

Minutes of the February 1, 2022 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
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
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:

Robert Hatch - CHFM
Ekaterina Lobanova – Ophthalmology
Luis Pulido – Orthopaedics & Rehab.

Guest Speakers:

Frank Bova, Ph.D., Professor, Department of Neurosurgery, UF College of Medicine
Joseph Fantone, M.D., Senior Associate Dean for Education 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 minutes from the December 2021 Faculty Council meeting and the January 2022 meeting were approved.
3. University Information Technology Committee– Frank Bova, Ph.D., Professor, Department of Neurosurgery, UF College of Medicine
 - o An Ad Hoc Information Technology (IT) Committee was created by the UF President and Chair of the UF Faculty Senate in 2008. The committee was comprised of 18 voting members across campus, including one representative from each of the 16 colleges, as well as one member from the University Libraries and one member from the Florida Museum. The voting members were nominated by their respective colleges and served 3-year terms. The University Chief Information Officer and two appointees served as liaisons to the committee and two non-voting student members were chosen for one-year terms. The Ad Hoc committee met monthly for a few years and became an official committee in 2013. General campus-wide IT issues are discussed at the monthly meetings, and current topics include Microsoft contract updates, storage

retention issues, student success and analytics initiatives, and use of Canvas programs. Dr. Bova is the COM representative on this committee.

- Dr. Bova stated that an area the COM needs to focus on right now is IT security in research and clinical work. UF has several layers of IT security, which often creates hurdles for faculty who are beginning a new project. Understandably, IT views their mission as being responsible for protecting the university. However, it is not always clear to faculty that IT has ownership of the problem and is trying to come up with solutions while also protecting the university's interests.
- To address these issues, Dr. Bova suggested changing to a system of joint ownership of projects by faculty and IT support staff. He also suggested instituting a formal review of requests and solutions, with IT liaisons being appointed to guide faculty through the process, similar to what the IRB does to help faculty navigate through the IRB process. Dr. Bova plans to bring this up to the Senate IT Committee after getting feedback from the Faculty Council at today's meeting.

4. Quarterly Update – UF COM Medical Education Program – Joseph Fantone, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine

- Dr. Fantone discussed the medical student Match results that have come in so far. The Military Match occurred in the Fall of 2021 and all 8 students on military scholarships successfully matched in programs across the country. There were 3 Army students, 4 Air Force students, and 1 Navy student. The results from the Urology Match were announced today and all 5 students matched in programs across the country. Urology is a very competitive specialty nationally in terms of the Match process, so this is a real credit to Dr. Li-Ming Su in the department and Dr. Shelley Collins in Student Affairs. The results of the Ophthalmology Match should be released within the next two weeks, and the main Match will be held on March 18, 2022.
- Dr. Shelley Collins, Associate Dean for Student Affairs, is reassessing Career Advising for students, which Residency Program Directors have overseen in the past. As responsibilities have increased for the Program Directors, they feel as though they don't have the same amount of time to advise medical students as they may have 5 years ago. Residency programs have held interviews remotely over the last two years due to the pandemic, which has created anxiety among students. Travel costs for students have decreased, allowing them to apply to more programs across the country (40% more applications compared to a typical year). Subsequently, more top students are applying to more programs, causing the middle cohort of students to question how competitive they are in programs across the country. To address this, Dr. Collins has asked departments to identify specialty advisors for medical students who would communicate with Program Directors, but would have primary responsibility for advising students going into their specialties. The advisors would be the primary contact for senior students through the Match process and would be expected to remain knowledgeable about national trends. Dr. Shireen Madani-Sims, Assistant Dean for Student Affairs, is also involved in this program. Additional information is forthcoming.
- The LCME process is well underway. Most of the work groups have met and are developing their responses to the questions and gathering the necessary data for the report and the database that serves as a basis for the report. The first draft of the Self-Study report will be reviewed to assure the data is consistent across all groups and the data will be updated as more information is gathered at the close of this fiscal year in June. The Medical Student Committee has developed their survey that will go out to all four classes of medical students within the next two weeks. Their responses will be the

basis of their report and will play a critical role in the LCME review process. The Mock Site Visit will be held 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.

- Dr. Fantone discussed climate in medical education related to data obtained from the recent annual AAMC Graduation Questionnaire. Dr. Ellen Zimmermann, Associate Dean for Faculty Development, has also discussed this topic with the departmental faculty development representatives and encouraged them to present this at their departmental and divisional meetings. The pertinent questions below were discussed during today's meeting:
 - What can our faculty do to promote a culture of community, collegiality and respect?
 - Are our faculty being respectful of other specialties or health professions?
 - Are our faculty mindful of avoiding the feeling of public humiliation?
 - How do our faculty respond when observing racially, ethnically or gender-based offensive names/remarks made by their colleagues?

