

## Minutes of the April 6, 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

Treasurer – Steven Swarts  
Vice President – Sonia Deshmukh Mehta

### Officers Absent:

Secretary – Jean Cibula

### Department Representatives Present:

Shinichi Someya – Aging & Geriatric Res.  
Rene Opavsky – Anatomy & Cell Biology  
Matthew Andoniadis – Anesthesiology  
Mingyi Xie – Biochem. & Molec. Biology  
Shu Wang – Biostatistics  
Ku-Lang Chang – CHFM  
Addie Walker – Dermatology  
Meredith Thompson – Emergency Medicine  
Kelly Gurka – Epidemiology  
Yi Guo – Health Outcomes & Bio Informatics  
Cory Brunson – Medicine  
Lizi Wu – Molec. Genetics & Microbiology

Ashley Ghiaseddin – Neurological Surgery  
Anna Khanna – Neurology  
Paramita Chakrabarty – Neuroscience  
Ekaterina Lobanova – Ophthalmology  
Petar Breitinger – PA School  
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:

Kathleen Green – Obstetrics & Gynecology  
Hernan Prieto – Orthopaedics & Rehab.

Natalie Silver – Otolaryngology  
Marie Rivera-Zengotita – Pathology  
Ryan Thomas – Surgery

### Guest Speaker:

Julia Close, M.D., Associate Dean for Graduate Medical Education (GME) and Designated Institutional Official (DIO), UF College of Medicine

### Ex-Officio members:

Keith Stone, M.D., COM Ombudsman  
Ellen Zimmermann, M.D., Associate Dean for Faculty Development  
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 5:00pm.
2. The March 2021 Faculty Council meeting minutes were approved.
3. Dr. Shu Wang is serving as the departmental representative for Biostatistics. Dr. Yi Guo is serving as the departmental representative for Health Outcomes & Biomedical Informatics. Dr. Cory Brunson is serving as the departmental representative for Medicine.
4. UF GME Update – Julia Close, M.D., Associate Dean for GME and DIO, UF College of Medicine
  - Dr. Julia Close is an Associate Professor of Medicine, Division of Hematology/Oncology. She was appointed Associate Dean of Graduate Medical Education and the Designated Institutional Official for the UF COM in December of 2018. She previously served as the Program Director for the Hematology/Oncology Fellowship Program and Assistant Chief of Medical Service for the Malcom Randall VA Medical Center. She received her medical degree, completed her residency in Internal Medicine, and completed a fellowship in Hematology/Oncology here at the UF COM.
  - Dr. Close noted that the UF COM currently has 115 Accreditation Council for Graduate Medical Education (ACGME) programs, 83 of which are accredited. The programs are located

in Gainesville, Orlando (Pediatrics), and Pensacola at Sacred Heart (Internal Medicine, OB/GYN and Pediatrics). Tentative plans for the future include programs in Leesburg and The Villages with a projected FTE of 66 in Leesburg, 55 in The Villages, and additional slots at a new hospital to be built on the south end of The Villages. The current plan is to have a transitional year at both of these sites; Family Medicine, Anesthesia and General Surgery at Leesburg and Internal Medicine at The Villages.

- ACGME site visits were previously held every 5 years. Site visits are currently held every 10 years; however, multiple programs have not had a site visit in over a decade due to ACGME staffing issues and the COVID pandemic. Several site visits are anticipated once things get back to normal. Milestones for each of the Housestaff are tracked and reported back to the ACGME, which are used not only to track the progress of Housestaff, but also to track the programs.
- Each year (years 1-10) an Annual Program Evaluation (APE) plan is done internally that is tracked by the UF COM GME office. As programs get close to their study visit, they do a Self-Study that is turned into the ACGME, which follows the Plan-Do-Study-Act (PDSA) cycle to continually evaluate our programs to ensure improvement. This serves as the current framework for ACGME accreditation.
- The Clinical Learning Environment Review (CLER) site visits provide feedback that addresses patient safety, health care quality, care transitions, supervision, well-being and professionalism. Each Sponsoring Institution must undergo a CLER site visit every 24 months (+/- 6 months). They are currently piloting doing the CLER visits in a virtual format, which the COM anticipates having soon.
- Housestaff nationwide have reported feeling isolated, fatigued and overwhelmed throughout the COVID pandemic. In addition, due to the number of COVID patients in the hospital, the focus was more on patient care than on the training programs. An ACGME emergency categorization was put into place at the UF COM from 12/28/20 – 2/7/21, which allowed the focus to be solely on clinical duties. During this time, the institutional rules were followed in lieu of the program requirements, duty hours were followed, PPE was distributed, and COVID education was provided. The sites in Orlando and Pensacola were exempt from the Emergency Categorization.
- GME interviews were held virtually beginning in March of 2020. GME programs are in a continual interview process cycle. Faculty should be aware that many residents and fellows will be starting their training programs without even seeing the town, as Second Looks were not allowed this year.
- The UF COM GME program is continuing to monitor and work on improving workforce diversity in our institution.

