

Minutes of the November 1, 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
Treasurer – Eric Jeng

Department Representatives Present:

Rene Opavsky – Anatomy & Cell Biology
Arvin Trippensee – Anesthesiology
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
Ashley Ghiaseddin – Neurological Surgery
Gabriel Bonnell – Neurology
Paramita Chakrabarty – Neuroscience
Robert Egerman – Obstetrics & Gynecology

Luis Pulido – Orthopaedics & Rehab.
Si Chen – Otolaryngology
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
Priya Sharma – Radiology
Lisa Spiguel – Surgery
Romano DeMarco – Urology

Department Representatives Absent:

Mingyi Xie – Biochem. & Molec. Biology
Kiran Lukose – Medicine
Edward Scott – Molec. Genetics & Microbiology

Ekaterina Lobanova – Ophthalmology

Guest Speakers: Stacy Ellis, Ph.D., Director, University of Florida Baby Gator, Child Development & Research Center
Ron Farb, Co-Founder and Co-Executive Director, Climb for Cancer Foundation
Michael J. Haller, M.D., Professor and Chief, Division of Pediatric Endocrinology, Department of Pediatrics

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 October 4th, 2022 meeting were approved.
3. Baby Gator - Stacy Ellis, Ph.D., Director, University of Florida Baby Gator, Child Development & Research Center
 - Baby Gator is currently operating centers in the Diamond Village location and the Newell Drive location. The Lake Alice center location is in Phase I of the construction plan for renovation and expansion, which will yield approximately 60 additional spaces and should be completed by August of 2023. Phase II of the construction plan for the Diamond Village location is planned for 2024, which should yield between 70-80 additional spaces.
 - There are currently 112 COM children enrolled at the Newell Drive location; half are children of faculty and half are children of residents, interns, fellows and grad students. 40 families came off the waiting list in August of 2022, which included 16 infant spaces

for COM. There are currently 104 families on the waiting list for the Diamond Village and Newell Drive locations (HSC families) and 250 families on the waiting list for the Lake Alice location (campus families).

- There are 17 classrooms between the two centers that are fully enrolled, and they are also fully staffed for the first time since pre-pandemic. The childcare industry nationwide is still in crisis mode for staffing, which has been a challenge. University administration has been very supportive of attaining a salary/benefit structure to recruit and retain good staff.

4. Climb for Cancer Foundation - Ron Farb, Co-Founder and Co-Executive Director, Climb for Cancer Foundation

- Ron and Dianne Farb started the Gainesville-based Climb for Cancer Foundation in September of 2003. For several years prior, Mr. Farb attended and donated to a camp for children with cancer called Camp Sunshine in Georgia. He wanted to do more for cancer support programs, so he began raising money through his hobby – climbing mountains. The name Climb for Cancer is a metaphor for climbing through the obstacles of the disease.
- The foundation has raised almost \$3 million for cancer support programs. The foundation initially supported UF Health and other institutions, but all proceeds now stay at UF Health. The money is raised through local events such as the Hogtown 5K Beer Run, concerts with local artists, and Adventure Trips. Upcoming trips are planned for Churchill, Manitoba (July 2023), Bolivia, Chile and Easter Island (January 2024), and Africa (Summer 2024).
- Noted below are a few of the programs they support:
 - Harriet's Helping Hand – This program resonates the most with donors and is named after Mr. Farb's sister, who he lost to cancer. This program helps defray the cost of treatment by providing food vouchers, gas cards, Uber rides, and lodging to cancer patients and their families. During the covid pandemic in 2021 with the Ronald McDonald House closed down for 7 months and the Hope Lodge closed permanently, this program provided about 550 nights at the Sweetwater Branch Inn for families with cancer.
 - B. Dianne Farb Health Education Scholarships – This scholarship is named for Mr. Farb's wife, Dianne. The scholarships are awarded to cancer survivors going into the healthcare field. Nearly 24 scholarships have been provided to date, with 5 students from UF and one nursing student from Santa Fe receiving scholarships this year.
 - The Oncofertility Program – This program is done in partnership with Dr. Alice Rhoton-Vlasak and outcomes disseminated via the Oncofertility and Fertility Preservation Symposium. This program provides new fertility preservation options to young patients who have been diagnosed with cancer or other serious diseases that will be going through the deleterious effects of chemo and radiation.
 - Continuing funding of the UF Health Cancer Educational Wellness Series.
 - Supporting the Quality and Safety Program at UF Health.
- Those that are interested in becoming involved with this foundation and/or signing up for the adventure trips can contact Dr. Rosenthal (martin.rosenthal@surgery.ufl.edu) for additional information.

