

Minutes of the November 2, 2021 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

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

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

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 DeMarco – Urology

Department Representatives Absent:

Gabriel Bonnell – Neurology

Guest Speakers:

Ron Anderson, University of Florida Ombudsman
Joseph Fantone, III, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine

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 5:01pm.
2. The October 2021 Faculty Council meeting minutes were approved.
3. [University of Florida Office of the Ombuds](#) – Ron Anderson, University of Florida Ombudsman
 - The UF Ombuds serves as an informal resource and designated neutral party for students, faculty and staff who may have university-related issues. The Ombuds is impartial and does not disclose confidential communications except when given permission to do so. The only exceptions would be if it involved sexual harassment or a breach of state/federal law.
 - Mr. Anderson began serving as Ombuds for College of Medicine faculty on September 1, 2021. He will attend another meeting in about six months to provide updates on the COM Ombuds program.
 - To schedule an appointment with the Ombuds, call their office at: #352-392-1308.
4. Updates on the Medical Education Program – Joseph Fantone, III, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine
 - Admissions update –
 - The total number of medical school applications has continually increased over the last

10-11 years. Approximately 5000 applications were received in the last cycle (Class of 2025), with 3,066 completed applications submitted. This was a significant increase in completed applications from last year, prior to the full onset of the COVID pandemic. Approximately 350 applicants are interviewed each year, with 220-240 offers of acceptance made. This year's yield (class of 2025) was uncertain due to the interview process being virtual last year, so the accepted pool was increased by about 10%. Rather than the yield decreasing as expected, it actually increased quite a bit; there were many fewer declines. Consequently, the class size increased from the typical class size of 135 students to 163 students. This is a testimony to the quality of our program, and to how much work the students and faculty put into the recruitment process.

- In terms of the gender ratio, over the past decade there were a majority of men in the class. That has gradually shifted over the last three years to a majority of women in the class. Currently, the national average is around 50/50 in terms of men and women entering medical school. There has been somewhat of an increase in the number of older, more senior student applicants applying and being accepted since Dr. Jay Lynch became the Assistant Dean for Admissions, which has increased the diversity of the class and focused on life experiences to a certain degree.
- The UF COM has been very fortunate to recruit high quality students from underrepresented medicine populations; approximately 25-30% of the composition of the class identifies as African American or Hispanic Latino. Together with other groups of disadvantaged students, this now represents about a third of the class in terms of the diversity composition.
- Update on Graduation Outcomes –
 - The AAMC Graduation Questionnaire is an annual survey sent to graduating medical students across the country. One of the most important questions is whether or not medical students are satisfied with the quality of their medical education overall. Approximately 96.3% of UF COM students agreed/strongly agreed that they were satisfied with their education, which compares favorably to the national average of 90%.
 - There are breakdowns across disciplines in every category, which indicated levels of satisfaction at national or above national levels.
 - Students were asked about activities they participated in through medical school. The majority indicated they were involved in a research project with a faculty member, as well as authorship of peer-reviewed papers or poster presentations.
 - There was a drop-off of percentages of students participating in Global Health experiences due to the COVID restrictions in international travel.
 - Students provided positive feedback for having accessibility to the Associate Deans for Medical Education and Student Affairs, career planning, counseling and health services, as well as facilities (classrooms, clinical skills, library, study space, and relaxation space).
 - Opportunities for improvement include focused constructive feedback, clinical grading standardization, career counseling, climate/culture issues and student mistreatment, and financial aid support and counseling.
- Update on LCME Accreditation –
 - Medical schools are accredited every 8 years by the Liaison Committee for Medical Education (LCME). The UF COM received their last 8-year accreditation in 2015. A few concerns identified at that time that have since been addressed include timeliness

of grades, observed histories and physicals, monitoring of diversity efforts, and overall monitoring of the curriculum outcomes.

