

Minutes of the March 16, 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
Ji-Hyun Lee – Biostatistics
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
Kathleen Green – Obstetrics & Gynecology
Natalie Silver – Otolaryngology
Marie Rivera-Zengotita – Pathology
Mike Davis – Pediatrics
Daniel Wesson – Pharmacology & Therapeutics
Matt Daley – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano De Marco – Urology

Department Representatives Absent:

Ekaterina Lobanova – Ophthalmology
Hernan Prieto – Orthopaedics & Rehab.
Petar Breitingger – PA School
Erica Dale – Physiology

Ex-Officio members:

Mark Segal, M.D., Senior Associate Dean for Faculty Affairs & Professional Development
Ellen Zimmermann, M.D., Associate Dean for Faculty 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 5:00pm.
2. The February 2021 Faculty Council meeting minutes were approved.
3. Dr. Yi Guo is serving as the departmental representative for Health Outcomes & Biomedical Informatics. Dr. Matt Daley is serving as the departmental representative for Psychiatry.
4. 2021 David A. Paulus, M.D. Award for Clinical Excellence- Albert Robinson, III, M.D.
Nominations are now being accepted for the 2021 Paulus Award. The Paulus Award is given annually to a faculty member in the COM who best demonstrates the ideals of clinical excellence manifested by Dr. David Paulus. A nomination letter, the nominee's CV and two supporting letters should be sent to Dr. Mark Segal (segalms@medicine.ufl.edu) by March 10, 2021.
5. Lifetime Achievement Awards – Steven Swarts, Ph.D.
The Council received 10 nominations for the Lifetime Achievement Awards. Nomination packets were sent to the Council for review prior to the meeting. The Council voted at this meeting and chose to present this award to 3 faculty members. The awardees will be announced soon.
6. Committee Reports:
President's Report– Albert Robinson, III, M.D.

- Women's History Month is celebrated in March. We thank and remember the trailblazing women who broke barriers for themselves and so many others, and honor the women pioneers who changed the face of medicine.
- The search has begun for the UF COM Senior Associate Dean for Research. The WittKieffer search firm will assist with this national search. The COM Search Committee met on February 17, 2021 and Dean Koch gave the charge to the committee. The advertisement for the position is currently being finalized and stakeholders identified. Those who would like to recommend a potential candidate can contact Dr. Mark Segal (segalms@medicine.ufl.edu) or Lyndsey Nicodem at WittKieffer (lyndesyn@wittkieffer.com).
- Preliminary discussions are underway regarding the search for the UF COM MD/PhD Program Director. Additional details are forthcoming.
- The Faculty Council officers informed Dean Koch that faculty are interested in continuing Town Hall meetings with UF COM leadership to get updates on the number of current COVID cases and vaccination efforts, and to discuss what decisions are being made to address pandemic-related issues at UF.
- The anticipated kickoff for the 2021 Chair Evaluations is in May of 2021.
- There are plans to reinstate Flex Funds for COM departments in AY 2021-2022.

Medical Staff Quality & Operations Mtg and Executive Committee Report (February 2021) – Albert Robinson, III, M.D.

