

Minutes of the July 5, 2022 UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President – Martin Rosenthal
President Elect – Sylvain Doré
Past President – Ashley Ghiaseddin

Vice President – Erica Dale
Secretary – Paramita Chakrabarty
Treasurer – Eric Jeng

Department Representatives Present:

Rene Opavsky – Anatomy & Cell Biology
Arvin Trippensee – Anesthesiology
Mingyi Xie – Biochem. & Molec. Biology
Ji-Hyun Lee – Biostatistics
Addie Walker – Dermatology
Meredith Thompson – Emergency Medicine
Kelly Gurka – Epidemiology
Jennifer LeLaurin – Health Outcomes & Bio Informatics
Kiran Lukose – Medicine
Edward Scott – 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
Travis Grant – PA School
Yu Yang – Pathology
Jonathan Bird – Pharmacology & Therapeutics
Carolyn Geis – Phys Med & Rehabilitation
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Lisa Spiguel – Surgery
Romano DeMarco – Urology

Department Representatives Absent:

TBD – Community Health & Fam Med.
Mike Davis – Pediatrics
Priya Sharma – Radiology

Guest Speakers:

Frank Bova, Ph.D., Distinguished Professor, Department of Neurosurgery, UF College of Medicine
J. Cory Brunson, Ph.D., Research Assistant Professor, Laboratory for Systems Medicine, Division of Pulmonary, Critical Care and Sleep Medicine, Department of Medicine, UF College of Medicine
Jonathan Bird, Ph.D., Assistant Professor, Department of Pharmacology & Therapeutics, 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 Martin Rosenthal called the meeting to order at 5:00pm.
2. The minutes from the June 2022 meeting were approved.
3. Introduction of newly elected officers and representatives – Martin Rosenthal, M.D.
 - President-Elect – Dr. Sylvain Doré
 - Vice President – Dr. Erica Dale
 - Anatomy & Cell Biology – Dr. Rene Opavsky (re-elected)
 - Anesthesiology – Dr. Arvin Trippensee
 - Community Health & Family Medicine – TBD
 - Molecular Genetics & Microbiology – Dr. Edward Scott
 - Otolaryngology – Dr. Si Chen (re-elected)
 - Pathology, Immunology & Laboratory Medicine – Dr. Yu “Sunny” Yang
 - Psychiatry – Dr. Mariam Rahmani (re-elected)
 - Surgery – Dr. Lisa Spiguel

