

## Minutes of the October 4, 2022 - UF Gainesville COM Faculty Council Meeting (held via Zoom)

### Officers Present:

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

Vice President – Erica Dale  
Secretary – Paramita Chakrabarty

### Officers Absent:

Vice President – Erica Dale

Treasurer – Eric Jeng

### Department Representatives Present:

Rene Opavsky – Anatomy & Cell Biology  
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  
Robert Egerman – Obstetrics & Gynecology  
Ekaterina Lobanova – Ophthalmology  
Luis Pulido – Orthopaedics & Rehab.  
Travis Grant – PA School  
Yu Yang– Pathology  
Mike Davis – Pediatrics  
Jonathan Bird – Pharmacology & Therapeutics  
Carolyn Geis – Phys Med & Rehabilitation  
Mariam Rahmani– Psychiatry  
Steven Swarts – Radiation Oncology  
Lisa Spiguel– Surgery  
Romano DeMarco - Urology

### Department Representatives Absent:

Si Chen – Otolaryngology  
Erica Dale – Physiology

Priya Sharma– Radiology

**Guest Speakers:** Azra Bihorac, MD, MS, FCCM, FASN, Senior Associate Dean for Research Affairs, UF College of Medicine  
Jiang Bian, PhD, Chief Data Scientist, UF Health

### 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 Martin Rosenthal called the meeting to order at 5:00pm.
2. The minutes from the September 6<sup>th</sup> 2022 meeting were approved.
3. UF COM Office of Research Five-Year Plan - Azra Bihorac, MD, MS, FCCM, FASN, Senior Associate Dean for Research Affairs, UF College of Medicine
  - Dr. Bihorac reviewed the UF COM Office of Research's strategic five-year plan that will expand and enhance all aspects of the research enterprise. The following four objectives were discussed:
    - Objective 1: Bold Ideas: Transformative research roadmap to heighten our reputation and expand signature programs.
    - Objective 2: Resilient Community: Research Workforce of Tomorrow Delivered Today
    - Objective 3: Go FAIR for Success: Become a one-stop research hub with Findable, Accessible, Interoperable and Reusable (FAIR) research

infrastructure and resources to catalyze success.

- Objective 4: Sustainable Value Translation: Align incentives and growth with a culture of collaboration, innovation, and entrepreneurship, focusing on the acceleration of scientific discovery into health for all.

4. Data Science Activities in UF Health Science Center- Jiang Bian, Ph.D., Chief Data Scientist, UF Health

- Jiang Bian, Ph.D., Associate Professor and Director of Cancer Informatics and Health core in the UF COM Department of Health Outcomes and Biomedical Informatics, was named UF Health Chief Data Scientist in July 2022. Dr. Bian will develop and support data scientists across data types and diseases, will help improve research infrastructure, will expand data science and translational science research endeavors, and will develop a hub for computational health sciences with other stakeholders to advance data science and AI research.
- In partnership with UF Health, the CTSI and other stakeholders, the key items are to advance AI and data sciences via “transforming the research environment” and via “Team Science” and community building.
- The data and research infrastructure is part of the center of AI and translational research. Clinical and research activities generate real-world data such as EHR, claims, imaging, genomics, and clinical notes generated through team care. The data then gets used in AI and data science applications for research, as well as quality improvement in clinical operations.
- The broader goal of using these AI tools is to build upon the data to improve patient care and outcomes. Data and data science are the keys to quality improvement and clinical operation optimization projects. In addition to the clinical care data, there are also research-generated data sets from web labs to clinical trials that can become a resource, recognizing the credit needed for the people generating the data.
- The One Florida Clinical Research Consortium is a collaboration among 10-12 health organizations, government agencies, and other payor entities. It initially included all of Florida, but has expanded to include the University of Alabama at Birmingham and Emory University in Georgia. From a data perspective, it covers about 17 million people in Florida, 2 million people in Georgia and about 10,000 people in Alabama. The data is linked with the claims data and some of the other administrative data sets. Those that are interested in using this program can contact Dr. Bian ([bianjiang@ufl.edu](mailto:bianjiang@ufl.edu)) to discuss possible research opportunities.

5. Committee Reports:

- President’s Report & Executive Committee Report (September 2022) – Martin Rosenthal, M.D.
  - No report.
- Curriculum Committee Report (September 2022) – Meredith Thompson, M.D.
  - An update to the Medical Student Tuition policy was voted on and approved. Students have assessed a block of tuition for the Fall and Spring terms for a minimum of 8 tuition blocks. The approved policy states that if a student is approved to complete a decompressed schedule or they decide to delay graduation, the college may assess additional tuition based on credit hours for that term.
  - A new policy relating to the Medical Student Performance Evaluation (MSPE) was voted on, which is a letter of evaluation that the Deans of Student Affairs write for residency applications. The new policy states that if, for any reason, a student believes that the Associate or Assistant Deans who writes those letters cannot prepare the letter in an unbiased manner, they can request someone else in the Dean’s Office to complete their letter.