- Nicole Iovine, M.D., Ph.D., Chief Epidemiology Officer, UF Health Shands, discussed the COVID-19 variants.
 - Patient Safety & Quality Week is March 1-5, 2021. Additional information can be found at: <https://psqw.ufhealth.org/>.
 - Ed Jimenez, CEO, UF Health Shands, noted that there is currently a disruption in the supply of vaccines nationwide.
 - Jim Kelly, Sr. VP and CFO, UF Health Shands, stated that UF Health Shands has maintained an A3 rating with Moody's and an A rating with S&P.
 - Donna Parker, M.D., Associate Dean for the Office of Diversity & Health Equity, discussed Black History Month events, and announced that the UF COM Celebration of Diversity Week will be held April 5-10, 2021. David Acosta, M.D., AAMC Chief Diversity and Inclusion Officer, will be the Keynote Speaker. Dr. Parker stated that Implicit Bias Training has been recommended for all members of the workforce.
 - Joseph Fantone, M.D., Sr. Associate Dean for Educational Affairs, noted that Clinical Shadowing is still on hold. Dr. Fantone announced that Match Day will be held virtually on March 19, 2021 at 12:15, and COM Graduation may be in-person with limited attendance on May 15, 2021 at 9:00am.
 - Stephen Sugrue, Ph.D., Associate VP for Research and Acting Sr. Associate Dean for Research Affairs, provided an updated on "Creating a Diverse and Inclusive Academic hub for Trustworthy AI in the Health Sciences".
 - Timothy Morey, M.D., Chair, Department of Anesthesiology, and Traci d'Auguste, Chief Operating Officer, UF Health Shands, provided an overview of Perioperative Services.
- COM Curriculum Committee (February 2021 meeting)– Meredith Thompson, M.D.
 - The new Geriatrics curriculum was approved and will be housed within the Family Medicine Clerkship.

- A Medical Spanish in-person elective was approved for fourth-year students.
 - Dr. Shelley Collins made a proposal to extend the Step 2 CK deadline, changing it from the end of October to December to accommodate the rising fourth year students that had a delayed start in their Clerkships. This proposal was approved.
 - Preparation for the upcoming LCME site visit in 2023 is ongoing. With regards to this, Dr. Joseph Fantone made a proposal to modify the COM Mission Statement, which was approved.
 - There was approval of the documentation and organizational structure for a formal Quality Improvement policy for the review of the effectiveness of the medical education program.
 - There were updates regarding Clerkship leadership. There is an initiative to improve direct observation of clerkship students by using standardized instruments to score their performance with patient interactions.
- Compensation Committee – Albert Robinson, M.D.
 - The Co-Chairs of the COM Compensation Committee met with Dean Koch in February. The plan is to move forward with a plan that has parts A, B, C and D.
 - Part A would consist of a base salary, which would be defined by the AAMC or MGMA benchmarks. This would also include criteria for each department based on degree, rank, and years at rank.
 - Part B would be for those individuals who have defined roles such as Division Chiefs, Residency Directors, Clerkship Directors, and Quality Directors (not a comprehensive list).
 - Part C is academic expectation. This would include defining scholarship and education or teaching and research productivity. This will be department-specific.
 - Part D will be the potential for extra incentives and extra work with clearly defined jobs and expectations that may also include extra duty pay.
 - The rules and guidelines will be sent to the department chairs. What was particularly noted is that it is your plan, your department and you should engage your Chair and your faculty members to make this a worthwhile effort.
 - The plans are being developed with particular guardrails that will be given to the Chairs, who will then disseminate them to the departmental compensation committees. The COM Compensation Subcommittee will vet those plans once they are returned back from the departments. There will be a final review from the Dean and the financial group to assure the plans are viable. The final complete guidelines would then be presented to the faculty at large.
- Research Task Force – Paramita Chakrabarty, Ph.D.
 - Dr. Sugrue presided over the February meeting. We discussed about updating the mission and vision of the RTF. Specific examples include updating the research calendar, reorganizing the membership roster and inviting faculty at large as members, updating the wellness survey results from Dr. Merlo on the COM FC website and organizing a research workshop or seminar with support from the Office of Research Affairs. Probably, we could organize a Researcher Appreciation Day much like the Doctor's day. There was no COM Celebration of Research event this spring and Dr. Sugrue wanted our opinion on what could be the alternatives to such in-person events

focused on showcasing COM research. If the FC representatives have any suggestions that might be helpful in planning a research event, please let us know.

