

## Minutes of the September 6, 2022 UF Gainesville COM Faculty Council Meeting (held via Zoom)

### Officers Present:

President – Martin Rosenthal  
Past President – Ashley Ghiaseddin

Vice President – Erica Dale  
Secretary – Paramita Chakrabarty

### Officers Absent:

President Elect – Sylvain Doré

Treasurer – Eric Jeng

### Department Representatives Present:

Arvin Trippensee – Anesthesiology  
Mingyi Xie – Biochem. & Molec. Biology  
Ji-Hyun Lee – Biostatistics  
Dan Rubin – Community Health & Fam Med.  
Addie Walker – Dermatology  
Meredith Thompson – Emergency Medicine  
Kelly Gurka – Epidemiology  
Ramzi Salloum – Health Outcomes & Bio Informatics  
Kiran Lukose – Medicine  
Edward Scott – Molec. Genetics & Microbiology  
Ashley Ghiaseddin – Neurological Surgery  
Gabriel Bonnell – Neurology

Paramita Chakrabarty – Neuroscience  
Ekaterina Lobanova – Ophthalmology  
Si Chen – Otolaryngology  
Travis Grant – PA School  
Mike Davis – Pediatrics  
Jonathan Bird – Pharmacology & Therapeutics  
Carolyn Geis – Phys Med & Rehabilitation  
Erica Dale – Physiology  
Mariam Rahmani – Psychiatry  
Steven Swarts – Radiation Oncology  
Lisa Spiguel – Surgery

### Department Representatives Absent:

Rene Opavsky – Anatomy & Cell Biology  
Robert Egerman – Obstetrics & Gynecology  
Luis Pulido – Orthopaedics & Rehab.

Yu Yang – Pathology  
Priya Sharma – Radiology  
Romano DeMarco – Urology

**Guest Speakers:** David Bloom, Ph.D., Past President, UF Faculty Senate, Chair, Department of Molecular Genetics & Microbiology  
Kevin Clarke, Ed.D., Director of Human Resources, College of Medicine, and Nadja Schimmel-Cruz, Regional Programs Human Resources Director, College of Medicine

### Ex-Officio Member:

Ellen Zimmermann, M.D., Associate Dean for Faculty Development, UF College of Medicine

### Guest:

Amanda Phalin, current UF Faculty Senate President

### Minutes:

1. President Martin Rosenthal called the meeting to order at 5:00pm.
2. The minutes from the August 2022 meeting were approved.
3. Senate Findings on COM Hiring Practice - David Bloom, Ph.D., Past President, UF Faculty Senate, Chair, Department of Molecular Genetics & Microbiology
  - Dr. Bloom discussed the hiring process and tenure process for Dr. Joseph Ladapo, particularly relating to best practices for hiring moving forward. On September 21, 2021, Joseph Ladapo, M.D., Ph.D., was appointed by Governor Ron DeSantis as Florida Surgeon General and Secretary of the Florida Department of Health, and was offered a Tenure Upon Hire faculty appointment in the University of Florida College of Medicine. Dr. Ladapo's faculty appointment process in the UF COM was fairly rapid. Dr. Bloom asked the COM administration at the time to issue a statement explaining

exactly how the hiring process was handled. Dr. Bloom felt that additional details were needed and subsequently formed a UF Senate Ad Hoc Committee. The committee was charged to look at the hiring process, not the tenure process, as the Tenure Upon Hire packet was still making its way through administration at the time. Dr. Bloom felt the need to get the facts out on the table to find out exactly how this occurred, and if there were things done inappropriately, those needed to be laid out in the open. Dr. Bloom felt it was important to have representatives on the committee who were familiar with COM hiring processes within clinical divisions, therefore the committee was comprised of three faculty from across campus and three COM faculty. The committee conducted a number of interviews and talked to senior administration officials including Vice President Dave Nelson, Dean Colleen Koch, the Division Chief within the department that was involved, and a number of other faculty who were familiar with hiring practices. The conclusion was that this was a very rapid hire, but that there were other examples that were cited where the hiring was accelerated and did not have much in the way of faculty participation in the process. While Department Chairs do have the ability to hire and they aren't specifically required to have faculty input, that runs afoul of the shared governance process. The faculty are supposed to have input and that's supposed to be considered by the administration. Dr. Bloom feels that a limited amount of faculty input seems to have occurred during the hiring of Dr. Ladapo. The final report of the committee's findings is published on the UF Senate website: <https://fora.aa.ufl.edu/docs//38///2021-2022//Ladapo%20Final%20Report%203-30-22.pdf>.

- In terms of the tenure process, Tenure Upon Hire at the University of Florida goes through the process in the department in which someone has been hired into. The faculty within the department vote; that vote is transmitted to the Dean of the college and the Dean signs off on it; it then goes to the Provost and the Provost signs off on it; it then ultimately goes to the Board of Trustees who vote to give tenure. In this particular case, the faculty did weigh-in by reviewing the CV and sending emails in the affirmative of granting tenure and moving the process forward, although it was done in a short timeframe.
- Dr. Bloom suggested that when looking at Best Practices, it may be worth looking at codifying exactly how long departments need to give the materials to the faculty in these Tenure Upon Hire cases so that it's clear exactly how that process has to occur.