- The LCME addresses 12 Standards and over 90 Elements through the accreditation process. The COM began preparing in January of 2021 for the upcoming site visit in 2023. The Accreditation Executive Committee, Self-Study Task Force (consists of 5 Task Forces and 20 Work Groups), Medical Student committee, and individual committee members were appointed and will begin meeting monthly as the data is gathered. The committees will share their draft reports and address issues in January of 2022. The Task Force will review the committee reports and create a draft Self-Study report to share with the Accreditation Executive Committee by June of 2022. There will be a Mock Site Visit in early September of 2022 and the self-study report will be provided to the LCME Secretariat on October 31, 2022. The LCME Site Visit will occur on January 23-25, 2023. The UF COM will receive the preliminary LCME report in April/May of 2023 and will receive the final LCME Accreditation report in June of 2023.

5. Committee Reports:

- President's Report and Executive Committee Report (October 2021) - Ashley Ghiaseddin, M.D.
 - Dr. Julia Close provided updates on the GME program. New/enhanced benefits for Housestaff were announced to include yearly stipends to offset the cost of food, USMLE testing, Board reviews, parking and cell phones. A pilot program for an employee education program for the Housestaff was also discussed. All interviews will continue being held virtually, although the format for Second Looks will be up to the individual programs.
 - Dr. Betsy Shenkman and Dr. Matt Gurka discussed the Health Outcomes & Biomedical Informatics Research Immersive Research Training program (HOBI-IRT). The HOBI faculty would generate a list of funded opportunities for this 6-12-month pilot program, would invite Letters of Interest, and would accept 2-3 faculty in the first cohort. They could potentially cover 2-5% of the faculty's time, depending on the scope of responsibilities and particular grant funding. This is aimed at trying to develop skills that translate to their own research interests in the future.
 - Dr. Christopher Harle and Dr. Patrick Tighe provided UF Health AI initiative updates. Their goal is to create a diverse and inclusive academic hub for trustworthy AI in the health sciences. Phase one will be to develop initiatives themes and conceptual organization for health-related AI research hub. There are 8 AI faculty hires under consideration for the COM and 11 AI faculty hires within the HSC.
 - Dr. Azra Bihorac was recently appointed the new COM Senior Associate Dean for Research Affairs.
 - There are currently Interim Chairs in the departments of Aging & Geriatric Research, Cell Biology & Anatomy, and Psychiatry.
 - Information on active searches is noted below:
 - On-campus interviews for the Chair of Biochemistry are complete.
 - On-campus interviews are in progress for the Chair of Community Health & Family Medicine.
 - The first round of interviews with applicants for the Chair of Pediatrics are tentatively scheduled for December.
 - The Chair of the Emergency Medicine Search Committee is Dr. Tim Morey.

- An email was sent last week by the President of UF Health, Dr. David Nelson, stating that UF Health plans to comply with President Biden's recent executive order requiring employees of certain contractors that do business with the federal government to be fully vaccinated for COVID-19, unless exempt for medical or sincerely held religious reasons. Faculty and staff working under the UF Health umbrella must be fully vaccinated for COVID-19 by December 8, 2021 or have an approved religious or medical accommodation on file. Fully vaccinated is defined as two weeks after the last required vaccine dose, essentially meaning that vaccination must be completed on or before November 24, 2021.
- Curriculum Committee Report (October 2021) – Meredith Thompson, M.D.
 - The committee reviewed a new research track presented by Dr. Saleem Islam on Clinical Outcomes Research. It will involve lectures, small groups and a capstone project if medical students want a certificate of distinction at graduation.
 - Several policies were reviewed in preparation for the upcoming LCME site visit. The attendance policy, professionalism and course remediation policies and flow charts were reviewed. The fitness for duty procedures were also discussed.
 - The grade grievance procedures were updated. If a student is unsatisfied with a grade, they have a time limit of one month to file a formal grievance if they're not satisfied with the clerkship director's resolution of it or the medical education dean's resolution of it. A grievance committee would be formed to review it and make a recommendation.
 - Dr. Fantone provided an LCME update.
- Research Task Force Report – Ashley Ghiaseddin, M.D.
 - Research faculty have indicated concerns with IT issues, which are currently being addressed.
- Faculty Senate Report – Ashley Ghiaseddin, M.D.
 - The current Faculty Senate Chair, Dr. David Bloom, sent an email to all faculty regarding recent faculty issues that have occurred. Two special Ad Hoc Faculty Senate committees will examine these events and present the findings to the Faculty Senate.
- Wellness Task Force Report – Meredith Thompson, M.D.
 - There was discussion about launching an award initiative that would recognize faculty, particularly in the clinical arena.

