

Minutes of the January 4, 2022 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

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

Secretary – Paramita Chakrabarty
Treasurer – Eric Jeng

Department Representatives Absent:

Past President – Albert Robinson, III

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
Robert Hatch - CHFM
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
Luis Pulido – Orthopaedics & Rehab.
Si Chen – Otolaryngology
Marie Rivera-Zengotita– Pathology
Mike Davis – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Carolyn Geis – Phys Med & Rehabilitation
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Ryan Thomas – Surgery
Romano DeMarco – Urology

Department Representatives Absent:

Addie Walker– Dermatology
Ekaterina Lobanova – Ophthalmology
Erica Dale – Physiology
Petar Breitingner – PA School

Guest Speakers:

David Bloom, Ph.D., UF Faculty Senate Chair

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 December 2021 Faculty Council meeting minutes were tabled for approval. Several faculty council representatives asked for additional clarifications regarding Dr. Julia Close's comments regarding resident feedback. It was noted that retaliatory evaluations affect a faculty clinician's career progression. This is with regard to intentionally inaccurate or misleading evaluations. The motion was for the following comment to be added to December minutes: 'The COM Faculty Council acknowledges that a faculty member may seek additional remedies regarding concerns for retaliation.' A procedural issue was then raised whether this discussion could be appended to December minutes (due to relevance to Dr. Close's presentation). As this discussion did not happen in December minutes, it was felt that including this information is not reflective of actual events. Therefore approval for December minutes was postponed until a consultation could be made with the Faculty Senate parliamentarian so that operational agreement with Robert's Rule could be followed. The consultation occurred after our January meeting, but ultimately the decision was made to disallow altering the December minutes because the Faculty Council representatives' motion required adding a follow up statement to a presentation given by an

invited guest at a prior meeting. Therefore, the recommended action was to formulate a subsequent resolution.

Therefore, this new motion by the faculty representatives is treated as a new resolution stating: The Faculty Council sought further clarifications on Dr. Close's comments in December 2021 meeting concerning the consequences of retaliatory feedback by trainee interns/residents. The faculty representatives agreed to a resolution stating that: 'Dr. Close discussed concerns about retaliatory evaluations and stated that those are rare and should not inhibit giving effective and timely feedback. If there is a concern that retaliation has occurred, Dr. Close stated it should be documented in the Chair's letter accompanying the promotion packet. The COM Faculty Council acknowledges that a faculty member may seek additional remedies regarding concerns for retaliation.'

3. UF Faculty Senate Updates – David Bloom, Ph.D., UF Faculty Senate Chair (2021-2022)

- Dr. Bloom is a Professor in the Department of Molecular Genetics & Microbiology in the College of Medicine (COM). He has served as a COM representative on the UF Faculty Senate in 2000 and in 2018, and is the current UF Faculty Senate Chair. The Faculty Senate is the legislative body of the University that provides a forum for mutual exchange of ideas between senior officers and faculty, and can act on issues that affect a variety of units across campus. He delineated the concept of shared governance. The President reports to the Board of Trustees where the Faculty Senate Chair has a seat. The Faculty Senate Chair is an invited member of the President's cabinet also. Thus, the Faculty Senate Chair acts as a conduit for communication between the University administration and various committees and units across campus.
- One of the issues Dr. Bloom has focused on this year as Senate Chair is to improve input to the Senate from various Faculty Councils in colleges across campus. The committee discussed Dr. Bloom's suggestion of having a liaison that would go to the monthly Faculty Council meetings in all colleges, and then provide relevant updates to the Faculty Senate Chair. Relevant to this, a faculty member added that having a representative of the Faculty senate attend COM Faculty Council would strengthen two-way communication between the two entities. Another comment from faculty council representatives was the speed of the response of the Faculty senate to multiple fast-moving situations facing the College and University in general. Dr. Bloom mentioned that emergency steering committee meetings were held recently to address some of these situations. Dr. Bloom solicited comments in this regard.
- Dr. Bloom discussed the recent issues on campus involving Academic Freedom, for which he instituted the Senate *ad hoc* Committee on Academic Freedom. This committee solicited confidential information from faculty across campus who have dealt with these types of matters. The committee submitted their findings in December of 2020 and a link to the final report is on the Faculty Senate website:

https://drive.google.com/file/d/1mB6mjqdE6bqdQcXOhX_5pUpRhnSik2X8/view.

After the report was released, Dr. Bloom requested that University administration take action on the following items:

- Expert witness Conflict of Interest (COI) review
- Other Outside Activities COI review
- Freedom to speak to the press
- Publication and control of research materials
- Academic freedom in education materials

President Fuchs and his cabinet agreed to take up these items expeditiously.

Regarding these new items, a Task Force recommended that a two-step appeal process that incorporates faculty input could be instituted in cases needing resolution. Dr. Bloom described how agreements could be reached in such cases through an iterative appeals process that would also recognize the collective bargaining agreement. These committees will be set up in the future to guide the COI review process.