- We also talked about electronic notebook as a platform for research, collaboration and communication during the time of Covid related distancing. My home department is generally supportive of this initiative. Dr. Dore mentioned that Terra DuBois (Chief Compliance Officer) was supportive of the idea of electronic notebook and Dr. Robinson mentioned that Dean Koch was also receptive. There was some discussion if this can be supported, at least partially, by the CARES Act. If any of the FC members have any comments about the usefulness of eLN in their own lab's or departmental research, please let me or Dr. Robinson know. Dr. Sugrue will coordinate with Dr. Norton about the feasibility of an enterprise level implementation.
 - We talked about some aspects of diversity and were informed that Antonio Farias, Chief Diversity Officer, is leaving the University soon.
 - Dr. Sugrue also mentioned that the internal peer review process for NIH grants existing within the framework of the Office of Research Affairs is very under-utilized. He wanted to make the COM FC aware of this useful resource. Volunteer readers can read through the grant in 3 weeks' time and sometimes the turnaround time of these reviewers for the first 3 critical pages is very fast.
 - A quick update about Bolster Bucks – we prepared a short survey to assess the effectiveness of the Bolster Bucks program and Dr. Segal's office is in charge of communicating this survey to the current awardees. Once we have the feedback, we can share with the FC representatives.
- Faculty Senate – Ashley Ghiaseddin, M.D.
 - Lily Lewis, Director of Postdoctoral Affairs & Academic Communications, provided information regarding policies for Postdocs at UF such as health insurance options, professional development planning, resources and orientation programs, possible postdoc networking and multi-institutional events, including proposed “Postdoc to Industry” beginning in 2021, leadership development for early career women and an anti-racist action working group.
 - Russell Froman, Assistant VP for ADA and Title IX Compliance provided updates from their office.
 - Dr. Ghiaseddin will provide updates regarding faculty benefits following the next Senate meeting.

7. Old Business:

- UF Faculty Senate elections – Jean Cibula, M.D.
 - UF Faculty Senate nominations are currently being accepted and 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 the 3rd Thursday afternoon from 3pm – 5pm. Additional information can be found on the Faculty Senate website: <http://senate.ufl.edu>.

8. New Business:

- Faculty Appreciation – Jean Cibula, M.D.
 - Dr. Cibula recently drafted an event survey and sent it to the officers, as they are trying to brainstorm ideas to express appreciation to all faculty. The survey will be sent out soon college-wide. Suggestions or input would be greatly appreciated.
- Emeritus Faculty guidelines and coaching – Mark Segal, M.D., Ph.D.
 - Dr. Segal proposed the following draft policy regarding UF COM Emeritus Faculty Guidelines. Emeritus status within the UF COM requires:
 - An exceptional contribution to UF; and
 - In the majority of cases, a minimum of 10 years of service at UF; and
 - Having been promoted at UF or having been recruited to UF at the rank of Professor, and
 - Approval by a departmental vote.
 - Faculty may be considered for emeritus status with fewer years of service depending on the nature of the faculty member's contribution. Emeritus status will be awarded only upon full retirement. If you are considering a faculty member for emeritus status and are uncertain of whether they have made an exceptional contribution, it is recommended that you send their CV to the Dean's Office prior to the departmental vote.
 - Dean Koch has suggested that a committee review each submission, then send it to her for approval or denial. A motion was made for the Faculty Council to work with the Sr. Associate Dean for Faculty Affairs to serve in making formal recommendations regarding Emeritus status on an Emeritus Committee. This was seconded and approved. Those interested in serving on this committee can email Dr. Al Robinson (arobinson@anest.ufl.edu) or Melissa Liverman (liverman@ufl.edu).
- Faculty Awards
 - Discussion underway to increase diversity and inclusion for college awards. More to come!

President Albert Robinson, III adjourned the meeting at 6:16pm.

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/>.

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.

March is Women's History Month: celebrated in the US since 1987;
<http://www.history.com/topics/holidays/womens-history-month>
<https://www.history.com/news/the-surprising-history-of-international-womens-day>

<https://www.smithsonianmag.com/science-nature/ten-historic-female-scientists-you-should-know-84028788/>
<https://www.aamc.org/news-insights/celebrating-10-women-medical-pioneers>

The next Faculty Council Meeting will be held Tuesday, April 6, 2021 @ 5PM.

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