6. Old Business:

- Announcement on Faculty Council vote on Dean's Vision Statement – Ashley Ghiaseddin, M.D.
 - The 7 pillars of Dean Koch's Strategic Plan were voted on following the October meeting and approved by the COM Faculty Council and by the COM Executive Committee.

7. New Business:

- Update on 2021 Chair Evaluations – Ashley Ghiaseddin, M.D.
 - The annual Chair evaluations, Senior Associate Dean evaluations, and Dean evaluation will be completed using Quadrant 360 as a guideline. Courtney Moon in the

HR Office of Training and Organizational Development will send a preliminary draft of the evaluation, which will be shared with the officers and the committee.

- Dr. Ghiaseddin asked the faculty representatives to inform him via email of whether or not their department chair shared any of the evaluation highlights with the department. He is requesting this information after receiving feedback from faculty regarding the transparency and use of evaluations to foster continued improvement and identify opportunities of growth within the departments. In his discussions with the Dean, she brought up creating a Faculty Engagement Survey that would be department-specific as an option for the results to be shared amongst faculty within each department. This survey could then be used to drive discussion within departments on how to enhance the effectiveness of each department serving the individual faculty. Dr. Ghiaseddin solicited recommendations from the faculty council regarding this process.
- Dr. Ghiaseddin requested volunteers to constitute a new Clinical/Research Achievements Recognition Committee. These awards could be part of the Faculty Appreciation Day or part of what could be an expanded Faculty Appreciation Week. Dr. Segal suggested a few awards such as Physician of the Year Award, Rising Star Clinical Faculty Award, and the Best Consulting Physician Award. These awards would represent a diverse group of faculty and academic rank. Members of the Wellness Committee would assist with this initiative. Please email Dr. Ghiaseddin (ashley.ghiaseddin@neurosurgery.ufl.edu) or Melissa Liverman (liverman@ufl.edu) if you are interested in joining this committee.
- Vote on Faculty Council supporting the Science Stroll initiative
 - There was discussion about the Science Stroll initiative and whether or not the Faculty Council would want to support this by promoting it to their faculty and encouraging them to attend. This was voted on and approved.

President Ashley Ghiaseddin adjourned the meeting at 6:23pm.

Announcements:

- Save the date: UF COM Strategic Plan Town Hall 12/10/21 7am-8am Livestream
- Announcing Azra Bihorac, M.D., M.S., FCCM, FASN, as the new Senior Associate Dean for Research Affairs at the University of Florida College of Medicine
- Join in the College of Medicine Brown Bag Teaching Lunch Series. These workshops are hosted by faculty who discuss different research-based strategies and methods that they have successfully implemented in their own classrooms. The next one is on Nov 12th at 12 pm titled Great Teacher Panel hosted by Dr. Zimmermann (<https://ufl.zoom.us/j/91985441776>)
- Announcing next month's guest speaker Mr. Jeremy Sibiski, Executive Director, Finance & Administration
- UF Health Shands earns a Vizient four-star rating and ranks 19th in the nation.
- 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. Pfizer, Moderna and Johnson & Johnson (J&J quantities will be limited) COVID-19 booster vaccines for UF Health faculty and staff are available on a walk-up basis at the UF Health pharmacies. To comply with the federal executive order, all employees who work under the UF Health umbrella — including faculty and staff of all six health colleges and clinical faculty and staff in our hospitals and physician practices, regardless of their work location — must be fully vaccinated for COVID-19 by Dec. 8, 2021, or have an approved religious or medical accommodation on file.
- 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, December 7, 2021 @ 5PM.

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