- Physician Assistant Studies (PA Program) – Travis Grant, MS, PA-C

4. Update on UFHealth IT - Frank Bova, Ph.D., Distinguished Professor, Department of Neurosurgery
 - Dr. Bova is the COM representative on the UF Senate University Information Technology Committee. He attended the February 2022 COM Faculty Council meeting to discuss IT issues that faculty are experiencing throughout the Health Science Center, and provided updates at today's meeting.
 - Dr. Bova had planned to organize a meeting with representatives from all 6 HSC colleges and administration, but was unable to get a group meeting scheduled. Therefore, he met individually with Gigi Lipori, MT, MBA, Senior Vice President and Chief Information Officer, UF Health, to discuss the ongoing IT issues. Ms. Lipori was very receptive and is aware of the key issues that faculty are experiencing. The plan moving forward is for Ms. Lipori and her staff to meet with representatives from all 6 HSC colleges on a monthly basis to work through IT issues such as cost, access, and security. The representatives will then report back to their respective college's Faculty Councils, as well as the main campus IT committee. The majority of issues will be addressed directly with Ms. Lipori, and campus policy issues will be addressed at the campus level. The first meeting will likely be held in August.
5. Discussion of IT survey results (found [here](#)) conducted by Research Task Force – J. Cory Brunson, Ph.D., Research Assistant Professor, Laboratory for Systems Medicine, Division of Pulmonary, Critical Care and Sleep Medicine, Department of Medicine, UF College of Medicine
Jonathan Bird, PhD., Assistant Professor, Department of Pharmacology & Therapeutics, UF College of Medicine
 - An Information Technology (IT) survey for researchers was sent out in May and June of 2022 to assess critical IT issues affecting the functioning of basic and clinical research in the College of Medicine. This was done to understand how widespread the issues are, and to collect evidence that can be used to support efforts to address the issues. Dr. Brunson reviewed the results of the survey and provided an overview of the responses:
 - Approximately 120 faculty members completed the survey (5/8 researchers and 3/8 primarily clinical). Approximately 3/5 of the respondents use personally identifiable information or HIPAA-protected data; 2/5 do not. Approximately half of the faculty's research does not involve sensitive or restricted data and half of the faculty's research does involve restricted data.
 - The majority of faculty and their staff use Windows operating systems daily; about 1/12 use a MAC, less than 1/12 use Linux/Unix, and about 1/3 use multiple operating systems. This would account for some, but not all of the issues.
 - Most (75% of total responders) respondents felt that having administrative privileges in order to install software necessary for their work would improve their research efforts.
 - Many respondents mentioned the response time differences between clinical faculty versus research-based requests, and separating these network systems as well as assigning different sets of IT staff for resolving tickets could improve bottleneck situations. There was equal split between responders who reported timely (39%) versus lengthy (37%) resolution of tickets.
 - Some additional critical needs that were identified include exorbitant fee structure, deficient troubleshooting for different software/OS platform and access to clinical data.
 - Faculty provided specific suggestions to address these issues. These are highlighted:
 - Having IT staff whose roles are dedicated to specifically addressing research requests and clinical requests
 - Separating clinical and research network systems in a way so as to maximize

- function, while at the same time protecting data privacy and data security
- Liberalizing the list of approved software to make it more collaborative with faculty or allowing other sources of evaluation to automatically add something to the list
- Adjusting the budget or the way it is evaluated to consider not only security and privacy, but also the ability to get research done
- Decentralizing IT support and establishing IT support within departmental structure and increasing IT staff in general

6. New business:

- There are plans to develop a Faculty Council Committee that will work with Dr. Mark Segal in the Office of Faculty Affairs and Dr. Lisa Merlo Greene in the COM Wellness Office to recommend best practices to support those with disabilities within the COM. This committee will be faculty-focused, but will collaborate with other units in the COM. Those that are interested in serving on this committee can email Dr. Martin Rosenthal (martin.rosenthal@surgery.ufl.edu) or Dr. Ashley Ghiaseddin (ashley.ghiaseddin@neurosurgery.ufl.edu).

7. Committee Reports:

- President's Report & Executive Committee Report (June 2022) – Martin Rosenthal, M.D.
 - No report.
- Curriculum Committee Report (June 2022) – Meredith Thompson, M.D.
 - Dr. Stephanie Ryan reviewed the Diversity, Inclusion, Culture and Equity (DICE) inventory that was recently completed by the AAMC. It rated 6 different domains of programming in the UFCOM from green to red. Overall, the COM was found to be yellow, meaning we're right in the middle. The biggest opportunities identified were the need for more data and assessment of our diversity programming, as well as more diverse faculty and staff. A lot of these opportunities will be addressed as part of the Dean's Strategic Plan,
 - The LCME Independent Student Analysis (ISA) report was discussed. This was a big undertaking by student leaders in the COM to evaluate multiple aspects of the COM experience. Opportunities identified were safety and security at Jacksonville clinical sites, poor accessibility to computers in clinical sites in the HSC, ongoing issues with parking, faculty diversity, career counseling, and grading-scale clerkship issues. The offices of Student Affairs and Medical Education are working to address these issues.
 - A Therapeutic Horticulture elective was approved.
 - The policy for NBME exam failures was reviewed.
- Compensation Committee – Mariam Rahmani, M.D.
 - Several but not all departments have presented their compensation plans and the committee is formulating feedback to provide to each department. A common issue is that departments want to offer very high salaries to help with recruitment, but this may not be possible because there needs to be some level of parity between departments. Clinical faculty who do not meet their clinical targets two years in a row may have their salaries decreased by up to 10% of the clinical portion of their salary. To maintain consistency across all departments, HR would be involved in that process.
 - COM faculty will be receiving quarterly reports about what their salaries would have been had the new Compensation Plan been in place, which will give them an idea of

what to expect next year.

