

Minutes of the June 1, 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

Officers Absent:

Vice President – Sonia Deshmukh Mehta

Department Representatives Present:

Shinichi Someya – Aging & Geriatric Res.
Rene Opavsky – Anatomy & Cell Biology
Mingyi Xie – Biochem. & Molec. Biology
Ji-Hyun Lee – Biostatistics
Ku-Lang Chang – CHFM
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
Ekaterina Lobanova – Ophthalmology
Hernan Prieto – Orthopaedics & Rehab.
Si Chen – Otolaryngology
Petar Breitingner – PA School
Marie Rivera-Zengotita – Pathology
Mike Davis – Pediatrics
Daniel Wesson – Pharmacology & Therapeutics
Erica Dale – Physiology
Matt Daley – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano De Marco – Urology

Department Representatives Absent:

Matthew Andoniadis – Anesthesiology

Guest Speakers:

Colleen Koch, M.D., M.B.A., Dean, UF College of Medicine
Joseph Fantone, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine
Jeremy Sibiski, Executive Director of Finance & Administration, UF College of Medicine, and Executive Vice President, Florida Clinical Practice

Ex-Officio members:

Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development, UF College of Medicine
Ellen Zimmermann, M.D., Associate Dean for Faculty Development, UF College of Medicine

Minutes:

1. President Albert Robinson, III called the meeting to order at 5:03pm.
2. The May 2021 Faculty Council meeting minutes were approved.
3. Dr. Matt Daley is serving as the departmental representative for Psychiatry.
4. UF College of Medicine Strategic Plan – Colleen Koch, MD, MS, MBA, Dean, UF College of Medicine
 - Dean Koch began her new role as UF COM Dean on January 10, 2021. Since that time, she has participated in various onboarding meetings with other Deans, Department Chairs, faculty members and medical students.
 - Dean Koch recently began the process of updating the UF COM Strategic Plan. This will be accomplished with input from the following five focus groups:

- Learners (includes approximately 500 graduate students, 120 Physician Assistant Studies students, and 500 medical students)
- Residents and fellows
- Faculty members
- Administrative personnel (includes Department Administrators, UF Health Communications, Human Resources, and General Counsel)
- Advanced Practice Providers (includes Nurse Practitioners, Physician Assistant faculty members, certified Registered Nurse Anesthetists, and Anesthesiologist Assistants)
- The focus groups will offer their perspectives on where to move the college over the next five years in the following seven pillars:
 - Research
 - Education
 - Clinical care
 - People
 - Diversity/Health Equity
 - System Integration
 - Value (primarily focuses on quality and patient safety)
- A survey has been sent out and will be open for two more weeks. The survey is the primary source for gathering feedback, so Dean Koch encouraged everyone to fill it out if they have not yet done so. In addition, there have been two faculty retreats that provided opportunities to share ideas.
- The Dean's Office Project Managers are currently meeting with the focus groups to discuss the feedback from the survey and the retreats. Once the meetings have occurred with all five focus groups, accountability leaders will be assigned for each pillar to begin focusing on the identified initiatives. The initiatives will be ranked in terms of expense and commitment from project management and IT support.

5. College of Medicine Educational Programs and Liaison Committee on Medical Education (LCME) - Joseph Fantone, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine

- Dr. Fantone provided an overview of the UF COM educational programs, noting the following approximate number of students currently enrolled:
 - 560 medical students
 - 5200 applications received this year (up 20%)
 - 164 students admitted this year (135 is the target)
 - All interviews were held virtually, although opportunities were provided for accepted students to visit campus prior to making their final commitments in late April
 - Approximately 53% of the entering class are women and 26% are Under-represented in Medicine
 - Finding quality clinical placements for these students is a challenge. The Villages Health and UF Health Jax Regional Campus will provide opportunities to address this need.
 - 120 physician assistants
 - 1500 applications received per year
 - 60 students admitted per year
 - Approximately 60% of the entering class are women and 14% are Under-represented in Medicine
 - Finding quality clinical placements for these students is a challenge. The Villages Health and UF Health Jax Regional Campus will provide opportunities

to address this need.

