

Minutes of the July 6, 2021 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President – Ashley Ghiaseddin
President Elect – Martin Rosenthal
Past President – Albert Robinson, III

Vice President – Sonia Deshmukh Mehta
Secretary – Paramita Chakrabarty
Treasurer – Eric Jeng

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
Addie Walker – Dermatology
Meredith Thompson – Emergency Medicine
Kelly Gurka – Epidemiology
Kiran Lukose – Medicine
Lizi Wu – Molec. Genetics & Microbiology
Ashley Ghiaseddin – Neurological Surgery
Gabriel Bonnell – Neurology
Paramita Chakrabarty – Neuroscience

Robert Egerman – Obstetrics & Gynecology
Ekaterina Lobanova – Ophthalmology
Luis Pulido – Orthopaedics & Rehab.
Si Chen – Otolaryngology
Petar Breitinger – PA School
Mike Davis – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Romano De Marco – Urology

Department Representatives Absent:

Ku-Lang Chang – CHFM
Ramzi Salloum – Health Outcomes & Bio Informatics

Marie Rivera-Zengotita – Pathology
Ryan Thomas – Surgery

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 Ashley Ghiaseddin called the meeting to order at 5:02pm.
2. The June 2021 Faculty Council meeting minutes were approved.
3. Introduction of newly elected officers and departmental representatives – Ashley Ghiaseddin, M.D.
 - President-Elect – Dr. Martin Rosenthal
 - Secretary – Dr. Paramita Chakrabarty
 - Treasurer – Dr. Eric Jeng
 - Health Outcomes & Biomedical Informatics – Dr. Ramzi Salloum
 - Neurology – Dr. Gabriel Bonnell
 - Obstetrics & Gynecology – Dr. Robert Egerman
 - Orthopaedics & Rehabilitation – Dr. Luis Pulido
 - Pharmacology & Therapeutics – Dr. Jonathan Bird
 - Radiation Oncology – Dr. Steven Swarts (re-elected)
 - Radiology – Dr. Priya Sharma (re-elected)
 - Urology – Dr. Romano DeMarco (re-elected)
4. Committee Reports:
 - President's Report and Executive Committee Report (June 2021) - Ashley Ghiaseddin, M.D.
 - Dr. Ghiaseddin reviewed the duties and responsibilities of Faculty Council members:

- Each COM department elects one faculty member to serve staggered 3-year terms.
 - Faculty Council meetings are held at least once monthly during the regular academic year. All meetings are announced and are open to anyone wishing to attend.
 - Only Faculty Council members may make motions and cast votes. A majority of elected members shall constitute a quorum.
 - Members should make every effort to attend the general body meetings. If unable to attend, members should arrange for a proxy representative to attend in their place.
 - The search for a new COM Senior Associate Dean for Research is ongoing. There are currently 9 candidates, 3 of which will be invited to campus soon for in-person interviews.
 - As per updates from Dr. Sugrue in the Executive Committee meeting, the Data Science/Artificial Intelligence (AI) initiative has actively started faculty searches and search interviews. Several faculty have been recruited for the new AI positions and interviews have begun. There are plans to build a new research building next to the Cancer & Genetics Research Complex on Mowry Road.
 - There are ongoing discussions regarding research faculty compliance and regulatory issues. Research faculty are encouraged to communicate to their Chair about any lab issues they may be having, which will then be addressed by college leadership.
 - The next COM Research Day will be held in January or February of 2022.
 - Active COM searches include Biochemistry & Molecular Biology Chair, Community Health & Family Medicine Chair, and Senior Associate Dean for Research. The following departments currently have Interim Chairs: Aging & Geriatric Research, Anatomy & Cell Biology, Pediatrics, Psychiatry and Emergency Medicine. The search for the Chair of Pediatrics will begin soon.
 - The 2021 annual Chair Evaluation survey, administered by Linkage, will be accessible for eligible faculty from June 28, 2021 through July 16, 2021. Dean Koch plans to administer an in-house evaluation in 2022, followed by 360-degree evaluations every 3-5 years that will be focused annual reviews specifically evaluating the leadership qualities faculty prefer in their Chair. Faculty Council representatives are encouraged to solicit feedback from their faculty on what questions to include in the evaluations. The in-house evaluation could be piloted for one year and would consist of 10-20 questions on the following topics: mentorship/sponsorship, professional development, leadership, education, research, and the clinical enterprise. A Project Manager from the Dean's Office will likely assist with this. Annual evaluations of Division Chiefs in the larger departments was also suggested.
- Curriculum Committee Report (June 2021) – Meredith Thompson, M.D.
 - Dr. Joseph Fantone gave a presentation on the LCME and overview of the UF COM educational programs.
 - Suggestions were made for establishing a task force overseeing curriculum optimization and best practices for assessment for medical students.
 - Research Task Force (June 2021) – Paramita Chakrabarty, Ph.D.
 - Dr. Chakrabarty will be stepping down as Chair of the Research Task Force (RTF),