4. PTO Policies - Kevin Clarke, Ed.D., Director of Human Resources, College of Medicine, and Nadja Schimmel-Cruz, Regional Programs Human Resources Director, College of Medicine

- Dr. Clarke stated that the initiative to implement PTO in replacing vacation and sick leave is on hold and will remain on hold until a new Vice President of UF Human Resources is named. The search is ongoing, with Melissa Curry serving as the Interim VP. The new VP will re-address whether to move forward with the PTO implementation.
- Ms. Schimmel-Cruz reviewed the current accrual of vacation hours (6.76904 hours per pay period) and sick accrual (4 hours per pay period) for those in the COM that are 1.0 FTE. Due to the pandemic, for the last two years the annually accrued vacation hours over 352 have not rolled-over to sick hours. That will begin occurring again in January of 2023, but the allowed number of hours may increase.

5. Amanda Phalin, current UF Senate President – Update on IRB and IACUC

- Ms. Phalin discussed a resolution on behalf of the UF Senate regarding the development of a

strategic plan for institutional compliance for animal and human subject research. Dr. Bloom and Ms. Phalin discussed this with Dr. David Norton, VP of UF Research, who convened two working groups over the summer to review the processes and challenges related to animal research and human research. Dr. Norton will create a list of action items to share with the UF Senate, which the Senate will use to determine their plans moving forward.

6. Committee Reports:

- President's Report & Executive Committee Report (August 2022) – Martin Rosenthal, M.D.
  - No report.
- Committee to Determine Best Practices for Hiring at COM: Ashley Ghiaseddin, M.D.
  - The committee has met and is refining the questionnaire that will be sent to all departments. Additional details are forthcoming.
- Curriculum Committee Report (August 2022) – Meredith Thompson, M.D.
  - There were several updates on the exam procedures for the CSE exams for students.
  - New task forces were created relating to vulnerable populations.
  - An Obstetric Ultrasound elective was approved.
  - Changes were made to the Student Handbook to reflect the new Assistant Dean for Medical Education in Jacksonville, Dr. Elisa Sottile.
  - The results from the Program Director Survey were discussed.
  - Dr. Joseph Fantone provided LCME updates. Preparation is ongoing for the LCME Mock Site Visit that will occur from October 16-19, 2022.
- Compensation Committee – Mariam Rahmani, M.D.
  - All but one department has presented their compensation plans to the committee. The committee will begin providing written feedback to the departments beginning next week on what aspects of their compensation plans are reasonable and what needs to be clarified and/or changed.
- Research Task Force – Jonathan Bird, Ph.D.
  - The Task Force will meet next week with the Sr. VP and CIO of UF Health, Gigi Lipori, to discuss the results of the recent IT survey and determine what changes can be made.
- AAMC CFAS – Al Robinson, M.D. and Meredith Thompson, M.D.
  - No updates to report.
- Faculty Senate – Michael Davis, M.D.
  - The first meeting of the year was held on August 25, 2022. UF President Ken Fuchs presented the State of the University Address. Mori Hosseini, Chair of the UF Board of Trustees, provided a presentation. The new UF Chief Diversity Officer, Marsha McGriff, also provided a presentation.
  - There was a resolution for potentially using a multi-year contract for all faculty at the University of Florida rather than a yearly contract. The purpose of the resolution is to provide job security, especially to those who feel their yearly contracts are not guaranteed to be renewed. The draft resolution is on the UF

Senate website: [https://fora.aa.ufl.edu/docs//78///2022-2023//Multi-Year%20Contracts%20Resolution\\_4%20May%202022.pdf](https://fora.aa.ufl.edu/docs//78///2022-2023//Multi-Year%20Contracts%20Resolution_4%20May%202022.pdf).

- Wellness Task Force – Meredith Thompson, M.D.
  - The recently approved clinical and research awards are being finalized. The Task Force is working with Dr. Bob Eggerman to recommend best practices to support those with disabilities within the COM.

#### 7. Old Business:

- Update on Faculty Assembly
  - The COM Faculty Assembly will be held in April or May of 2023. A Planning Committee has been formed to work on the event and is in the process of finding a speaker. Faculty Council members who are interested in joining the committee can email Dr. Rosenthal at: [martin.rosenthal@surgery.ufl.edu](mailto:martin.rosenthal@surgery.ufl.edu).
- Constitution of a Hospital Operations Committee following discussion with Dr. Parker Gibbs
  - The Hospital Operations Committee has been formed and will be meeting quarterly with Dr. Parker Gibbs to discuss issues affecting junior faculty. The first meeting will be held on September 23, 2022.

President Martin Rosenthal adjourned the meeting at 5:59pm.

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#### **Announcements:**

- Save the Date: Annual State of the College address on 9/23/2022. Attend in person at the Harrell Medical Education Building Learning Studio 135 or to view the live stream, click [here](#).
- Maria Kelly, M.D., FAAP, has been appointed the new assistant dean and chief medical officer of University of Florida Health Physicians, effective October 1.
- Join us in honoring our women faculty: the 5th annual Celebration of Women's Accomplishments will take place in person on September 8th, 5-7 pm at the Harrell Education Building hosted by WIMS.
- College announces integration of physiology and aging department chaired by Dr. Karyn Esser. More [here](#).
- Nominations [open](#) for University Awards (honorary degree, the distinguished alumna award, the distinguished achievement award, and the distinguished service award).
- UF Vice President for Research David Norton, Ph.D., announces UF's milestone of surpassing \$1 billion in annual research spending for the first time, placing UF in the company of about 15 public universities in the U.S. that have achieved this mark. More [here](#).
- Virtual parking permits coming to UF. Read more [here](#).
- Register for the Mindfulness Practice Sessions. Register [here](#).
- To schedule an appointment with the Ombuds office, call 352-392-1308.
- 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, October 4, 2022 @ 5PM.

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