- 250 graduate students (PhD)
 - Doctoral on-campus students:
 - Biomedical Science (BMS) Program – 185
 - 47 students admitted this year, including 2 MD/PhDs and 1 DMD/PhD
 - Class profile: 20% International students, 32% Under-represented in Science students (significant increase from previous years), and 75% women
 - Doctoral Program: Median time to graduation is 5 years; approximately 20% are funded by NIH training grants/fellowships; increasing costs are a challenge
 - Bioinformatics Program – 12
 - Health Outcomes & Implementation Science Program – 8
 - Genetics & Genomics Program – 30
 - Medical Physics Program – 15
 - Anatomical Sciences Program (new)
- 350 masters' students
 - On-campus students – 50
 - Online students - 295
- 1,000 GME students
- 15 Certificate Programs
- Dr. Fantone discussed the accreditation of the medical school:
 - The Liaison Committee on Medical Education (LCME) is the accrediting body of US and Canadian medical schools and is co-sponsored by the American Medical Association (AMA) and the Association of American Medical Schools (AAMC). The LCME has a 19-member Peer Review Panel that awards a maximum of 8 years accreditation.
 - The UF COM was awarded an 8-year accreditation from the LCME in 2015. A few issues were identified at that time that have since been addressed.
 - The UF COM will conduct a Self-Study prior to the LCME site visit. The goal of the Self-Study is to take a critical look at the educational program, identify areas of strengths/successes and areas that need improvement, then develop plans and strategies moving forward to address those challenges.
 - The UF COM LCME Accreditation Executive Committee will be chaired by the Dean and will include higher level leadership individuals who will oversee the overall report generation and will address the issues that come forward. The LCME Self-Study “working committee” will be chaired by the Senior Associate Dean for Educational Affairs and will include COM representatives from the following five Task Forces that focus on specific areas:
 - Task Force on Institutional Setting
 - Task Force on Educational Program
 - Task Force on Medical Students
 - Task Force on Faculty
 - Task Force on Educational Resources
 - A summary of the LCME timeline was discussed. Planning for the site visit began in January of 2021 and will culminate in June of 2023 when the final LCME Accreditation Report is received. The UF COM will conduct a mock site visit in early September of

2022 prior to submitting the Self-Study report to the LCME Secretariat on November 1, 2022. The LCME Site Visit will occur January 23-25, 2023.

- COM faculty who would like to participate in the LCME Accreditation process can contact Dr. Fantone at: jfantone@ufl.edu.

6. UF COM Finance & Administration Update - Jeremy Sibiski, Executive Director of Finance & Administration, UF College of Medicine, and Executive Vice President, Florida Clinical Practice
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- The Office of Finance & Administration and Dean Koch have recently completed detailed reviews of clinical department finances and will likely do the same for basic science departments. They plan to discuss best practices between the various departments in future meetings.
- The FY22 budget status is currently about \$20M below where we need to be. The budget team has met with 6 clinical departments to date. All basic science departments' budgets are balanced. Incentives are not budgeted.
- Year-to-date (from July 2020) there is about a \$24M positive variance due to unique circumstances that have occurred the last couple of years. The COVID pandemic had a dramatic financial impact; food, travel and dues were suspended to help offset the reduction in revenue. The UF COM received provider relief funds and enhanced payments on the LIP and UPL payments thanks to the legislation. Significant revenue was also generated through COVID testing. We are very grateful to have had a V-shaped recovery, where we went down and came right back up.
- Incentives are going to be paid this year. For this budget year, capital purchasing revenue was suspended due to supplies being ordered in advance. Food, dues and travel are all fully budgeted for next year and we're returning back to normal capital purchasing. We are growing and trying to restore back to normal levels next year.
- Mr. Sibiski plans to provide updated COM financial data to the Faculty Council on a quarterly basis.

7. Committee Reports:

- President's Report - Albert Robinson, III, M.D.
 - Lesbian, Gay, Bisexual, and Transgender Pride Month is celebrated in June. This was established to recognize the impact that gay, lesbian, bisexual and transgender individuals have had on the world.
 - Dr. Regina Bussing, Chair of the Department of Psychiatry, is stepping down as Chair, effective September 1, 2021. Dr. Carol Mathews will serve as Interim Chair.
 - Dr. Mary Patterson will serve as Interim Chair of the Department of Emergency Medicine, effective June 11, 2021.
 - Active COM searches include Biochemistry Chair, Community Health and Family Medicine Chair, and Senior Associate Dean for Research.
- Medical Staff Quality & Operations Mtg and Executive Committee Report (May 2021) – Albert Robinson, III, M.D.
 - Dr. Robinson provided a Faculty Council update at the May Executive Committee meeting. He highlighted the recent Lifetime Achievement Awardees, discussed the annual Chair's evaluation process, and noted the importance of providing opportunities for the Faculty Council departmental representatives to present updates at monthly departmental meetings. He stated that faculty are concerned about the Compensation Plan, Family Leave and PTO/Benefits changes, Budget cuts/restraints, COVID-19 pandemic and distribution of the vaccine, as well as faculty stress and well-being.
 - The Chief Medical Officer reported that the presented number of COVID-19 cases is

