

Minutes of the May 3, 2022 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

Officers Absent:

Vice President – Sonia Deshmukh Mehta

Department Representatives Present:

Shinichi Someya – Aging & Geriatric Res.
Rene Opavsky – Anatomy & Cell Biology
Mingyi Xie – Biochem. & Molec. Biology
Ji-Hyun Lee – Biostatistics
Robert Hatch - 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
Petar Breitingner – PA School
Marie Rivera-Zengotita– Pathology
Mike Davis – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Manuel Arreola – Radiology
Romano DeMarco – Urology

Department Representatives Absent:

Matthew Andoniadis – Anesthesiology
Carolyn Geis – Phys Med & Rehabilitation
Ryan Thomas – Surgery

Guest Speakers:

Patrick Tighe, M.D., Associate Dean for AI Application & Implementation, Associate Professor, Department of Anesthesiology, UF College of Medicine
Francois Modave, Ph.D, Director of Artificial Intelligence & Decision-Making, Associate Professor, Department of Health Outcomes & Biomedical Informatics, UF College of Medicine
Jeffrey Scott, MBA, Project Manager III, UF COM Dean's Office
Joseph Fantone, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine

Ex-Officio Member:

Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development, UF College of Medicine

Minutes:

1. President Ashley Ghiaseddin called the meeting to order at 5:02pm.
2. Dr. Manuel Arreola attended today's meeting on behalf of the departmental representative for Radiology. Dr. Sylvain Dore and Dr. Cory Brunson attended as guests.
3. The minutes from the April 2022 meeting were approved.
4. Artificial Intelligence for Medical Education – Patrick Tighe, M.D., Associate Dean for AI Application & Implementation, UF College of Medicine
 - In July of 2020, UF announced a partnership with NVIDIA. The UF AI Initiative will enable the creation of a campus-wide AI-enabled workforce, with an emphasis on equitable and trustworthy AI.

- In the COM, Dr. Patrick Tighe, Dr. Chris Giordano and Dr. Francois Modave developed a three-step plan geared towards Medical Education. This plan was initially designed for medical students as a first pass, and will then be used for graduate medical education, then clinical faculty. This will not be sufficient to use for cases for research faculty, therefore Dr. Azra Bihorac, Senior Associate Dean for Research Affairs, has a parallel set of initiatives to work on together to help create more focused deeper dives into specific areas to help research faculty. The following separate courses will be available on UF's online education platform:

- Course 1: Foundations of Biomedical Informatics and Clinical AI (currently available)
- Course 2: Technological Approaches to Clinical AI (available early 2023)
- Course 3: Advanced Topics in Clinical AI (available late 2023)

The courses will be available to medical students, graduate students, residents/fellows, and faculty. Following the courses, attendees will have the option of continuing on in terms of a more project-based learning platform. In the coming months, information will be provided about opportunities geared towards clinical processes, patient safety, and clinically-facing areas. This is not intended to just stop at course 3, but will hopefully be a launching point for continued lifelong application in education in these areas.

- Dr. Ben Shickel and Dr. Azra Bihorac will lead an AI Bootcamp for Researchers in Medical Education. There is a five-day bootcamp, as well as a two-day quick introductory bootcamp that will start in the first week of June. The current coursework is targeted for professional students in Medical Education, and will provide the opportunity to develop research-level skills for medical students engaging in the Medical Student Research Program (MSRP).
- To date, AI Interest Group members (medical students), graduate students, and residents/fellows are eligible to sign up for the AI courses. Faculty Council members are eligible as of today. Those who will be eligible include Department Chairs, MSRP students (for the AI bootcamp that launches in June), and COM faculty members. A flyer with contact information is attached [here](#).
- To register for the courses or to volunteer as a instructor, please contact Jeffrey Scott at Jeffrey.scott@ufl.edu.
- The slides are available [here](#).

5. UF COM Diversity Statement – Joseph Fantone, M.D., Senior Associate Dean for Educational Affairs, UF College of Medicine

- After discussion about the UF COM Diversity Statement, a motion was made to accept the Diversity Statement as submitted, with the change of adding “those with disabilities” to the following sentence: “The College of Medicine also recognizes that inclusion of other ethnic minorities, *those with disabilities*, and groups underrepresented in medicine is essential to the promotion of excellence in healthcare and achievement of health equity”. The Faculty Council had a vigorous discussion on the topic of making this statement more equitable. As part of the same motion, the Faculty Council voted to establish a task force which can work with Dr. Fantone’s team (Office of Medical Education) to further refine this statement to ensure equitable access and recruitment of individuals with disabilities as well as under-represented communities in our admissions process. Dr. Fantone re-iterated continuing commitment to accommodate individuals with recognized disabilities in the Medical School educational programs.

6. Committee Reports:

- President’s Report & Executive Committee Report (April 2022) – Ashley Ghiaseddin, M.D.
 - There are ongoing Chair searches for the Department of Psychiatry, as well as the Department of Orthopaedics & Rehabilitation. There is also an ongoing search for the

Associate Dean of Continuing Medical Education.