- Dr. Bloom addressed the recent hire of Dr. Joseph Ladapo in the COM Department of Medicine, for which he instituted the UF Faculty Senate *ad hoc* Committee on the Dr. Ladapo Hiring Process. The charge of the committee is to look into whether there were hiring practices used in the hiring of Dr. Ladapo that were inconsistent with practices used in the COM to hire other clinical faculty. This committee has been asked to present their findings by January 15, 2022, which will be shared at the upcoming Faculty Senate meeting on January 20, 2022.
- Dr. Bloom stated that the UF President was recently informed by the University's accrediting body, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), that there will be an investigation of Academic Freedom on the UF campus. They will be sending a special committee to campus, likely in February or early March of 2022.
- Dr. Bloom responded to several questions from the faculty and said that the academic freedom committee will be active until Feb 15th until a permanent portal can be created for academic freedom and COI related issues. He also informed that there has not been any legislation regarding post-tenure review process.
- Dr. Bloom can be contacted by email at: FacultySenateChair@ufl.edu or by phone at: (352) 392-9019.

4. Committee Reports:

- President's Report and Executive Committee Report (December 2021) – Ashley Ghiaseddin, M.D.
 - Dr. Ghiaseddin stated that several faculty have asked about the appointment of two administrative positions in COM Finance & Administration to replace the one vacant position. He stated that Dean Koch attributed this to the planned expansion into Central/South Florida and the recent partnership with Scripps. Scott Sumner was appointed as Chief of Finance & Administration, and Tammy Williams was appointed as Chief of Operations and Administration. They are currently participating in Listening Tours with departments, and will attend the February 2022 Faculty Council meeting to provide updates on the Compensation Plan.
 - There was discussion about forming a Physician Health Committee to help faculty with concerns such as anger management or other issues that may arise. This would not be punitive, but would provide support and help de-escalate situations. It would focus on physician health, utilizing behavioral professionalism models such as the Hickson Model for Disruptive Physicians. This could be tied to patient complaints, but would be a faculty-driven committee where faculty would support one another. Dr. Ghiaseddin will discuss this with the Wellness Committee if there is interest in supporting the formation of the committee through the Dean's office.
 - Interviews with candidates for the Chair of Biochemistry are complete and the Dean will be making a final decision soon.
 - The first round of interviews for the Chair of Pediatrics Chair is complete. Four candidates were selected for on-campus interviews to be held in mid-January.
 - The last round of interviews with candidates for the Chair of Emergency Medicine was today, January 4.
 - A faculty representative added that an active search for chair of Molecular Genetics and Microbiology was ongoing.

- A search will be held soon for recruitment of a designated person to lead the COM Continuing Medical Education (CME) program. Dr. Dewar managed this program in the past, but Dean Koch would like to have an Associate Dean of CME moving forward.
- Curriculum Committee Report (December 2021) – Meredith Thompson, M.D.
 - The committee updated policies on the Family Educational Rights and Privacy Act (FERPA) with regards to the pandemic, as well as student mistreatment.
 - Dr. Maria Kelly gave a report on the required clinical experiences for graduation. There is a work in progress to develop an assessment mechanism for these and to streamline the software for logging to ensure LCME compliance and to generate a report system to leadership.
- Compensation Committee Report – Ashley Ghiaseddin, M.D.
 - No recent meetings have been held but this committee will start operating soon under chairs, Dr. Tuli (Ophthalmology) and Dr. Bizon (Neuroscience).
- Research Task Force– Ekaterina Lobanova, Ph.D
 - No updates to report
- Wellness Task Force – Priya Sharma, M.D. and Meredith Thompson, M.D.
 - No December meeting

5. Old Business:

- A call for nominations for the 2022 Lifetime Achievement Awards will be sent out in January. The nomination packets will be reviewed during the March 2022 Faculty Council meeting and the committee will vote to determine the award recipient(s).
- The Wellness Committee will be meeting this month to discuss the formation of the Clinical/Research Achievements Recognition Committee.
- Dr. Ghiaseddin emailed a draft of the 360 Quadrant Evaluation to the Council that would potentially be used for periodic evaluation of individuals holding leadership positions at COM. He received feedback from a few committee members requesting changes to the open-ended survey questions, which he will discuss with the HR Talent Management/Leadership Group at a meeting later this month. Dr. Ghiaseddin will email the revised version to the committee for review prior to the February 2022 meeting. The goal is to have the Chair Evaluations distributed in May of 2022. Dean Koch has reviewed this revised version of the Evaluation.

6. New Business:

- Scott Sumner, Chief of Finance & Administration, and Tammy Williams, Chief of Operations and Administration, will attend the February 2022 Faculty Council meeting to provide updates on the Compensation Plan.

President Ashley Ghiaseddin adjourned the meeting at 6:19pm.

Announcements:

- Vacation leave conversion was paused for 2021.
- Save the date: COM Research Day: Poster Session & Reception, Tuesday February 15, 2022, 4-8:30 pm, Stephen O’Connell Center.
- For the latest on UF Health Covid status, visit: <https://coronavirus.ufhealth.org/>. COVID-19 Vaccination Requirements and Exemption Requests Suspended for COM.

- University of Florida and California-based Scripps Research have signed a definitive agreement to welcome the Florida branch of the science powerhouse into the research arm of UF's academic health center. As part of this initiative, UF and UF Health have committed to work with Scripps Florida leadership to immediately invest in the new entity by hiring additional faculty; these new recruits will come on board within the next five years and will complement the existing talented pool of scientists there, possibly expanding efforts in the artificial intelligence domain by hiring faculty focused on areas such as data science and AI.
- A retention policy for UF's Zoom service takes effect Friday, Jan. 14, 2022. Any recording older than 365 days will be removed from Zoom's cloud storage.
- 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, February 1, 2022 @ 5PM.

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