therefore a new Chair is needed. Those interested in joining the RTF or becoming Chair of the committee can contact Dr. Chakrabarty at: pchakrabarty@ufl.edu.

- Plans for a Fall Research Day were discussed, as the annual COM Celebration of Research was not held this year.
- Dr. Cathy Lebo gave a presentation on the UF Discovery Suite, a resource that helps connect research collaborators.
- Dr. Chakrabarty thanked the Office of Research Affairs and the Office of Faculty Affairs & Professional Development for their support of the Bolster Bucks' initiative. Bolster Bucks funding provides the opportunity for faculty to receive immediately needed support (up to \$1500) for research or academic productivity enhancement purposes. The recent cycle prioritized research-related COVID-specific expenses.

- Wellness Task Force/Advisory Committee – Ashley Ghiaseddin, M.D.

- This committee, formed in February of 2021, will provide recommendations to the Faculty Council on matters that encourage and improve the quality of life for COM faculty. Those interested in volunteering on this committee can email Dr. Ghiaseddin (Ashley.Ghiaseddin@neurosurgery.ufl.edu) or Melissa Liverman (liverman@ufl.edu).

- GatorCare Committee – Ashley Ghiaseddin, M.D.

- GatorCare Benefits work group for clinical faculty will be initiated under COM by Dr. Jill Sumfest, President and Medical Director of GatorCare. More information to come.

5. Old Business:

- In October of 2020, the Faculty Council voted on and approved the recommendation to gather information regarding Press Ganey scores for patient satisfaction measurement services and the cost effectiveness agreement and validity data. Dr. Marvin Dewar, Senior Associate Dean and CEO of UF Health Physicians, will discuss this at the upcoming Faculty Council meeting on August 3, 2021.
- In April of 2021, the Faculty Council discussed whether or not to appoint administrators from UF Health as Ex-Officio members on the Council. This will be voted on at the upcoming meeting on August 3, 2021.
- Wellness Task Force discussed several projects for the upcoming year including wellness survey. Specific details to follow.

6. New Business:

- Dr. Ghiaseddin asked for input from the Faculty Council regarding resuming in-person meetings beginning in August. Please contact Dr. Ghiaseddin (Ashley.Ghiaseddin@neurosurgery.ufl.edu) or Melissa Liverman (liverman@ufl.edu) to indicate whether you prefer meetings to occur in-person, via Zoom or a combination of both.
- Open Access publication support is available through the UF George A. Smathers Library.
- The current UF COM Ombudsman, Dr. Keith Stone, is retiring in September of 2021. Dr. Ghiaseddin and Dr. Robinson plan to meet with Dr. Stone and Dr. Mark Segal to discuss the path forward. Additional information is forthcoming.

President Ashley Ghiaseddin adjourned the meeting at 6:08pm.

Announcements:

- **UF COM Faculty Council webpage:** <https://facultycouncil.med.ufl.edu/>. All faculty are welcome to attend the monthly Faculty Council meetings. Resources for faculty new to Gainesville may be found at: <https://facultycouncil.med.ufl.edu/faculty-information/faculty-support-resources/>.
- **UF COM Faculty Lounge:** Check out the Faculty Lounge in the Medical Science Building, Room M-125. It's a place to meet colleagues, a place to roost between meetings, and a quiet place to work.
- **UF COM Faculty 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.
- **P&T Workshops:**
 - For information regarding promotion & tenure, please see this webpage: <https://facultyaffairs.med.ufl.edu/facultyresources/tenure-promotion/>.
 - If you didn't have a chance to attend Dr Segal's P&T workshops, you can access them here: <https://facultyaffairs.med.ufl.edu/faculty-resources/tenure-promotion/candidate-resources>.

The next Faculty Council Meeting will be held Tuesday, August 3, 2021 @ 5PM.

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