

Minutes of the September 7, 2021 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President – Ashley Ghiaseddin
Vice President – Sonia Deshmukh Mehta
President Elect – Martin Rosenthal

Past President – Albert Robinson, III
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
Ku-Lang Chang - CHFM
Addie Walker– Dermatology
Meredith Thompson – Emergency Medicine
Kelly Gurka – Epidemiology
Ramzi Salloum– Health Outcomes & Bio Informatics
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
Marie Rivera-Zengotita– Pathology
Mike Davis – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Carolyn Geis – Phys Med & Rehabilitation
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano De Marco– Urology

Guest Speakers:

Jill Sumfest, M.D., President and Medical Director, GatorCare
Gregory Christman, M.D., J. Wayne Reitz Endowed Professor and Chair of Reproductive Biology, Department of Obstetrics & Gynecology

Ex-Officio members:

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

Minutes:

1. President Ashley Ghiaseddin called the meeting to order at 5:00pm.
2. The August 2021 Faculty Council meeting minutes were approved.
3. GatorCare and Assisted Reproductive Services- Jill Sumfest, M.D., President and Medical Director, GatorCare and Gregory Christman, M.D., J. Wayne Reitz Endowed Professor and Chair of Reproductive Biology, Department of Obstetrics & Gynecology
 - GatorCare will begin offering infertility benefits to COM faculty in January of 2022 to those who fulfill the following eligibility requirements:
 - A subscriber, spouse or domestic partner who has been enrolled in a GatorCare plan or continuously employed by a participating employer group for at least two years; and
 - Has a current diagnosis of infertility that is:
 - Characterized by the failure to achieve a clinical pregnancy after 12 months or more of regular unprotected sexual intercourse or
 - Due to a person's inability to reproduce as an individual or with their partner, with the intention of resulting conception in that subscriber, spouse or domestic partner.
 - Members enrolled in Prime, Prime Plus, Premium, Health Rewards HRA, or GatorCare out of area (OOA) plans.

- Medical benefits include:
 - ARS: Intrauterine Insemination (IUI), In Vitro Fertilization (IVF), and Frozen Embryo Transfer (FET) for women up to age 42 years
 - All laboratory, radiology and surgical procedures ordered and performed by UF Health Reproductive providers, UF Health Gynecologists specializing in Minimally Invasive Surgery, and UF Health Urologists specializing in male infertility
 - Fertility interventions will be determined by the treating physician based on medical, sexual and reproductive history, age, physical findings and diagnostic testing using evidence-based guidelines from the Society of Assisted Reproductive Technology, the American Urological Association, and the American Society of Reproductive Medicine
- Prescription benefits include:
 - Preferred formulary self-administered medications must be prescribed by a UF Health Reproductive Medicine physician or UF Health Urologist specializing in male infertility and
 - Dispensed by the UF Health outpatient pharmacies in Gainesville or Jacksonville
- Medical benefits are covered as noted below:
 - Medical benefits are subject to 30% coinsurance; CYD is waived
 - Medications are subject to the annual prescription deductible and applicable Tier coinsurance
 - Co-payments and/or co-insurance for ARS do not apply to the member's Plan Annual Maximum out-of-pocket responsibility
 - Annual maximum out-of-pocket responsibility of \$5,000 for combined medical and pharmacy services
 - Lifetime maximum benefit of \$30,000 for combined medical and pharmacy services
 - Prior authorization is required
- The following medical benefits are not covered:
 - Services received from non UF Health providers
 - Services incident to or resulting from procedures for a surrogate mother
 - Services for collection, purchase or storage of sperm/oocytes/frozen embryos from donors other than the subscriber, enrolled spouse or enrolled domestic partner
 - Fertility preservation for delayed childbearing
 - Infertility related to voluntary sterilization or to failed reversal of voluntary sterilization
 - Any services not specifically listed as a covered service

* A copy of this presentation and associated documents are available [here](#)*

4. Committee Reports:

- President's Report and Executive Committee Report (August 2021) - Ashley Ghiaseddin, M.D.
 - The COM Strategic Plan presentation is tentatively scheduled for December 2021 with plans to discuss the top 3 initiatives in each pillar, as well as the leading initiatives and actions to be taken.
 - Dr. Marvin Dewar provided a Clinical Practice update. A comprehensive review of the UF Health Physicians Patient Access Center is underway to address issues such as high turnover rates for staff and outdated technology currently in use.
 - Jeremy Sibiski provided a COM Finance update. Incentives from the 20-21 AY should be expected in October 2021. The Compensation Plan committee will be meeting soon to discuss the departmental compensation plan rollouts; departments with accepted plans may rollout in January 2022, however, most departments will likely

