

## Minutes of the October 5, 2021 UF Gainesville COM Faculty Council Meeting (held via Zoom)

### Officers Present:

President – Ashley Ghiaseddin  
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  
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

### Department Representatives Absent:

Petar Breitingner – PA School

Romano DeMarco – Urology

### Officer(s) Absent:

Vice President – Sonia Deshmukh Mehta

### Guest Speakers:

Jodi Gentry, Vice President for Human Resources, University of Florida  
Shannon Edwards, Director for University Benefits, University of Florida

### 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 5:04pm.
2. The September 2021 Faculty Council meeting minutes were approved.
3. Updates to University Benefits - Jodi Gentry, Vice President for Human Resources, University of Florida and Shannon Edwards, Director for University Benefits, University of Florida
  - Ms. Gentry discussed retirement contributions. It is evident that UF's retirement contributions are not competitive compared to other public universities. UF is part of the state university system and the retirement is largely managed at the state level, although there is a companion piece for the College of Medicine that is managed locally. After a recent leadership meeting between UF HR, other state university system Chief Human Resource Officers, and the Division of Retirement, it became clear that to really influence the amount of retirement contributions at the University of Florida, efforts should be made at the local level. In general, a retirement contribution is part of compensation. When discussing new recurring dollars going toward faculty/staff compensation, a broad consensus is that it should come in the form of an adjustment to the base compensation. Ms. Gentry suggested that it would be helpful if

COM faculty made it clear that while the adjustments to their base salaries are important, they acknowledge that retirement contributions are a priority and they would be willing and interested in receiving some of their compensation in the form of a retirement contribution instead. This would effectively be deferred compensation rather than adjustments to base compensation, which would be beneficial to both the university and the faculty, mostly because taxes will be deferred and this can increase the employer contribution portion to a faculty's retirement package. This would be done by putting in place a 401(a), which is a separate vehicle than the 403(b). That also has limits, but it would be additive and would not compete with the 403(b).

- Ms. Edwards stated that there are very minor changes in benefits for 2022 from the State of Florida perspective and from the UF select plans such as Gator Care. There are no rate increases for health insurance. There are slight rate increases for a few of the dental plan options and there is no change in coverages. There are a few changes from the IRS perspective relating to dependent care flexible spending accounts, which have gone back down to the pre-pandemic limit of \$5000 that can be put aside.
- Open Enrollment will occur October 11-29, 2021.
- The 8 weeks of paid parental leave or paid medical leave within a 24-month period was rolled-out last January and has been well-received.
- PTO was paused campus-wide and conversations about that are still ongoing. Changes are anticipated sometime during 2022.
- Faculty should contact COM HR for issues related to benefits. Faculty should contact Central HR for issues related to retirement, leave, disability, or employee death.
- Dr. Ghiaseddin plans to start a Benefits Working Group within the Faculty Council. Those that are interested in participating can email Dr. Ghiaseddin ([ashley.ghiaseddin@neurosurgery.ufl.edu](mailto:ashley.ghiaseddin@neurosurgery.ufl.edu)) or Melissa Liverman ([liverman@ufl.edu](mailto:liverman@ufl.edu)).

#### 4. Committee Reports:

- President's Report and Executive Committee Report (September 2021)- Ashley Ghiaseddin, M.D.
  - Dr. Michael Mahoney, Director of UF Research Operations & Services, discussed the Animal Research Programs. Several Department Chairs voiced concerns from their research faculty regarding issues related to the Institutional Animal Care and Use Committee (IACUC) and barriers that slow better facilitation of their research. Following the meeting, Dr. Mahoney contacted Dr. Charles Wood, Dr. Michael Okun, Dr. Jeffrey Martens and Dr. Jennifer Bizon to discuss this further. He asked the other Department Chairs to contact one of these four chairs or contact him directly with any animal research issues that may arise.
  - Dr. Marvin Dewar provided an update on the UF COM Clinical Practice. The Florida Clinical Practice Association (FCPA) is the faculty practice plan for UF COM. This is a non-profit organization formed in 1976 that performs the billing and collection of professional fees generated by COM faculty, including fees from the UF Health clinics. The membership of the corporation consists of all clinical faculty who are employed full-time or part-time by the UF COM, as well as the FCPA Board of Directors. Elections were recently held. Dr. Gilbert Upchurch, Chair of Surgery, is now the President; Dr. Sonal Tuli, Chair of Ophthalmology, is now the first Vice President (VP); Dr. Jamie Conti, Chair of Medicine, is now the second VP; and Dr. Brian Hoh, Chair of Neurosurgery, is now the third VP. In addition to the elected members, the Executive Committee includes Dean Colleen Koch as Chair, Dr. Marvin Dewar as CEO,

Mr. Jeremy Sibiski as Treasurer, and Mr. Andrew Eisman as Secretary. There are several committees that these members will serve on in addition to the Executive Committee that include finance, auditing, compliance, practice management, business development and strategy, quality and safety, as well as access. The goal of electing new members is to generate new ideas and a plan moving forward.