5. Discussion on the State of Florida Health mandates - Michael J. Haller, M.D., Professor and

Chief, Division of Pediatric Endocrinology, Department of Pediatrics

- Dr. Haller discussed the new guidance announced by Dr. Joseph Ladapo on October 7, 2022 that recommended against covid vaccinations, specifically boosters, for young men aged 18-39. Dr. Haller stated that Florida Department of Health guidance is based on an analysis that examines the timing of non-covid deaths relative to when someone got vaccinated and according to that study and their guidance, “the benefit of vaccination is likely outweighed by an abnormally high risk of cardiac-related death amongst men in that age group”. Dr. Haller stated that faculty in the College of Medicine are bound by UF regulations to provide “accurate and reliable research processes and records” which is important in “sustaining the trust of research, sponsors, and the public at large”. Dr. Haller stated that since Dr. Ladapo does have a role as a COM faculty member, he and others request that the Faculty Council convene a committee to perform a primary analysis of the data linking non-covid-19 deaths relative to vaccination to young men 18-39 years of age to confirm whether or not that is the appropriate step to take for public health.
- A motion was made and seconded for Dr. Rosenthal to send an anonymous survey to the Faculty Council members to vote on whether or not they support forming this Task Force. He will proceed accordingly following the vote.

6. Information item: Dr. Rosenthal will be sending out the bylaws to the committee for review. Please email any suggested edits to Dr. Rosenthal (martin.rosenthal@surgery.ufl.edu) by December 4th.

7. New Business:

- Dr. Rosenthal was provided information about a possible speaker for the upcoming Spring Assembly who speaks internationally about physician wellness and burnout issues. He will contact the speaker and keep the committee apprised.
- A holiday social activity for the Faculty Council may be held in January of 2023. Additional details are forthcoming.

8. Committee Reports:

- President’s Report & Executive Committee Report (October 2022) – Martin Rosenthal, M.D.
 - No report.
- Curriculum Committee Report (October 2022) – Meredith Thompson, M.D.
 - The committee voted to change policies for Academic Concern and Probation.
 - The committee voted to change student duty hours for pre-clinical students to 25 hours, which was based on a recommendation from an LCME consultant.
 - The Committee on Program Evaluation and Student Assessment presented their review of third-year clerkships.
 - The LCME Mock Site Visit occurred on October 17-18. The committee should be receiving feedback from the visit at the next meeting.
 - The formal LCME Self-Study was submitted last week for the formal Site Visit by the auditors to be held on January 23-25, 2023.
- Compensation Committee – Mariam Rahmani, M.D.
 - The committee has completed the reviews of compensation plans of all departments and has provided feedback to the departments. The committee is no longer actively meeting/working. A review of the compensation plans for the Research (non-clinical) departments is forthcoming and a representative from the Faculty Council will also

serve on that committee.