- rollout their compensation plans in July 2022.
- There are currently Interim Department Chairs in Aging & Geriatric Research, Anatomy & Cell Biology, Community Health & Family Medicine, Emergency Medicine, Pediatrics and Psychiatry. Department Chair searches are underway for Biochemistry & Molecular Biology, Molecular Genetics & Microbiology, Community Health & Family Medicine, Pediatrics, and Emergency Medicine. The COM Senior Associate Dean for Research search is also ongoing.
- The Faculty Council extends felicitations and appreciation to Dr. Keith Stone for serving as the inaugural COM Ombudsman from 2017-2021. Dr. Stone retired this month.
- The number of COVID patients has continued to decline over the past few weeks; there are approximately 180 patients in the hospital to date. As of August 27, 2021, surgical cases were continuing to be restricted to only the most urgent, especially those that necessitate post-operative ICU care. Flu shots should be available soon.
- Curriculum Committee Report (August 2021) – Meredith Thompson, M.D.
 - There were updates to requirements for the USMLE Clinical Skills exams and the Medical Student Research Program (MSRP). Students who wish to participate in the MSRP program are now required to successfully pass all of their first-year courses and not be in current remediation, unless they obtain a special waiver from administrators in School of Medicine.
 - The Family Medicine and Geriatrics clerkships were officially separated, with the Geriatrics clerkship being pass/fail. It will still occur in the same 12-week block as Family Medicine.
 - Dr. Heather Harrell discussed the results of a curriculum survey completed by first through third year medical students (AY 20-21). The positive aspects of this curriculum were incorporation of problem solving skills, providing medical context and clinical relevance, and encouraging interpersonal skills. Some areas for improvement could be faculty and administration being more receptive to student concerns and being more quick to respond, improving student feedback, and having representative assessments. These items will be addressed by the Committee this year.
 - Dr. Joseph Fantone discussed the results of the Graduation Questionnaire, which is a survey of recent graduates that have just started their residencies. The majority of students felt well prepared for residency and thought UF was a positive learning environment. The individual reports for the domains were sent out, particularly the clerkship directors, and concerns will be addressed in the ongoing academic year.
- Research Task Force (August 2021) – Ekaterina Lobanova, Ph.D.
 - The primary mission of RTF is to identify the needs, concerns and challenges of research faculty and trainees. RTF members are generating a list of issues to address this year. Please email Dr. Lobanova (elobanova@ufl.edu) any issues you are aware of that are specific to research faculty.
 - Additional members are needed to serve on the RTF. Please email Dr. Lobanova (elobanova@ufl.edu) or Melissa Liverman (liverman@ufl.edu) if you would like to join or please delegate someone from your department who might be a good fit.
- Faculty Senate (August 2021) – Ashley Ghiaseddin, M.D.
 - The Faculty Senate passed the resolution from the Advisory Council of Faculty

Senates (ACFS) that opposes statewide restriction or legislation that limits the public health mitigation measures in the state university system during the COVID-19 pandemic and also opposing the restrictions on the mitigation measures.

- Wellness Task Force/Advisory Group – Priya Sharma, M.D.
 - The task force is considering setting up departmental committees, as well as a faculty Facebook page.
 - The task force plans to review the results of the recent faculty survey distributed by Dr. Lisa Merlo Greene who had identified broad aspects that need the most improvement. Future work will concentrate on conducting more focused surveys and implement initiative on areas that need more attention.

5. Old Business:

- Ombudsman search and update – Ashley Ghiaseddin, M.D.
 - Dr. Keith Stone retired as the COM Ombuds on September 1, 2021. Plans for moving forward have been discussed, and the Faculty Council unanimously voted to continue offering this service. A search committee will be formed, however, the Ombuds service needs to be available to our faculty in the interim. The Ombuds service should ideally reduce the number of grievances filed by faculty, although this was not the case. Prior to creating the COM Ombuds program, 0-1 grievances were filed annually. Since the program began, there have been approximately 5 grievances filed annually. This trend is likely multifactorial. One explanation was that although our Ombuds may know the specific regulations within the COM, they may have more difficulty guiding faculty in having difficult conversations with their Chairs, keeping in mind the key HR talking points that may help diffuse the situation. Another explanation could be that faculty felt comfortable speaking with someone since the Ombuds service was available and once their concerns were heard, they decided that going through with a formal grievance process was the appropriate next step. In the meantime, Jody Gentry in UF HR offered the services of the UF Ombuds, Ron Anderson, who will serve as the COM Ombuds in the interim. Dr. Ghiaseddin recommended this as a 6-12-month trial period with the option of hiring a current COM faculty member or retired Emeritus Professor in the future. It is understood that the COM has specific issues that UF HR may not be fully aware of, so Dr. Ghiaseddin plans to meet with Mr. Anderson soon to discuss those concerns. Mr. Anderson will also be invited to the upcoming COM Faculty Council meetings so that he can remain aware and informed of happenings within the COM.
- Chair and Senior Dean evaluations – Ashley Ghiaseddin, M.D.
 - Dr. Ghiaseddin spoke to Courtney Moon in Talent Management up on campus. They are willing to help administer a 360 survey for COM Senior Associate Deans and Department Chairs. Dr. Ghiaseddin is reviewing the current survey and will likely reduce the number of questions, then send it to the committee for review. This may also be used for Division Chiefs within the larger departments and eventually for chiefs in all departments. The tentative rollout is January of 2022 for the Senior Associate Deans and May of 2022 for the Department Chairs.

6. New Business:

- Update on State of the College presentation by the Dean – Ashley Ghiaseddin, M.D.
 - The COM Strategic Plan will be unveiled in December of 2021. Therefore, the State of

the College Address will likely occur in January of February of 2022. Dean Koch has indicated that she'd like to also include faculty in Jacksonville and Central Florida in the State of the College address.

President Ashley Ghiaseddin adjourned the meeting at 6:13pm.

Announcements:

- 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.
- For the latest on UF Health Covid status, visit: <https://coronavirus.ufhealth.org/>. Effective immediately, in light of new guidance from the Centers for Disease Control and Prevention, students, faculty, staff, vendors and visitors are expected to wear a mask at all times when inside any UF facility.
- Free flu shots for UF faculty and staff are available by appointment only. Make appointment: <https://shcc.ufl.edu/vaccines/>.

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

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