- Dr. Kevin Clarke was introduced as the Director of COM Human Resources. He has 19 years of experience in employee relations and Human Resources administration. His goals include increasing efficiency and promoting consultative relationships between COM HR and departments, and assisting administration and Department Chairs in developing a strategic outlook regarding Human Resources functions.
  - Dr. Mark Segal discussed the Greater Gator Community initiative.
  - Dr. Donna Parker discussed upcoming faculty and staff development opportunities:
    - Dr. Ellen Zimmermann continues to present Implicit Bias workshops to COM departments.
    - UF's [Stronger Together](#) Program provides a series of workshops on engaging in difficult conversations about race.
    - UF [Certificate in Multicultural Mentoring](#) has several programs that are offered throughout the month.
  - Information on active searches is noted below:
    - There are currently 4 applicants for the Chair of Biochemistry that will be invited to campus in mid-October.
    - The first round of interviews with applicants for the Chair of Community Health & Family Medicine is complete.
    - The first round of interviews with applicants for the Chair of Pediatrics are tentatively scheduled for December.
    - The search for the Senior Associate Dean for COM Research is ongoing.
    - Dr. Tim Morey is the Chair of the Search Committee for the Emergency Medicine Chair search.
  - The COVID-19 daily census continues to fall. As of October 4, 2021, the total COVID-related patient census is 101 with the COVID-19 positive patient census at 38. The COVID-resolved patient census (the number of patients that are no longer COVID-positive but still hospitalized), is at 63.
- Curriculum Committee Report (September 2021) – Meredith Thompson, M.D.
    - The Grade Grievance Procedures were updated, particularly for Clerkships. There is now a formalized process for faculty resources if the student cannot resolve issues that are outside of the Clerkship Directors.
    - There were updates to the best practices for the Teaching and Learning Task Force. The Institutional Learning Objectives are being reviewed for the COM in light of the recent preparation for the LCME.
    - Dr. Joseph Fantone provided LCME updates.

## 5. Old Business:

- Update on 2021 Chair Evaluations – Ashley Ghiaseddin, M.D.
  - The Faculty Council officers will be working with UF Talent Management on the upcoming chair evaluations, using Quadrant 360 as a guideline as well as the Mayo Clinic Leadership Index as an addition. This would be the only tool used for Division Chiefs.
  - The tentative timelines for the evaluations are as follows:

- The evaluations for Department Chairs and Division Chiefs will be held annually in May.
- The evaluations for the Senior Associate Deans will be held every 1-3 years in January.
- The evaluations for the Dean will be held every 5 years in January.

6. New Business:

- Dr. Ghiaseddin encouraged committee members to review the [Faculty Council Bylaws](#) and let him know if you have any questions or concerns.
- Vote on Dean's Vision Statement – Ashley Ghiaseddin, M.D.
  - An email was sent to committee members on September 24, 2021 with a draft of the Vision Statements from the 7 pillars of Dean Colleen Koch's Strategic Plan. This vision statement was prepared by discussion and sharing feedback among COM stakeholders through an initial online survey, zoom retreats and focus groups led by Dean Koch. A town hall will be held in December 2021 to share these results with faculty at large by the Dean. A voting request will be sent to committee members following today's meeting to determine whether or not the faculty council members agree with the proposed Vision Statements. If the majority of the faculty committee members approve, Dr. Ghiaseddin will then present this to the Executive Committee at the October 2021 meeting.

President Ashley Ghiaseddin adjourned the meeting at 6:16pm.

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**Announcements:**

- 2022 Benefits Enrollment Period Opens October 19, 2020 through 5pm EST on November 6, 2020. COM-HR is hosting the following events:
  - October 13, 2020 Virtual Benefits Assistance – 1:1 drop-in meetings between employees and COM Talent Management Specialists
  - October 23, 2020 Virtual Benefits Assistance for Basic Science Departments – 1:1 drop-in meetings between Basic Science Department employees and COM Talent Management Specialists
  - October 27, 2020 Open Enrollment Virtual Benefits Expo – Presentations with insurance and retirement providers
  - Tuesday, November 3, 2020 Virtual Benefits Assistance – 1:1 drop-in meetings between employees and COM Talent Management Specialists
- Announcing Robert F. Donnell, M.D., as the UF Health chief medical informatics officer and UF College of Medicine assistant dean for clinical informatics.
- Announcing Russell Froman, J.D., Ed.D. as Title IX Coordinator in the Office for Accessibility and Gender Equity
- COM Leadership Development Program (LDP) is now accepting applications for the 2022 cohort. This program is designed for College of Medicine faculty who are current leaders at or above the level of Division Chief, Program Director, Concentration Directors, or equivalent. Nominations or self-nominations are due by 5:00 pm on Friday, October 22nd, 2021.
- 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/>
- Check out the Faculty Lounge- artwork from fellow faculty is now on display. Please come and enjoy a quiet spot to work between meetings & appointments. A small selection of beverages is available.

The next Faculty Council Meeting will be held Tuesday, November 2, 2021 @ 5PM.

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