

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

Officers Present:

President – Martin Rosenthal
Past President – Ashley Ghiaseddin

President Elect - Sylvain Doré
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.
Meredith Thompson – Emergency Medicine
Kelly Gurka– Epidemiology
Ramzi Salloum– Health Outcomes & Bio Informatics
Kiran Lukose – Medicine
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
Mike Davis – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Mariam Rahmani– Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma– Radiology
Romano DeMarco - Urology

Department Representatives Absent:

Addie Walker– Dermatology
Edward Scott – Molec. Genetics & Microbiology
Carolyn Geis – Phys Med & Rehabilitation
Erica Dale – Physiology
Lisa Spiguel– Surgery

Guest Speakers:

Scott Sumner, MBA, Chief Financial Officer, UF College of Medicine; Tammy Williams, MHA, Chief Operating Officer, UF College of Medicine; Mike Wright, CPA, Budget Director, UF College of Medicine; Marvin Dewar, MD, JD, Senior Associate Dean, Chief Executive Officer and Chief Medical Officer, UF Health Physicians, Jennifer Bizon, PhD, Chair, Department of Neuroscience
Ellen Zimmermann, M.D., Associate Dean for Faculty Development, UF College of Medicine
Joseph Fantone, III, MD, Senior Associate Dean for Educational Affairs, UF College of Medicine

Ex-Officio Members:

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 November 1st, 2022 meeting were approved.
3. UF COM Compensation Plan Update - Scott Sumner, MBA, Chief Financial Officer, UF College of Medicine; Tammy Williams, MHA, Chief Operating Officer, UF College of Medicine; Mike Wright, CPA, Budget Director, UF College of Medicine; Marvin Dewar, MD, JD, Senior Associate Dean, Chief Executive Officer and Chief Medical Officer, UF Health Physicians, Jennifer Bizon, PhD, Chair, Department of Neuroscience

- Dr. Bizon addressed the following questions, which were submitted prior to the meeting:
 - Q: The understanding was that the compensation plans have been accepted and finalized and that we're in a shadow period awaiting final implantation to understand if the plan would cost too much or to better understand its impact.
 - A: That is partially accurate regarding the clinical plans, as the clinical chairs have all presented their plans to the Compensation Committee and have received feedback on those plans. Most of the clinical departments have returned their responses to the Compensation Committee. The committee will meet before the holidays to discuss any final issues, and will then approve the remaining clinical plans. The plans will be presented to senior leadership on December 13, 2022. After that meeting, the clinical department chairs will be informed that their plans are approved, and faculty should begin receiving monthly reports during the shadow period. Mike Wright stated that the fiscal team is creating dashboards that will be sent out to faculty on a monthly basis to compare salary earned to the total compensation percentile benchmarks and calculate the RVU threshold required to participate in the plan. This will also show how many RVU's each faculty member has earned in relation to those thresholds, as well as the potential calculated incentive if the threshold has been met and exceeded. Dr. Bizon stated that they will have one more iteration over the summer based on the modeling that occurs. The plans will be reviewed again by the Compensation Committee in the next Spring to make any final adjustments and account for any unintended consequences of the plans before the final revisions are made.
 - Q: Several department representatives have yet to see the Compensation Plan and the question is whether the department faculty could be emailed drafts of the plan. The second part was whether or not the Compensation Plan was identical for all clinical departments, except for the point system, to achieve merit citizen eligibility points for the RVU incentive.
 - A: Some chairs may be waiting to release their compensation plans until the approval process is finalized in mid-December. At that point, each chair should make those plans available and individual faculty should talk to their chairs if the plans haven't been made available by that time. All of the plans follow an ABCD format, but they are not identical and have been tailored to each department. These departmental plans have been presented to the full committee and individual faculty could contact their chairs for the details. The first report is slated to be distributed to the individual faculty in the next semester and will contain the first 6 months of information.
 - Q: Our research colleagues are very concerned because there's been no communication as to any changes or what their Compensation Plans may look like.
 - A: As discussed, this has been a time-intensive process. It was decided in the beginning to stage it to clinical and then research. There is a Research Subcommittee that has met weekly over the last several months and has completed a draft plan that is currently being reviewed

by the fiscal office. The primary Compensation Plan Committee will be re-convened in January and will involve the research plan at the committee level and will follow the same process as the clinical plan. The Research Plan will be discussed at a Town Hall for the chairs and once the chairs provide their input, it will go out to the individual departments for discussion. The chairs will then come before the committee to present their research plans. The Research compensation will likely remain annual as opposed to quarterly, so the intent is that the faculty would receive a report in the Spring indicating how their previous years' incentive for research would be in terms of the new plan. The structure of the research draft plan has some improvements, but is not a radical change from the current research plan. Additional information will be provided in the new year.

