

Minutes of the May 4, 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
Shu Wang – Biostatistics
Addie Walker – Dermatology
Meredith Thompson – Emergency Medicine
Kelly Gurka – Epidemiology
Jiang Bian – Health Outcomes & Bio Informatics
Kiran Lukose – Medicine
Lizi Wu – Molec. Genetics & Microbiology

Ashley Ghiaseddin – Neurological Surgery
Anna Khanna – Neurology
Paramita Chakrabarty – Neuroscience
Emily Weber LeBrun – Obstetrics & Gynecology
Hernan Prieto – Orthopaedics & Rehab.
Marie Rivera-Zengotita – Pathology
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano De Marco – Urology

Department Representatives Absent:

Ku-Lang Chang – CHFM
Ekaterina Lobanova – Ophthalmology
Natalie Silver – Otolaryngology

Petar Breitingner – PA School
Mike Davis – Pediatrics
Daniel Wesson – Pharmacology & Therapeutics

Guest Speaker:

Patrick Duff, M.D., Associate Dean for Student Affairs, UF College of Medicine

Ex-Officio members:

Keith Stone, M.D., COM Ombudsman
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 5:02pm.
2. The April 2021 Faculty Council meeting minutes were approved.
3. 2021 Match Outcomes and Graduation Honors – Patrick Duff, M.D., Associate Dean for Student Affairs, UF College of Medicine
 - There are four Match programs: Military match, early match in Ophthalmology, early match in Urology, and the National Resident Matching Program (NRMP). Of the 144 medical students who participated in one of these programs this year, 135 matched in one of the regular matches, 7 found a position in the Supplemental Offer and Acceptance Program (SOAP), and 2 remain without a position.
 - The following are highlights of this year's Match:
 - 4 of 4 students matched in Urology
 - 6 of 6 students matched in Ophthalmology
 - 4 of 4 students matched in Plastic Surgery
 - 5 of 5 students matched in Dermatology
 - 12 students matched in both Family Medicine and Psychiatry, which is the largest number ever to match these specialties in the UF COM
 - 32% of students matched in a Primary Care specialty
 - 25% of students will be doing their residencies at UF

- 36% of students will be doing their residencies in the state of Florida (including those staying at UF)
- The following specialties are historically the most popular in the UF COM:
 - Internal Medicine (21 students chose this specialty)
 - Family Medicine (12 students chose this specialty)
 - Pediatrics (12 students chose this specialty)
 - Psychiatry (12 students chose this specialty)
 - Anesthesiology (10 students chose this specialty)
- The unsuccessful Match outcomes may be due to:
 - A relatively fixed number of GME positions across the country
 - An increasing number of applicants across the country
 - Students sometimes overreach by applying for specialties where their metrics aren't quite on par with other applicants, despite advice to the contrary
 - Students may have had poor interviews (this rarely happens)
 - Students may have red flags on their academic records
- 144 medical students graduated this year, which was the largest ever UF COM graduating class. 10 students graduated with the following combined degrees:
 - 3 MD/PhD students
 - 3 MD/MPH students
 - 2 MD/MS students
 - 1 MD/MBA student
 - 1 MD/JD student
 - 5 DMD/MD Oral and Maxillofacial Surgery (OMFS) students
- Graduation Honors individual awards include:
 - John Gorrie Award – presented to the most outstanding graduate overall
 - Craig Tisher, MD Award for Research – highest research prize presented to a medical student
 - STS Student Excellence in Medical Education Award
 - Thorkild Andersen Award – presented to the student who has provided the most service to the university, the class and the community
 - F. Eugene Tubbs Award – presented to the student who has given the greatest service to the class itself
 - The top 10% of the class graduates with Honors in Academic Excellence
 - The highest number of students in our history graduated this year with Honors in Research
 - The highest number of students in our history graduated with Honors for Special Achievement
 - The highest number of students in our history graduated with Distinction in the Discovery Tracks, i.e. Local Global Health, Patient Safety and Clinical and Translational Research

4. Committee Reports:

- President's Report - Albert Robinson, III, M.D.
 - Asian American and Pacific Islander Heritage Month is celebrated in May. This was established to recognize the contributions of Asians and Pacific Islanders in the United States and to reflect on their rich history and culture throughout the month.
 - Dr. Peter Carek, Chair of the Department of Community Health & Family Medicine is