#### 5. UF COM Ombuds Office Update – Keith Stone, M.D.

- Dr. Stone was appointed Ombuds for the College of Medicine in 2017.
- The Ombuds office provides a confidential environment in which faculty can receive informal, impartial and independent assistance for conflict resolution. Faculty members in the COM are eligible to meet with the Ombuds. The Ombuds listens to questions and concerns, helps identify and evaluate options, offers an impartial perspective, facilitates difficult conversations as an impartial third party, and may make referrals to appropriate resources.
- The Ombuds is not able to mediate and negotiate settlements or disputes, offer psychological counseling, get involved in fact-finding, represent faculty in a grievance procedure, intervene in a formal grievance procedure, overturn decisions by UF COM officials, or provide legal advice or legal representation.

- The Ombuds is required to report incidents of alleged gender discrimination, sexual harassment, sexual misconduct, and sexual assault to the Title IX coordinator. Fraudulent research is reported to the DSR.
- The Ombuds does not take sides in a dispute and does not advocate for faculty or for the college.
- The Ombuds has no formal authority. The Ombuds will bring to the administration's attention practices or policies that appear to create tensions or problems for faculty.
- The Ombuds is not a part of the administration and is free from any influence in addressing issues of conflict.
- Over the past 4 years, Dr. Stone has met with 75 new visitors and 85 return follow-up visitors for a total of 160 meetings. All meetings were in-person until March of 2020 and are now held by phone.
- Appointments with the Ombuds should be made by email at [stonek@ufl.edu](mailto:stonek@ufl.edu). To maintain confidentiality, use email only to schedule appointments. The email message should read "My name is (...) and I would like to make an appointment with the Ombuds. My contact information is (email address) and (phone number).

## 6. Committee Reports:

### President's Report & Executive Committee Report (March 2021)– Albert Robinson, III, M.D.

- Dean Koch continues her Listening Tour with COM faculty, students and staff and looks forward to meeting with the Faculty Council. Dean Koch and COM administration are updating the COM Strategic Plan.
- The search for the UF COM Senior Associate Dean for Research is ongoing. The candidate reviews will occur during the first week of June 2021 and the first-round interviews are tentatively set for June 16, 18, 22 and 24, 2021.
- Preliminary discussion is underway regarding the search for the UF COM MD/PhD Program Director. Additional information is forthcoming.
- Dr. Michael Lauzardo, Deputy Director of the UF Emerging Pathogens Institute and Director of the UF Health Screen, Test & Protect Program held three COM Leadership Town Halls in March 2021 to address COVID-related issues.
- Dean Koch met with representatives from Linkage on March 22, 2021 to discuss the upcoming department chair evaluations. Approval was given to proceed with the evaluations using the same process as last year. The anticipated date of release is mid-June 2021.
- COVID-19 cases are on a downward trend, with less than 20 cases reported over the past week.
- Budget updates for FY2022 were provided for UF Health Shands.
- The UF COVID Vaccination Program was discussed. The acceptance rate for faculty and staff is between 51-75%. There will be concerted efforts in the coming months to continue outreach to faculty and staff in the HSC colleges.
- Dr. Thomas Pearson, Director of the MD/PhD Program, provided an update on the MD/PhD program. The Director reports to the COM Dean and works in conjunction with the Senior Associate Dean for Educational Affairs and the Director of the CTSI. An internal advisory committee was developed and the curriculum and timeline were restructured. The program's goal is to recruit, rigorously train, and promote the retention of diverse physician-scientists for impactful careers that integrate biomedical discovery science and excellence in clinical medicine.
- Dr. Donna Parker, Associate Dean for the Office for Diversity and Health Equity,

provided a Diversity, Equity and Inclusion update. The UF COM Celebration of Diversity Week will be held April 5-10, 2021. The celebration kickoff on April 5 will feature a Dean's Grand Rounds session at noon with UF COM Dean Colleen Koch and Dr. David Acosta, Chief Diversity and Inclusion Officer, AAMC. The events will culminate on April 10 at the Emerald Ball with Keynote Speaker Dr. Yolanda Henley, UF Alumnae (virtually and partially in-person).

