

## Minutes of the April 5, 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

Paramita Chakrabarty – Neuroscience  
Robert Egerman – Obstetrics & Gynecology  
Ekaterina Lobanova – Ophthalmology  
Si Chen – Otolaryngology  
Petar Breitingner – PA School  
Marie Rivera-Zengotita – Pathology  
Mike Davis – Pediatrics  
Jonathan Bird – Pharmacology & Therapeutics  
Carolyn Geis – Phys Med & Rehabilitation  
Mariam Rahmani – Psychiatry  
Steven Swarts – Radiation Oncology  
Manuel Arreola – Radiology  
Romano DeMarco – Urology

### Department Representatives Absent:

Robert Hatch - CHFM  
Gabriel Bonnell - Neurology  
Luis Pulido – Orthopaedics & Rehab.

Erica Dale – Physiology  
Ryan Thomas – Surgery

### Guest Speakers:

Scott Sumner, MBA, Chief Financial Officer, UF College of Medicine  
Tammy Williams, MHA, Chief Operating Officer, UF College of Medicine  
Mike Wright, CPA, Budget Director, UF College of Medicine

### Minutes:

1. President Ashley Ghiaseddin called the meeting to order at 5:02pm.
2. The minutes from the March 2022 meeting were approved.
3. UF COM Compensation Plan update - Scott Sumner, MBA, Chief Financial Officer, UF College of Medicine, Tammy Williams, MHA, Chief Operating Officer, UF College of Medicine, Mike Wright, CPA, Budget Director, UF College of Medicine
  - The FY2023 COM Compensation Committee is comprised of 2 co-chairs, 7 members, and 4 ex-officio members. The charge of the committee is to review the departmental plans to ensure alignment with the principles of the compensation plan, recommend approval, and implement the plans on July 1, 2022.
  - The stages for implementing the plans are noted below:
    - There will be an initial review of the compensation plans by the committee members (including ex-officio members).
    - Department review teams will be assigned that consist of one committee member and one department administrator who will review a department other than their own.
    - The review teams will meet with the departments in advance for them to present their compensation plan, and will then come back and present that plan to the entire committee.
    - Revisions will be made based on feedback, and then it will be an iterative process in

- terms of submitting it back to the committee for revisions and ultimately for approval.
  - The final plan will then be presented to department faculty.
  - The plan will be implemented on July 1, 2022. This will be a shadowing period for the new compensation plans, which will provide the opportunity to make evaluations about how the plans are working and make necessary adjustments on a regular basis.
  - A second research subgroup for the compensation committee has been convened and is evaluating the research component of the compensation plan.
- The compensation plan is occasionally referred to as the ABCD Plan:
  - Part A: Base Compensation
    - Defines expectations of the annual clinical commitment for a 1.0 FTE
    - Defines base salary based on AAMC Faculty Salary Benchmarks (fixed/contractual salary plus medical practice supplement by rank and years in rank)
  - Part B: Faculty Roles
    - Specific funded assignments that reduce clinical productivity thresholds
    - FTE pool to fund department roles at the chair's discretion
  - Part C: Academic expectations
    - Categories of scholarship, citizenship, teaching, clinical, and quality
    - Inclusionary and exclusionary criteria to ensure a balance of service and academic priorities
    - Some minimum necessary to qualify for incentive
    - Optional point-based system defined by departments
  - Part D: Clinical Incentive Compensation
    - Payments to those whose cFTE adjusted performance is 15% above their cFTE adjusted benchmark
    - The cFTE adjusted benchmark is calculated by taking the total biweekly compensation earned, less funded research time (adjusted for NIH salary cap), externally funded time, and those items in part B above
    - The cFTE adjusted benchmark includes a 10% reduction in support of academic expectations for most clinical faculty
    - Actual production is measured, and incentive payments made to bring the total compensation to within 15% of the actual production
- Several FAQs were discussed regarding eligibility, caps on base pay and total compensation, benchmarking, and salary reductions. During the discussion, concerns were raised by Dr. Egerman regarding excessive faculty turnover and the hardship existing faculty faced. He further proposed that retention of faculty be a performance metric for leadership.
- The slides are available [here](#).