- stepping down as Chair, effective August 1, 2021.
- There are currently at least 20 candidates for the position of Senior Associate Dean for Research Affairs (as of 4/15/21). The search committee has a candidate review meeting scheduled for June 3, 2021 and the first-round interviews are tentatively set for June 16, 18, 22 and 24, 2021.
- 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 launch date is June 28, 2021 and the anticipated close date is July 30, 2021. An email was recently sent to the departmental representatives requesting help in assembling a comprehensive and accurate list of faculty for each department. If you have not already done so, please send your completed list to Hamleen Gregoire (hamleen@ufl.edu), Administrator for Faculty Affairs.
- An email was sent to all UF employees on April 8, 2021 stating that UFHR has decided to pause the transition to paid time off (PTO) until a later date. Therefore, vacation and sick leave accounts will continue to accrue as normal. The paid family leave benefit was approved for eligible TEAMS and faculty employees. This new benefit provides up to 8 weeks of paid leave every 24 months for parental or medical reasons. If you have any questions, please contact UFHR's Central Leave team at central-leave@ufl.edu.
- Medical Staff Quality & Operations Mtg and Executive Committee Report (April 2021) – Albert Robinson, III, M.D.
 - There has been a slight increase in the number of COVID cases (35 patients as of May 4, 2021).
 - The Chief Financial Officer reported that the last couple of months have been favorable with regards to operating margins.
 - The Chief Nursing Officer reported that 10 additional beds were recently opened in Unit 52, Acute Care.
 - Donald Novak, M.D., Assistant Dean for Clinical Informatics, provided an update on UF Secure CHAT. The Note Sharing and Lab Sharing roll-outs are receiving favorable comments. He noted that the clinical schedule noted in Secure CHAT is driven by the individuals who are putting in the information. Please contact Dr. Novak with any questions or concerns (novakda@peds.ufl.edu).
 - Nicole Iovine, M.D., Ph.D. gave a presentation on the AHRQ Complication & Mortality Team.
 - Dr. Jamie Conti and Dr. Marvin Dewar will co-chair the Search Committee for Chair of the Department of Community Health & Family Medicine. Faculty Council President-Elect, Dr. Ashley Ghiaseddin, will also serve on the committee.
 - Dr. Thomas Pearson, current Director of the MD/PhD Program is retiring soon. Dr. Mark Segal has been named Interim Director of the program, effective July 1, 2021.
 - Dr. Elaine Donoghue gave a presentation on the new Coaching for Leadership Development (C4LD) program. This is a leadership development program for senior residents or fellows that will create a cohort of skilled future leaders.
 - The Chief Financial Officer announced that a Compensation Plan Workshop III will be held on May 6, 2021 from 7am – 8am (during the EFAC timeslot). The Financial Review meetings for all departments are ongoing.
 - Travel for UF employees will still be bound by Campus policy after July 1, 2021; the Dean/Chair will be required to sign-off on all travel.
 - COM funding continues to be strong.

- COM Curriculum Committee (April 2021 meeting)– Meredith Thompson, M.D.
 - The addition of Minus grades was approved by the committee for students beginning their clerkships in the upcoming academic year, which is consistent with the grading system on campus. In theory, this will help a lot of students' GPA now that Step One has gone to Pass/Fail.
 - A policy for Grade Distribution was approved, which will provide consistency across courses and clerkships.
 - The Clinical Skills Examination (CSE) 3C was approved to become a graduation requirement, as the Step 2 Clinical Skills examination will no longer be offered.
 - A proposal was approved to revise the Policies for Unsatisfactory Performance and/or Unprofessional Behavior. Currently, students who have two course failures or unsatisfactory grades are placed on automatic probation. The revised policy will provide additional support to students prior to being placed on probation by including an automatic notice of concern for students instead of automatic probation. The Academic Status Committee will then decide to place the student on probation or come up with an alternative plan.
 - A Cardiovascular Sub-Internship was approved.
 - Medical students provided recommendations regarding LGBTQ+ curriculum for the next few years, trying to integrate more of that into the curriculum.
 - The LCME Site visit has been scheduled for January 23-25, 2023.