- Matthew Gentry, Ph.D. was named Chair of the Department of Biochemistry & Molecular Biology. Dr. Gentry will assume his new role in August of 2022.

- Curriculum Committee Report (April 2022) – Meredith Thompson, M.D.

- A Urology sub-internship, a Transfusion Services elective and a Jacksonville Pediatrics Genetics elective were approved.
- There was a robust discussion on a new Advanced Clinical Practice selective program that would replace the sub-internship program which could allow flexibility to students based on their career plan.
- Minor revisions were made to the Clinical Skills requirements.
- The Substance Use Policy was discussed and updated, particularly around issues surrounding use of recreational or medical marijuana.
- The Comprehensive Basic Science Exam (CBSE) results were reviewed in response to Step 1 now migrating to a pass/fail mode. Overall grades for Phase I curriculum were similar to previous years. Additional data will be provided within the next couple of months.

- Compensation Committee – Mariam Rahmani, M.D.

- The Compensation Committee recently held two Town Halls for department chairs and financial administrators.
- The Family Medical Leave Act (FMLA) policy for faculty was recently changed. Previously, faculty who took up to 12 weeks of FMLA were eligible for bonuses and incentives if they still met their productivity target. The policy was changed so that faculty who take FMLA will have their productivity expectation adjusted to not include those 12 weeks of leave.
- It was clarified that faculty need to be employed at the time that incentives are disseminated.
- Department chairs are required to share the departmental Compensation Plans with their faculty before they present their proposed plan to the COM Compensation Plan Committee.
- For more information, please contact Dr. Rahmani.

- AAMC CFAS – Marie Rivera-Zengotita, M.D.

- No updates to report.

- Faculty Senate – Ashley Ghiaseddin, M.D.

- No updates to report.

- Wellness Task Force – Meredith Thompson, M.D.

- No updates to report.

7. Old Business:

- The 360 Quadrant Evaluations for Department Chairs should be released on May 16, 2022. The Faculty Council Officers will send detailed emails to faculty prior to the release so they'll know to expect it.

8. New business:

- Per a request by the UF Faculty Senate, the COM Faculty Council proposed forming a joint

committee with the COM Office of Faculty Affairs to discuss best practices for hiring of faculty in the College of Medicine. This was recommended by the UF Faculty Senate in response to faculty concerns regarding recent hires. For more information, email Dr. Ghiaseddin (Ashley.ghiaseddin@neurology.ufl.edu) or Melissa Liverman (liverman@ufl.edu).

- Dr. Ekaterina Lobanova, Chair of the Research Task Force, discussed their current IT Survey Initiative. The survey will assess the research-related IT needs or challenges of COM faculty. The draft survey was discussed and a motion was made for the survey to be supported by and sent out on behalf of the Faculty Council. This was voted and approved.
- The current Faculty Council Treasurer, Dr. Eric Jeng, and the former Faculty Council Treasurer and current Departmental Representative, Dr. Steven Swarts, were asked to prepare Standard Operating Procedures for the Faculty Council's selection of the COM Lifetime Achievement Awardees moving forward. Dr. Ghiaseddin suggested that Dr. Jeng and Dr. Swarts meet with a few additional council members over the next several months to discuss the SOP, then present the proposal to the committee in the Fall for approval.

President Ashley Ghiaseddin adjourned the meeting at 6:20pm.

Announcements:

- Congratulations to the COM 2022 Lifetime Achievement Awardees: Henry Baker, Ph.D.; Regina Bussing, M.D.; Christopher Forsmark, M.D.; Ira Longini Jr., Ph.D.; Tomas Martin, M.D.; and Frederick Southwick, M.D.
- Congratulations to Duane Mitchell, M.D., Ph.D., and Karyn Esser, Ph.D., for being recognized as the COM 2022 Clinical Science Researcher and Basic Science Researcher of the year respectively.
- Congratulations to Matthew S. Gentry, Ph.D., selected as the next chair of the Department of Biochemistry and Molecular Biology, effective August, 2022.
- Congratulations to our incoming UF Senators selected from Gainesville and Jacksonville campus.
- Felicitations and thanks to the participants at the UF College of Medicine's first in-person Research Day in two years. The event at Stephen O'Connell Center featured research poster presentations from ~500 College of Medicine students, residents, fellows, faculty and collaborators, a forum on artificial intelligence and technology and a celebration of K-12 regional science fair winners.
- Encourage Your Postdocs to Participate in the Summer Virtual Postdoc Seminar Series - Abstract Submissions Due May 15th. More information [here](#). Please email Wenbin Guo (wenbin@digitalworlds.ufl.edu) or Eleana Manousiouthakis (emanousiouthakis@ufl.edu) for more information.
- Celebrate COM postdocs - join the Ice Cream social at Harrell Medical Building, May 25, 3-5pm.
- Departmental Faculty Council representative elections are underway. Contact your departmental chair and administrator for more information.
- NIH announces new Data Sharing requirements. More information [here](#).
- Track the progress of the Dean's initiatives under the seven pillars of the strategic plan [here](#)

The next Faculty Council Meeting will be held Tuesday, June 7, 2022 @ 5PM.

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