#### 4. Committee Reports:

- President's Report & Executive Committee Report (March 2022) – Ashley Ghiaseddin, M.D.
  - The following departments currently have Interim Chairs: Dr. Charles Wood in the Department of Aging & Geriatric Research (in the process of merging with Department of Physiology & Functional Genomics), Dr. Maria Zajac-Kaye in the Department of Anatomy & Cell Biology, and Dr. Carol Mathews in the Department of Psychiatry (a national search will begin soon).
  - The Chair of Biochemistry search and the Associate Dean for Continuing Medical Education search are ongoing.
  - The search for the Chair of Orthopaedics and Rehabilitation will begin soon.

- Dr. David Bloom was recently named Chair of the Department of Molecular Genetics & Microbiology.
- Dr. Mary Patterson was recently named Chair of the Department of Emergency Medicine.
- Dr. Rashmin Savani was recently named Chair of the Department of Pediatrics.
- Curriculum Committee Report (March 2022) – Meredith Thompson, M.D.
  - The Step 1 policies were updated. Students must obtain an equivalent passing score on the Comprehensive Basic Science Exam (CBSE) to be sponsored for Step 1. This was voted on and approved. If not achieved, they will come up with a remediation plan until the CBSE exam is passed and they get sponsored for Step 1 or action is taken by the Academic Status Committee.
  - Part one of the two-part presentation on a Professional Identity Formation curriculum was presented by Dr. James Lynch and Dr. Kristi Smith.
  - Clinical Skills requirement recommendations for graduation were reviewed and updated for the next academic year.
  - They voted to change all grading for the Sub-internships from a letter grade to pass/fail.
- Research Task Force (March 2022) – Ekaterina Lobanova, Ph.D.
  - Various strategies were discussed to gather more information and identify obstacles regarding IT issues for researchers, as well as access to free or discounted software for researchers.
- AAMC CFAS – Marie Rivera-Zengotita, M.D.
  - No updates to report.
- Wellness Task Force – Meredith Thompson, M.D.
  - The committee is continuing to work on awards through the Wellness Committee. They elected to proceed with the Rising Star Clinical Faculty Award and the Clinical Excellence Award, which will be for clinical faculty and research faculty, for a total of four awards. The selection criteria is being refined and they are working with Dr. Segal in Faculty Affairs to determine the award amounts. The goal is for the awards to be at the department and overall college levels. They are also working on criteria to allow larger departments have a proportional number of awards. The tentative timeline is to roll this out in late May/June, notify winners by August, and publicly announce them at the Fall Faculty Appreciation reception. Those who are interested in participating in the Wellness Task Force can email Dr. Thompson at: [monin@ufl.edu](mailto:monin@ufl.edu) for additional information.

#### 5. Old Business:

- The proposed 360 Quadrant Evaluations (for Department Chairs, Division Chiefs, Senior Associate Deans and the Dean) were approved by the Faculty Council and received a positive response from the COM Executive Committee. The timeline for the evaluations was revised, as noted below:
  - The Chair evaluations will be held in May of 2022.
  - The Senior Associate Dean evaluations will be held in August of 2022.
  - The Division Chief evaluations will be held in October/November of 2022.

- The UF Faculty Senate Ad hoc committee regarding the COM hiring process on Dr. Ladapo has completed their report and will present their findings at the April 14, 2022 Faculty Senate meeting at 3pm in the Reitz Union Chamber. They will be available to answer questions. A link to the report sent to UF faculty is available [here](#).