- Research Task Force – Ekaterina Lobanova, Ph.D.
 - Additional members are needed for the Research Task Force. Those interested in joining the committee can email Dr. Ekaterina Lobanova at: elobanova@ufl.edu.
- AAMC CFAS
 - No updates to report.
- Faculty Senate –
 - No updates to report.
- Wellness Task Force – Meredith Thompson, M.D.
 - The Wellness Task Force submitted recommendations for the following faculty awards to Dr. Mark Segal in the Office of Faculty Affairs & Professional Development, and they are currently under review:
 - Clinical Awards: The Rising Star Clinical Faculty Award (for Assistant Professors) and the Clinical Excellence Award (for Associate Professors)
 - Research Awards: The Rising Star Research Faculty Award (for Assistant Professors) and the Research Excellence Award (for Associate Professors)
- Announcements/Comments section:
 - Dr. Azra Bihorac, Senior Associate Dean for the [Office of Research Affairs](#), will attend next month's Faculty Council meeting to discuss her vision for the Research Pillar of the UFCOM Strategic Plan. Dr. Stacy Ellis, Director of the [UF Baby Gator Child Development Center](#), will also attend next month's meeting to discuss Baby Gator
 - Mr. Ron Anderson began serving as Ombuds for College of Medicine faculty on September 1, 2021. He attended last month's Faculty Council meeting and reported that he has had 61 new appointments and 29 follow-up meetings with COM faculty and staff over the past 8 months. Dr. Rosenthal asked the committee to provide feedback on whether or not it they feel it would be appropriate for the Council to ask the Dean to appoint additional Ombuds for the college keeping in mind diverse needs of the faculty.
 - Dr. Dore advocated for elected Senators to ask the Steering Committee to consider the need for an independent panel to review the current role of regulatory agencies, such as IACUC, EH&S and ACS at UF.

President Martin Rosenthal adjourned the meeting at 6:01pm.

Announcements:

- The Provost's Office is offering Free Artificial Intelligence Professional Development Short Courses (0.4 CEU). Register [here](#).
- Lakesha Butler, Pharm.D., has been named UF Health's associate vice president for inclusion, diversity and health equity and chief diversity officer. More [here](#).
- UF Health Shands Children's Hospital ties for No. 1 in Florida. More [here](#).
- Annual Orange and Brew event coming in July 18 and July 20. Join Dr. Koch and Dr. Nelson at two UF Health Opus Café. More information [here](#).

- The Faculty Mentorship Resource Center will be launching an online platform to connect colleagues seeking mentor-mentee relationships. [Take](#) a 10-minute survey that aims to identify interest areas and potential mentors.
- Please join us in thanking Ed Jimenez for his service as the CEO of UF Health Shands as he transitions on to his next endeavors.
- Summer 2022 Commencement Information is available [here](#).
- [Position Announcement](#): Associate Designated Institutional Official (0.3 FTE) for UF COM.
- Felicitations to UF School of Physician Assistant Studies graduates.
- View and track the progress of the Dean's initiatives under the seven pillars of the strategic plan [here](#)
- Masks are recommended in indoor public settings and public transportation. Latest information on UF Health COVID-19 updates: <https://coronavirus.ufhealth.org/>
- To stay up to date on the presidential search, [visit the presidential search website](#)
- To schedule an appointment with the Ombuds office, call 352-392-1308

The next Faculty Council Meeting will be held Tuesday, August 2, 2022 @ 5PM.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Paramita Chakrabarty and Dr. Martin Rosenthal.