- Q: The Faculty Council representative on the Compensation Committee stated that there are no more updates because the task is over, they've been vetted, and recommendations for slight changes were delivered.
 - A: The committee has been on a short hiatus, but will continue meeting in the new year. An additional meeting will be held before the end of the year to discuss the final parts of the clinical plan. The meetings will likely continue in perpetuity with rotating members to revisit the plans and improve them as they go.
- Q: I think the faculty are hoping to have a bit more transparency and see all of the plans if possible.
 - A: Compensation Committee members will provide updates to the Faculty Council to the extent that they are helpful.
- Q: Do we know what the excess RVU value is going to be for incentive purposes?
 - A: Mike Wright stated that each faculty member's salary will be compared to the total compensation table; they'll calculate that as a percentile and then they'll add 15% to that and convert that on the work RVU benchmarks to determine the threshold. As faculty exceed that threshold, the productivity then determines what they should have been paid at. Then we look at what faculty were paid at and what they should have been paid at based on their productivity, and will pay out the difference in those two values. Therefore, each individual faculty member is going to have a different salary that they're paid and a different productivity level and it's not going to be a set dollar per RVU. There will likely be more incentive dollars paid out under this plan as it's structured.
- Q: Will RVU targets be adjusted for use of sick, annual leave, or FMLA?
 - A: We're moving away from the idea of targets, so it's not a matter of targets being adjusted. The chairs defined what a full FTE assignment was and they took things like that into account. Faculty who are out on FMLA or on military leave will be "held harmless" for that block of time. Sick leave and annual leave are considered different from FMLA, and these are included in the FTE's and benchmarks.
- Q: I see that there are significant fluctuations in the AAMC RVU benchmarks. How can faculty accommodate for the productivity change?

- A: It's important to keep in mind that the benchmarks are usually based on data that's a little older than a year. Some specialties fluctuate quite a bit from year to year and have asked to use an average for those specific specialties.
- Q: Where will the extra payouts come from?
 - A: This compensation plan will be more market competitive than our current plan. The incentives in this plan will likely stimulate faculty to increase their production, which will increase our financial performance. The funds flow inside the enterprise from hospital to college is being reworked.
- Q: Will fractional percentiles be rounded-up to the fifth increments?
 - A: The exact percentiles will be calculated.

4. AAMC Standpoint Survey – Ellen Zimmermann, M.D., Associate Dean for Faculty Development, UF College of Medicine

- As a follow-up to discussion at last month's meeting regarding the recent AAMC Standpoint Survey, Dr. Zimmermann provided an example of how the college used the data from the Standpoint Survey that was done in 2016.
- Dr. Zimmermann and others completed the COM Faculty Retention Project in 2018-2019. In today's meeting, she discussed how they used the data from the survey to understand what the characteristics are for faculty who express the intent to leave. She stated that there's not much insight into what faculty are thinking for the future; we tend to be reactive, particularly when it comes to faculty retention. This was a good opportunity to address this important issue.
- Dr. Zimmermann looked at the top 10 questions that were associated with a faculty member's intent to leave. Something highly associated with the intent to leave is if faculty don't feel that they fit well in their department or their medical school. Additionally, all four questions associated with the supervisor were in the top 10 questions associated with the intent to leave. Supervisors are very important to faculty's happiness, which is something they did not anticipate.
- The profile of faculty with the intent to leave is that they are usually under the age of 45, have junior faculty status, have no title beyond rank, have been at the institution for 6-15 years, are non-tenure track, and do not feel strong mentorship.
- The data indicated that opportunities for professional development, a good relationship with supervisors, and feeling a sense of accomplishment in day-to-day activities are the triad of what makes faculty happy, satisfied and content at their institution.
- Dr. Zimmermann encouraged faculty to critically analyze the Standpoint survey outcomes and devise research projects around these data.

5. LCME Accreditation Update - Joseph Fantone, III, MD, Senior Associate Dean for Educational Affairs, UF College of Medicine

- The UF College of Medicine has been in the midst of a 20-month process of a Self-Study that is mandated by our accrediting body, the Liaison Committee for Medical Education (LCME), about every 8 years. Our last accreditation was received in 2015. The mock site visit was held in the Fall and the actual site visit is scheduled for January 23-25, 2023. The process has involved well over 100 faculty and students with significant time commitment that included the completion of an LCME data collection instrument, resulting in a 360-page database. The database includes information about student performance, admissions, finances, research, and clinical operations. The results of the

AAMC Graduation Questionnaire were also included. In addition, there was a detailed independent student analysis of their educational experience. All of this information was used to complete an 8-page Self-Study Report that was submitted to the LCME.

- The LCME Survey Team received this data at the end of October and may request additional data to be provided before the site visit. The schedule for the site visit is being finalized.
- Following the site visit, the LCME Survey Team will compile a report based on the information they received and how the college stands against the 12 Standards, of which there are 93 Elements, that contribute to those 12 Standards. They will provide a report to the LCME's home committee, which will likely be reviewed at their June meeting.
- Dr. Fantone reviewed the strengths and challenges that were noted in the Self-Study Report and thanked everyone for their participation in this process.

President Martin Rosenthal adjourned the meeting at 6:10pm.

Announcements:

- The College congratulates its learners, trainees, and faculty for their recent achievements and recognition. More [here](#).
- Warmest wishes for a happy, restful and peaceful Holiday from the FC Officers team
- Announcing the appointment of Joe G.N. "Skip" Garcia, MD, as associate vice president for research at UF Health
- UF College of Nursing and UF Health Nursing Honored for Academic Partnership. [Read the full story](#).
- Save the date for the UF College of Medicine Celebration of Research: February 27-28, 2023. Abstract submission is open [here](#).
- The [UF Fairness and Equity Guidelines for Student Assessment](#) have been published. The guidelines are intended for voluntary use by UF faculty to support their assessment of student learning.
- Stop by the Faculty Lounge (Medical Sciences Building, Room M125) and make yourself an Espresso, Café Mocha, Mochaccino, Latte, Cappuccino, Regular Coffee, Iced Coffee, Hot Chocolate or Tea (hot or iced)
- 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, January 3, 2023 @ 5PM.

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