5. Committee Reports:

- President's Report & Executive Committee Report (January 2022) – Ashley Ghiaseddin, M.D.
 - Information about UF's HiPerGator AI was provided at the Executive Committee meeting. Further details can be found online at: <https://www.rc.ufl.edu/about/ai/>.
 - Dr. Ghiaseddin provided Compensation Plan updates. Dr. Sonal Tuli and Dr. Jen Bizon are the Phase 2 Compensation Plan Committee Chairs and are in the process of finalizing the new Compensation Plan Committee. To date, 18 of the 23 Clinical Department plans have been submitted. A list of Frequently Asked Questions is being developed and grading rubric and peer review teams are being created. The current plan is to be done by June of 2022, and would start in the next fiscal year as a shadow year implementation. The new plan would then be implemented in July of 2023.
 - Representatives from UF Health Compliance Services attended the Executive Committee to discuss the Information Blocking rules in Epic. They want to remind our physicians that effective last year, chart notes are to be shared with patients with only very limited exceptions
 - Due to the recent surge in the ongoing COVID-19 pandemic, COM Research Day has been rescheduled to Wednesday, April 6, 2022 from 4:00pm – 8:30pm. Additional details can be found online at: <https://researchaffairs.med.ufl.edu/news-events/2022-com-research-day/>.
 - Interviews with candidates for the Chair of Emergency Medicine are complete. Interviews with candidates for the Chair of Molecular Genetics & Microbiology are complete. Interviews with candidates for the Chair of Pediatrics are ongoing.
- Curriculum Committee Report (January 2022) – Meredith Thompson, M.D.
 - Minor revisions were made to the student's technical standards policy for attendance.
 - There was a vote on modifications to the required list of clinical experiences for graduation, as the list was outdated.
 - A Rheumatology elective was approved for fourth year students in Jacksonville.
 - There was discussion about a recent article in JAMA on self-directed pre-clerkship curriculum.
- Compensation Committee Report – Ashley Ghiaseddin, M.D.
 - Dr. Mariam Rahmani will now serve as the COM Faculty Council liaison to this

committee and will provide monthly reports moving forward.

- Research Task Force– Ekaterina Lobanova, Ph.D.
 - Minutes from the Research Task Force meetings will now be placed on the Faculty Council website: <https://facultycouncil.med.ufl.edu/meeting-information/research-task-force-minutes/>.
 - The committee is working on logistics and preparing a detailed outline for the Science Stroll initiative.

- AAMC CFAS – Marie Rivera-Zengotita, M.D.
 - The 2021 AAMC Learn, Serve, Lead annual meeting was held virtually on November 8-10, 2021. Speakers for the plenary sessions included Dr. Jennifer Doudna, the co-inventor of CRISPR, who discussed mission-driven genetics and genomics and perseverance, and Dr. Brene Brown, author of Dare to Lead, who emphasized the concept of servant leadership and academic medicine striving to dismantle racism and advance health equity. There was also a panel session entitled “Meeting of the Minds” that discussed the topics of racism and diversity.
 - The main topic of discussion during the CFAS sessions was physician burnout. It was noted that currently 50% of the CFAS representatives are women, so they are increasing diversity in that sense. A major achievement of CFAS over the past year was to have obtained a seat on the AAMC Board of Directors for a junior faculty member. Dr. Catherine Coe from the University of North Carolina was selected for this amongst the 62 nominations that were submitted.

- Faculty Senate – Ashley Ghiaseddin, M.D.
 - No updates to report.

- Wellness Task Force (January 2022 meeting)– Priya Sharma, M.D.
 - The committee is working to establish a number of additional clinical and research faculty awards to support faculty wellness. They are currently determining the criteria to set and are deciding whether the awards will be at the college level or the departmental level.

6. Old Business:

- A call for nominations for the 2022 Lifetime Achievement Awards was sent out in January and Dr. Jeng reported that he has received 8 nomination packets so far. The deadline for submitting applications is February 11. The nomination packets will be reviewed during the March Faculty Council meeting and the committee will vote to determine the award recipient(s).
- Dr. Ghiaseddin will email the Faculty Council a draft of the proposed 360 Quadrant Evaluations (for Department Chairs, Division Chiefs, Senior Associate Deans and the Dean) prior to the March meeting. The goal is to vote on the survey at the March meeting, then distribute the Chair Evaluations in May of 2022.

7. New Business:

- There was discussion about when the Faculty Council prefers to have Tammy Williams, COO, and Scott Sumner, CFO, attend an upcoming meeting to discuss the Compensation Plan.
- The call for nominations for COM representatives on the UF Faculty Senate will be sent out

soon. There are 7 open seats to be filled in Gainesville.

President Ashley Ghiaseddin adjourned the meeting at 6:26pm.

Announcements:

- Save the date: COM Research Day: Poster Session & Reception, rescheduled to Wednesday, April 6, 2022, 4-8:30 pm, Stephen O'Connell Center
- Celebrate Diversity Week at UF: April 4-9, 2022. More details to come.
- Support our students at Match Day on March 18th, MD Class of 2024 White Coat Ceremony on May 8th and at MD Class of 2022 Commencement Ceremony on May 21st (Curtis M. Phillips Center for the Performing Arts)
- For the latest on UF Health Covid status, visit: <https://coronavirus.ufhealth.org/>. COVID-19 Vaccination Requirements and Exemption Requests Suspended for COM.
- Large-scale testing that was ramped up on UF's main campus in response to Omicron will be moved back to the UF Student Health Care Center. Testing will be available on an appointment-only basis, scheduled via ONE.UF. Health care workers and those working in a clinical setting should reference the UF Health Bridge for specific instructions.
- To order your free at-home tests, visit COVIDtests.gov. The phone line 1-800-232-0233 is also available 8 a.m. to midnight seven days a week and offers assistance with ordering your tests in more than 150 languages. CVS and Walgreens also offer no-cost testing in select locations.
- 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, March 1, 2022 @ 5PM.

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