#### 6. New Business:

- A motion to approve the updated version of Diversity Statement was carried through. This was followed by a floor discussion where a recommendation was made to add 'individuals with disabilities' in the second sentence of the 3<sup>rd</sup> paragraph.
- A call for faculty nominations for COM representatives on the UF Faculty Senate was sent in early March. There are 7 open seats to fill in Gainesville. The election opened on April 4 and will remain open through April 15, 2022. Several faculty expressed concerns about the lack of nominations from female faculty in the ballot and a suggestion was made to address this through the Wellness Committee's continuing involvement throughout this nomination process as well as for other awards.
- The university will soon initiate a national search for the next UF President. COM faculty sent feedback about their expectations for the next UF President and this has been forwarded by the COM FC President to Dr. Richard Scholtz, Chair of the UF Senate Academic Policy Council.

President Ashley Ghiaseddin adjourned the meeting at 6:24pm.

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#### **Announcements:**

- Save the date: COM Research Day: Poster Session & Reception, Tuesday April 6, 2022, 4-8:30 pm, Stephen O'Connell Center. The invited keynote Speaker of this year is Marina Sirota, PhD from UC San Francisco.
- Celebrate and participate in UF Research Week, April 4-8. Support undergraduate research at the COM Research Day on April 6th. Join undergraduate students as they host a panel 'Discussion About Inclusivity, Equity, and Accessibility in Research' April 5, 5pm-7pm. [Click for more information](#).
- Support the Office for Diversity and Health Equity as they host an in person Accepted Students Weekend for accepted medical students from Underrepresented and/ or disadvantaged backgrounds from April 7-9. For more information email Deja Blunt or Shahd Mohamed (Co-Vice Presidents of the Student National Medical Association at [dblunt@ufl.edu](mailto:dblunt@ufl.edu), [shahd.mohamed@ufl.edu](mailto:shahd.mohamed@ufl.edu)) or [jo.lizwelicha@ufl.edu](mailto:jo.lizwelicha@ufl.edu)
- Celebrate Annual Diversity Week April 4-9, 2022. This is to honor the COM's core values of diversity and inclusion and explore opportunities to promote cross-cultural understanding and address health care disparities. #UFMEDDIVERSITY. [Learn more](#).
- Join the COM Spring Faculty Appreciation Reception on 4/25/2022: [RSVP here](#).
- Provost Glover has generously agreed to provide limited financial support from his office to departments and colleges that are willing to consider hosting scholars displaced by the war in Ukraine. Leonardo Villalón, Dean of the International Center is coordinating this effort. Please email Dean Villalón ([lvillalon@ufic.ufl.edu](mailto:lvillalon@ufic.ufl.edu)) and cc his assistant Terrence Funke ([tfunke@ufic.ufl.edu](mailto:tfunke@ufic.ufl.edu)) for more information.
- Provost's Tenure and Promotion Workshops for Faculty are open for Registration. To sign up for one of the faculty workshops, please register in myUFL, myTRAINING: Code: PRO340
- The Annual Early Career Stage Investigator Workshop is back: Join April 26 and 27. [Register here](#).
- Congratulations to Dr. David Bloom, the new Chair of Department of Molecular Genetics & Microbiology
- Congratulations to Dr. Mary Patterson, the new Chair of Department of Emergency Medicine
- Congratulations to Dr. Rashmin C. Savani, the new Chair of Department of Pediatrics.
- Congratulations to the next generation of physician-scientists: 5 winners and 23 semifinalists were recognized during the 2022 Medical Student Research Program awards ceremony held online March 3.
- New U.S. News & World Report graduate school rankings are out: UF COM is ranked No. 16 for research among public universities and No. 37 in the nation overall.
- COM's strategic plan initiative dashboard is live. [Learn more](#).

- Due to declines in COVID-19 cases and new recommendations from the Centers for Disease Control and Prevention, or CDC, and our UF Health experts, masking guidance has been updated for the University of Florida and our UF Health facilities. [Learn more.](#)

The next Faculty Council Meeting will be held Tuesday, May 3, 2022 @ 5PM.

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