- Research Task Force – Jonathan Bird, Ph.D.
 - Dr. Bird discussed the recent appointment of two new Assistant Deans in the Office of Research Affairs; Dr. Elias Sayour will serve as the Assistant Dean of Clinical Science Research and Dr. Daniel Wesson will serve as the Assistant Dean of Basic Science Research. Dr. Bird plans to have them meet with the task force and noted that this will be a good way to communicate the needs of research faculty to the Office of Research Affairs.
 - Dr. Bird will be serving on the Research Administration Committee, which will also be a good way to provide feedback to the Office of Research Affairs.
 - The task force is working on a new initiative to form a Laboratory Science Program to help recruit and retain technical staff to work at UF. They are discussing whether this would be a certificate program or a Master's program. There are also developments in this area at Santa Fe College and they plan to contact them to coordinate their efforts. The overall goal is to make it easier to find technical staff to work in labs and provide a career structure where they can be retained and grow in that role.
- AAMC CFAS – Al Robinson, M.D. and Meredith Thompson, M.D.
 - No updates to report.
- Faculty Senate (October 2022 meeting) – Michael Davis, M.D.
 - The October Faculty Senate meeting was dominated by the “no confidence” vote to the process of selecting the University President, Dr. Ben Sasse. That vote was approved 72 to 16 and that information was submitted to the Board of Trustees (BOT). The BOT met today and Dr. Ben Sasse was selected as the next University President by unanimous vote.
- 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.
 - Updates will be provided following the next monthly meeting to be held on November 4, 2022.
- Wellness Task Force – Meredith Thompson, M.D.
 - The “Rising Star” Clinical Faculty Award for Assistant Professors and the Clinical Excellence Award for Associate Professors or above was presented at the recent COM Executive Committee. The task force is awaiting approval for the Dean to formally establish these awards.
 - The task force is continuing to search for resources for faculty with disabilities. They have identified several resources that are available for students, but not for faculty. Their next step is to discuss performing a needs assessment of the faculty to see what the needs are surrounding this topic.

9. Old Business:

- Standpoint Survey – Please encourage faculty in your department to complete the AAMC Standpoint Survey, which closes on November 19, 2022. A motion was made and seconded to have the Faculty Council to follow through with full and transparent distribution of the completed survey with COM faculty. A vote of support for the motion will be commissioned by Dr. Rosenthal through Qualtrics.

President Martin Rosenthal adjourned the meeting at 6:17pm.

Announcements:

- Please complete the AAMC Standpoint survey as it is vital for our growth as an institution. AAMC, in collaboration with UF, has designed this comprehensive and customized approach to collect employee feedback needed to support the engagement and retention of faculty and staff at UF.
- Save the date for the UF College of Medicine Celebration of Research: February 27-February 28, 2023
- Announcing New Assistant Deans for Basic and Clinical Science Research: Elias Sayour, MD, PhD, will serve as the Assistant Dean of Clinical Science Research and Daniel Wesson, PhD, will serve as the Assistant Dean of Basic Science Research.
- Announcing Billy McCarty, MD, MBA, as the new president of GatorCare beginning Oct. 31.
- Announcing Carol Mathews, M.D., an internationally known clinician and translational researcher in the areas of obsessive-compulsive disorder, tic disorders and anxiety disorders, as the new chair of the department of psychiatry
- Congratulate our COM trainees as they receive doctoral and specialist degrees on Friday, December 16 and December 17
- [Launched](#): new College of Medicine Orange and Blue Faculty Handbooks, two web-based, authoritative collections of college policies, procedures and resources.
- Stop by the Medical Sciences Building in Room M125 and make yourself an Espresso, Café Mocha, Mochaccino, Latte, Cappuccino, Regular Coffee, Iced Coffee, Hot Chocolate or Tea (hot or iced)
- Early Voting on UF Campus - Saturday, Oct. 24th to Saturday, Nov. 5th - at the Career Connections Center in J. Wayne Reitz Union
- Take advantage of the new The Raising a Resilient Scientist Series sponsored by NIH Office of Intramural Training & Education created to support extramural principal investigators (PIs) and staff as they manage and lead biomedical research groups. Learn more and [register](#).
- Track the progress of the Dean's initiatives under the seven pillars of the strategic plan [here](#).
- To schedule an appointment with the Ombuds office, call 352-392-1308. Appointments are confidential.

The next Faculty Council Meeting will be held Tuesday, December 6, 2022 @ 5PM.

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