- New guidelines for the use of COM listservs were approved. The listservs must be used for official business only and emails must come from an official UF email address.
  - A new Oncology Breast elective was approved.
  - An AI in Medicine Research Track was approved.
  - New third-year electives were approved for career exploration, particularly for disciplines such as Emergency Medicine, where students really don't get exposed until the fourth year.
- Compensation Committee – Mariam Rahmani, M.D.
    - The compensation committee has started giving feedback to individual departments on their compensation plans.
- Research Task Force – Jonathan Bird, Ph.D.
    - The Task Force met with the CIO of UF Health, Gigi Lipori, two weeks ago to discuss the following issues highlighted in the recent IT survey:
      - The funding issues were discussed, although there are no easy solutions.
      - It was clarified that faculty are able to have a research network at UF Health. Interested departments can ask to be decoupled from the HIPAA network to have a research network that would be essentially firewalled from that part of UF Health. That may not be very helpful for clinical faculty, but it could be very helpful for researchers in the basic science departments.
      - In the coming year, UF Health IT will be rolling out Permissive Account Management (PAM), which allows faculty to sign-out administrator privileges for a short period of time to do something on their computer, and it will lock down the system afterward. This will avoid faculty having to wait an extended period of time for IT personnel to fix their computer issues.
- AAMC CFAS – Al Robinson, M.D. and Meredith Thompson, M.D.
    - No updates to report.
- Faculty Senate (September 2022 meeting) – Michael Davis, M.D.
    - Dr. David Nelson provided an update on the structure of UF Health, the geographical distribution and plans for expansion.
    - Dr. Lakesha Butler was introduced as the new Associate Vice President of Inclusion, Diversity and Health Equity, and Chief Diversity Officer for UF Health.
    - Recordings of the UF Senate meetings can be found on their website: <https://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/AgendasMinutes2022-2023>.
- Committee to Determine Best Practices for Hiring at COM - Ashley Ghiaseddin, M.D.
    - A Qualtrics survey is being developed and should be sent out soon. The results will be reviewed at the next meeting, which will likely be held in early 2023.
- Hospital Operations Committee - Lisa Spiguel, M.D.
    - Dr. Spiguel met with Dr. Parker Gibbs and it was determined that they will begin meeting on the first Fridays of the month. The next meeting will be held on November 4, 2022.

- Wellness Task Force – Meredith Thompson, M.D.
  - The Wellness Committee was tasked to come up with new awards for faculty in response to faculty concerns about insufficient acknowledgment and not valuing excellence in the day-to-day performance of clinical duties. They want to encourage quality of patient care over the quantity of RVU's, and send that message to make sure that faculty feel valued.
  - The Faculty Council and the Wellness Committee have created two clinical awards, and Research Affairs has created similar research awards.
    - The first award is the "Rising Star" Clinical Faculty Award for Assistant Professors. The rising star award recognizes exceptional early-career clinical faculty whose actions and activities consistently exemplify clinical excellence beyond the expected level. Recipients of this award demonstrate exceptional skill and enthusiasm for patient care, show consistent dedication to quality measures and efficiency, as well as embrace innovations in their chosen field. There will be awards at the departmental level and the college level. Each department will select the awardee(s) and the number of awards will be based on how many faculty are at the Assistant Professor rank in the department, so 1/50 per department at rank. Larger departments may have more than one awardee. The departmental awardees will self-nominate for the college-level award, which will be a monetary award. The selection criteria for the college-level awards state that the faculty must be a clinical faculty member at the rank of Assistant Professor for 10 years or less. They cannot be a previous winner (this award will only be won once). They will need to submit a CV, a personal statement that resembles the clinical narrative for a P&T packet, a Chair or Division Chief letter of support, a peer or patient letter of support, and, optionally, clinical portfolio elements per P&T packet guidelines.
    - The second award is the Clinical Excellence Award for Associate Professors or above. This award recognizes a faculty member who epitomizes excellence in patient care, is a leader in the advancement of clinical innovations, and has deeply impacted patients, staff, peers, and trainees. Awardees will exemplify humanistic and compassionate patient care, be highly effective leading multidisciplinary teams, serve as a mentor to junior colleagues and trainees, and be skilled at bringing high-quality evidence-based care to the bedside. As with the first award, there will also be departmental and college-level awards for Associate Professors or above. The college-level awardees will have the option to self-nominate and complete a packet similar to the first award.
    - The committee is also working on an initiative to determine what resources there are for faculty with disabilities and what the college currently offers. Those that are interested in helping with this initiative can email Dr. Thompson ([monin@ufl.edu](mailto:monin@ufl.edu)) and join their group.

President Martin Rosenthal adjourned the meeting at 6:05pm.

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### **Announcements:**

- Please consider donating to [Aid-a-Gator for faculty and staff](#) and/or [Aid-a-Gator for students](#) to help recover from Hurricane Ian
- Please participate in the Well-Being Index questionnaire under COM's people pillar. This survey will facilitate the COM to address specific areas of concern regarding the well-being of residents and fellows.
- [Nominate](#) a colleague for Superior Accomplishment Award nominations!
- Apply for the 2023 cycle of Thomas H. Maren Research Excellence Program for Assistant Professors [here](#)
- UF helps state launch AI curriculum in Florida public schools. More [here](#)
- The UF 2022 Annual Security Report and the 2022 Annual Fire Safety Report are now [available](#) to the campus community
- Principal Investigators and key personnel are required to complete [RSH500](#) no later than October 1, 2022 in order to continue to participate in proposal and award actions for sponsored programs.
- UF's Research [Promotion](#) Initiative, aims to connect faculty research to UF's Office of Strategic Communications and Marketing (SCM) for potential promotion to national and international media organizations as well as across our university-based communications
- [Nominations](#) of eligible graduate faculty for 2022-2023 Doctoral Dissertation Advisor/Mentoring Award from students, faculty and administrators are due to college offices by October 18, 2022.
- Please welcome Lakesha Butler, Pharm.D., to her new role as associate vice president of Inclusion, Diversity and Health Equity and chief diversity officer for UF Health
- Visit Flu Central at [Bridge.UFHealth.org/flu](https://bridge.ufhealth.org/flu) to learn more about recent policies regarding Flu vaccination
- [Support](#) the Chapman Art and Literary Magazine, or CALM, a project started by a committee within the Chapman Society, the UF College of Medicine's chapter of the national Gold Humanism Honor Society.
- The Standpoint Survey is coming soon. Be sure to participate.
- 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, November 1, 2022 @ 5PM.

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