for a 3-year term). Current senators who have only served one term are eligible to run for a second consecutive term. This is an opportunity to learn more about UF and get involved in shared governance at a campus-wide level. Senate membership involves attendance at 9 monthly senate meetings each year (August – May) on Thursday afternoons from 3pm – 5pm. Additional information can be found on the Faculty Senate website: <http://senate.ufl.edu>.

President Albert Robinson, III adjourned the meeting at 6:12pm.

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### **Announcements:**

**UF COM Ombuds:** To schedule an appointment with the UFCOM Ombuds for faculty, Dr. Keith Stone, email your request to [stonek@ufl.edu](mailto: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/>.

**FEO Funding for faculty enhancement projects** or training (beginning Fall 2021) have Letter of Intent (LOI) -

Deadline: February 12, 2020 @ 5:00 PM. For more information/application at <https://facultyaffairs.med.ufl.edu/2021/01/12/fall-2021-faculty-enhancement-opportunity-feo/>. "e"-LOI can be sent to Hamleen Gregoire, MBA in the Office of Faculty Affairs and Professional Development at [hamleen@ufl.edu](mailto:hamleen@ufl.edu).

- The COM Office of Faculty Affairs & Professional Development has requested volunteers from the Faculty Council to serve on the FEO Review Committee to help determine which applications will be recommended for support. Those interested can email Melissa Liverman ([liverman@ufl.edu](mailto:liverman@ufl.edu)).

The College of Medicine is seeking experienced medical educators interested in serving as a **Collaborative Learning Group (CLG) leader**. This 2-year commitment is one half-day per week either a Tuesday or Wednesday morning (8-noon) starting July 6th or 7th, 2021. CLG leaders receive 0.1 FTE support from the College of Medicine. If you are interested in applying, please send a letter of interest that highlights your relevant experience and interest as a CLG leader along with your CV and teaching evaluations to ([kbreuhl@ufl.edu](mailto:kbreuhl@ufl.edu)) by February 17<sup>th</sup>.

Watch your mailbox for the **Faculty Wellness Survey!** Your faculty's participation is an important part of helping the UF COM community during this time!

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, March 2, 2021 @ 5PM.

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