trending down and holding steady. The Screening Stations in the hospitals and clinics have been discontinued. Masks are still required in the hospital and patient areas. The Pre-Procedure testing plan was discussed, with a reduced number COVID tests to be administered, particularly in vaccinated individuals.

- Questions regarding UF Secure CHAT should be directed to Donald Novak, M.D., Assistant Dean for Clinical Informatics at novakda@peds.ufl.edu.
 - The UF hiring pause has been lifted; travel no longer requires approval from the Dean.
 - Dr. Marvin Dewar gave a presentation on the COM Clinical Practices.
- Curriculum Committee Report (May 2021) – Meredith Thompson, M.D.
 - A pre-clinical Integrative Medicine Thread was approved.
 - For the clinical years, a longitudinal Community Service elective was approved.
 - A night float elective in Pediatrics was approved.
 - Updates on student health policies were provided.
 - Transitions in membership were noted.
 - Research Task Force (May 2021) – Paramita Chakrabarty, Ph.D.
 - Dr. Mark Segal joined the meeting to discuss the Bolster Bucks initiative and to share the survey results from last year's Bolster Bucks' recipients. The survey results reveal that this initiative was well-received. A suggestion was made to focus more on clinical faculty research during the next cycle. Dr. Segal will consult with the Dean about continuing the Bolster Bucks initiative this year.
 - There was discussion about requesting institutional support for electronic lab notebooks, but it was determined that this should be done at the Dean's Office level.
 - A Fall Research Day is being planned, as the annual COM Celebration of Research was not held this year.
 - There was discussion about the UF Discovery Suite, which provides information about research faculty.
 - The Science Strolls that were previously led by Dr. Stephen Sugrue may resume soon.

8. Old Business:

- UF COM Faculty Council Elections – Albert Robinson, III, M.D.
 - An election was recently held for the Faculty Council President-Elect, Secretary and Treasurer. The results are as follows:
 - Dr. Martin Rosenthal was elected as President Elect (2021-2022)
 - Dr. Paramita Chakrabarty was elected as Secretary (2021-2024)
 - Dr. Eric Jeng was elected as Treasurer (2021-2024)

9. New Business:

- Special presentations
 - The Council presented a plaque to Dr. Steven Swarts, in appreciation for his distinguished service and exemplary dedication to COM faculty in his roles as Faculty Council Secretary from 2015-2018 and Faculty Council Treasurer from 2018-2021. Dr. Peggy Wallace and Dr. Emily Weber LeBrun, past Presidents of the Faculty Council, shared kind remarks about Dr. Swarts' contributions.
 - The Council also presented a plaque to Dr. Jean Cibula, in appreciation for her distinguished service and exemplary dedication to COM faculty in her roles as Faculty Council Secretary from 2012-2015, Faculty Council Treasurer from 2015-2018, and

Faculty Council Secretary from 2018-2021. Professor Lauren Solberg and Dr. Alice Rhoton-Vlasak, past Presidents of the Faculty Council, shared kind remarks about Dr. Cibula's contributions.

- Handing over the gavel
 - This is the last meeting with Albert Robinson, III, M.D. as President; Ashley Ghiaseddin, M.D. will begin the 2021-2022 COM Faculty Council sessions at the July 6 meeting. The Council presented a plaque to Dr. Albert Robinson, III in appreciation for his outstanding leadership and service as President over the last year. Dr. Ghiaseddin shared kind remarks about Dr. Robinson and highlighted the numerous initiatives he focused on as Faculty Council President.

President Ashley Ghiaseddin adjourned the meeting at 6:40pm.

Announcements:

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, July 6, 2021 @ 5PM.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Paramita Chakrabarty and Dr. Ashley Ghiaseddin.