- Jeremy Sibiski, Executive Director, Finance & Administration, provided an overview of the COM budget for February 2021.
- COM Curriculum Committee (March 2021 meeting)– Meredith Thompson, M.D.
  - Dr. Grant Harrell presented a proposal for a Patient Advocacy Track, which is an optional experience for medical students designed to provide experience in helping their patients navigate the healthcare system. This track was voted on and approved.
  - The Clinical Skills exam was removed as a graduation requirement since it has been discontinued by the USMLE.
  - To assist with residency preparation needs, a proposal was made to change Step 2 preparation elective credit options, reduce the number of fourth year electives, and decrease the graduation credit requirements from 40 to 36. This was voted on and approved.
  - An Outpatient Child and Adolescent Psychiatry elective through Jacksonville was voted on and approved.
  - Dean Koch briefly joined the meeting to discuss her plans for the educational mission focus groups and surveys to be distributed for the Strategic Planning process.
- Compensation Committee – Albert Robinson, M.D.
  - The Co-Chairs of the Compensation Committee confirmed that the rules and guidelines were sent to the Department Chairs and their administrative teams in March 2021.
  - Departments have been re-forming Compensation Committees, which may vary among departments. Departments will share the compensation plans with their faculty, which will then be reviewed by the Dean and Financial administration.
- Faculty Senate – Ashley Ghiaseddin, M.D.
  - Dr. Dore discussed UF's plans to return to normal university operations beginning in the Summer B session.
  - Vaccination efforts were discussed.
  - An optional narrative section has been added to UF's Promotion and Tenure process for faculty who want to share specific explanations for any pandemic-related interruptions in work or productivity (approximately 500 words or less).
  - An update of the recent Board of Trustees meeting was provided, stating that an increased focus on the graduate student experience is occurring.
  - There are ongoing discussions about improving UF's retirement and benefits packages.
- UF COM Faculty Wellness/Welfare Advisory Committee – Albert Robinson, M.D.
  - Dr. Ashley Ghiaseddin will take the lead on this group. Additional volunteers and a Co-Chair are needed. Those interested can email Dr. Albert Robinson ([arobinson@anest.ufl.edu](mailto:arobinson@anest.ufl.edu)) or Melissa Liverman ([liverman@ufl.edu](mailto:liverman@ufl.edu)).

## 7. Old Business:

- UF Faculty Senate elections – Albert Robinson, M.D.
  - UF Faculty Senate elections will soon be held for the term beginning in August 2021 (for a 3-year 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 3<sup>rd</sup> Thursday afternoon from 3pm – 5pm. Additional information can be found on the Faculty Senate website: <http://senate.ufl.edu>.
- UF COM Faculty Council elections – Albert Robinson, M.D.
  - Nominations for Faculty Council positions of President-Elect, Treasurer, and Secretary will be accepted April 19 – 30, 2021. An election will be held May 5 – 19, 2021. New terms will begin immediately after the June 2021 monthly meeting.
- Faculty Appreciation/Lifetime Achievement Awards – Steven Swarts, Ph.D.
  - The COM Spring Faculty Appreciation reception will be held via Zoom on May 13, 2021 from 5pm – 6pm. The 2021 COM Lifetime Achievement awardees, the 2021 Paulus awardee, the 2021 Society of Teaching Scholar Lifetime Achievement awardee, and faculty members with 20, 30 and 40 years of service will all be recognized.
- Faculty Recognition Survey – Albert Robinson, III, M.D.
  - A survey was recently sent out to all COM faculty asking for feedback on future events. 213 faculty members responded.
  - Results include:
    - Faculty usually attend events when they or someone they know will be receiving an award.
    - Some faculty are unaware of when gatherings are held.
    - Faculty prefer food and music at events.
    - Faculty prefer events that are held outside.
    - Some faculty would participate in interdepartmental mixers.
    - Faculty prefer not to go far from home for work-related activities and definitely don't prefer events held on the weekends or early in the morning.
    - Faculty are not interested in work-related sports or participatory art.
- UF COM Faculty Awards – Albert Robinson, III, M.D.
  - Dr. Robinson asked for suggestions about new awards that could be presented to COM faculty. Suggestions can be emailed to Dr. Albert Robinson ([arobinson@anest.ufl.edu](mailto:arobinson@anest.ufl.edu)) and/or Dr. Mark Segal ([segalms@medicine.ufl.edu](mailto:segalms@medicine.ufl.edu)).

## 8. New Business:

- UF Health, Ex-Officio member
  - There was discussion on whether or not COM Faculty Council would want to appoint administrators from UF Health as Ex-Officio members on the Council. This will be discussed further at next month's meeting.

President Albert Robinson, III adjourned the meeting at 6:14pm.

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**Announcements:**

**Administrative Professionals Day is April 21 – be sure to thank and recognize everyone who helps us!**

**Earth Day** is Thursday, April 22: <https://www.earthday.org/>

- Spring Plant sales at FLMNH and Wilmot Gardens are here!
- <https://www.floridamuseum.ufl.edu/event/online-plant-sale/2021-04-02/>
- <https://wilmotgardens.med.ufl.edu/news-events/events/>

**UF COM Ombuds:** Faculty experiencing work-related conflict may wish to review the University of Florida College of Medicine Ombuds website to determine if an appointment with the Ombuds would be a consideration. If so, an email may be sent to [stonek@ufl.edu](mailto:stonek@ufl.edu), requesting an appointment. To maintain confidentiality avoid including information pertaining to the reason for the request. Simply state your name and your email address.

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, May 4, 2021 @ 5PM.

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