- Compensation Committee (April 20, 2021 meeting) – Albert Robinson, M.D.
 - A few departments have participated in the Compensation Plan Workshops and are nearing completion of their Compensation Plans. Neurosurgery is slightly farther along with its' clinical faculty portion of the plan, but is awaiting further direction regarding the basic science/research component.
 - No timeline has been provided for submitting the plans to the COM Compensation Committee, so this will extend through the next academic year.
 - The following points were brought up about how the plans will be evaluated by the Compensation Committee:
 - Were the goals of the plan fully articulated to the department faculty members?
 - Was a cap placed on the amount of supplementation that can be awarded?
 - How does the plan reward activity in all UF COM mission areas?
 - Does the plan address Quality? Department Quality Metric vs. Enterprise Quality Metric?
 - The final steps would be for the Compensation Plans to be reviewed by the Dean and the Financial group, then presented to COM faculty.

- CFAS report – Marie Rivera Zengotita, M.D.
 - The CFAS virtual meeting was held last month with discussions on the issues faculty have faced during the pandemic.
 - The remaining AAMC meetings will likely be held virtually through the end of the year, including the Annual Meeting.

- Faculty Senate – Ashley Ghiaseddin, M.D.
 - There will be discussion at next month's meeting regarding updating faculty evaluations.

- The inaugural meeting for the Wellness Group was held last week. Additional details are forthcoming.

5. Old Business:

- UF COM Faculty Council elections – Jean Cibula, 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 18 – 31, 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.

6. 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 has been tabled for now.

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

Announcements:

UF COM Strategic Planning

The COM seeks your feedback, insight and ideas on the seven strategic priorities as it relates to you as a faculty member of the UF COM. 1) Research, 2) Education, 3) Patient Care, 4) People 5) Diversity, Inclusion and Healthcare Equity, 6) System Integration, 7) Value.

Faculty members are invited to participate in Strategic Planning Zoom Retreats.

- 1st Faculty Zoom Retreat: May 4, 5pm – 6pm (<https://ufl.zoom.us/j/92193260943>)
- 2nd Faculty Zoom Retreat: May 26, 5pm – 6pm (<https://ufl.zoom.us/j/97896676647>)

COM Faculty Awards Ceremony is Thursday May 13 at 5 PM. Please join us to recognize our colleagues' achievements!

Join Zoom Meeting

<https://ufl.zoom.us/j/99434377021?pwd=b1cvbHlzUnVuOERuNWs5dGxQOS9wdz09>

Meeting ID: 994 3437 7021

Passcode: 505981

One tap mobile +16465588656, 99434377021# US (New York) 13017158592,,99434377021# US +(Washington DC)

May is Mental Health Month!

- Help combat stigma by participating in the GatorCare “Talk About It” campaign—receive informational posts to share on your social media platforms.

- You can access free mental healthcare by contacting the UF Health Staff Telepsych Services Center: 352-265-5459 (8:30am - 7pm, 7 days/week) or email c19peersupport@shands.ufl.edu.
- Sign up to receive a weekly Wellness Newsletter and/or Fun Friday emails at <https://gatorcare.org> (scroll to the bottom of the page to sign up)

CENTER FOR EXPERIENTIAL LEARNING AND SIMULATION (CELS)

The UF COM Center for Experiential Learning and Simulation (CELS) is an experiential learning resource for you and your learners. CELS has a wide variety of task trainers, high fidelity mannequin simulators and standardized patients and are happy to help you develop experiential learning events or entire curricula. CELS conduct simulations in the Harrell Medical Education Building or *in situ* (in the clinical environment). CELS

- train professional students, residents, fellows, faculty and frontline professionals
- have expertise in addressing technical and non-technical skills (communication and teamwork behaviors) as well as system issues and latent threats
- offer regular faculty development classes to help you develop and refine your skills in experiential learning development and debriefing
- Check out CELS website to learn about more information of how CELS can help meet your training goals: <https://simulation.med.ufl.edu/about/>

Feel free to contact Mary Patterson (m.patterson@ufl.edu) or Tom LeMaster (tlemaster@ufl.edu) to discuss your needs or to sign up for a faculty development course.

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, requesting an appointment. To maintain confidentiality avoid including information pertaining to the reason for the request. Simply state your name and your email address.

The next Faculty Council Meeting will be held Tuesday, June 1, 2021 @ 5PM.

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