

Minutes of the April 4th, 2023 - UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President Elect - Sylvain Doré
Treasurer – Eric Jeng
Past President – Ashley Ghiaseddin
Vice President – Erica Dale
Secretary – Paramita Chakrabarty

Officers Absent:

President – Martin Rosenthal

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
Ashley Ghiaseddin – Neurological Surgery
Gabriel Bonnell- Neurology
Paramita Chakrabarty – Neuroscience
Robert Egerman – Obstetrics & Gynecology
Jonathan Hu – Ophthalmology

Si Chen – Otolaryngology
Travis Grant – PA School
Yu Yang– Pathology
Mike Davis – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Carolyn Geis – Phys Med & Rehabilitation
Erica Dale – Physiology
Mariam Rahmani – Psychiatry
Steven Swarts – Radiation Oncology
Priya Sharma– Radiology
Lisa Spiguel– Surgery
Romano DeMarco - Urology

Department Representatives Absent:

Kiran Lukose – Medicine
Edward Scott – Molec. Genetics & Microbiology
Luis Pulido – Orthopaedics & Rehab.

Guest Speakers:

Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development, UF College of Medicine
Scott Sumner, MBA, Chief Financial Officer, UF College of Medicine
Tammy Williams, MHA, Chief Operating Officer, UF College of Medicine
Mindy Pulliam, Assistant Director, Operations, UF College of Medicine Dean's Office – Finance & Administration

Ex-Officio Members:

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

Minutes:

1. The meeting was called to order at 5:10pm.
2. The minutes from the March 7th, 2023 meeting were approved.
3. [AAMC StandPoint Faculty Engagement Survey 2022 Results](#) – Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development, UF College of Medicine
 - These results will be released to all departments next week.
 - This faculty engagement survey is specifically designed for academic medicine and measures 16 dimensions of engagement in academic health education. Over 80 medical schools have participated in this survey since it was first launched in 2009. The UF COM completed this survey in 2009 and 2016. Data from this survey has been featured in over 55 publications and presentations. The UF COM previously completed this survey in 2009 and in 2016, which allows

us the ability to look at how we're doing longitudinally as an academic health center. Faculty surveys are the best way to create a baseline and to ensure that resources are targeted to where they are needed the most.

- The UF COM completed the recent survey from October through November of 2022. Our cohort includes 27 schools that completed the surveys between October of 2019 through December of 2022. The response rate for the UF COM in Gainesville was 75%, which was much higher than the cohort response rate of 59%.
- In response to the survey results, the 3 areas that will be focused on at the college-level are medical school governance, compensation and benefits, and faculty recruitment and retention. These areas were chosen because overall satisfaction was noted at less than 65% in those categories, we performed worse than our cohorts in those categories, and the percentage of dissatisfaction is higher now than it was in 2016 in 2 of the 3 categories.
 - In terms of medical school governance, there is a problem with perceived transparency, therefore Focus Groups need to be formed to determine what information faculty want and how they want to hear it. In the coming year, the Dean and Senior Associate Deans will be visiting each department to address any questions faculty may have.
 - There is a lack of satisfaction with the overall compensation and benefits. The new Compensation Plan will go a long way to equalize pay for the work performed. In terms of benefits, the Dean is aware of how far behind our benefits are as compared to our peers. A positive benefit that was recently added was coverage of artificial reproductive technology for faculty who are on GatorCare. The restoration of retirement benefits is a top priority.
 - Effective strategies need to be developed for ensuring faculty retention.
 - Women faculty have reported dissatisfaction regarding lack of respect and harassment in the work place. Efforts will need to be made to make the reporting process transparent, safe and non-retaliatory.
 - The Dean and Associate Deans will be engaging faculty to foster transparency, communication and emphasizing renewed priorities.

4. Update on UF College of Medicine ELEVATE Initiative – Scott Sumner, MBA, Chief Financial Officer, UF College of Medicine, Tammy Williams, MHA, Chief Operating Officer, UF College of Medicine Mindy Pulliam, Assistant Director, Operations, UF College of Medicine Dean's Office – Finance & Administration

- Upon being appointed in their roles, the Dean tasked Scott Sumner and Tammy Williams with the primary responsibility of developing a 5-year strategic plan to modernize the finance and administration infrastructure for the COM in support of the strategic plan. In the summer of 2022, the Huron Consulting Group was engaged to help perform an assessment of COM Finance and Administration. Scott and Tammy have been formulating enhancement opportunities since that time.
- The goals of the ELEVATE Initiative are to:
 - Evaluate the appropriateness of the current state distribution of work
 - Assess the current deployment of roles to perform work
 - Review operational policies, procedures, and guidelines for effectiveness
 - Recommend opportunities to optimize operating model and organizational structures
 - Elevate fiscal responsibility and establish accountability across departments and units
 - Position the college for sustainable, long-term growth
- The following 6 initiatives were determined, which will enhance COM operations:

- Establish centers of expertise: Create repositories of knowledge experts, data, and best practices and charge with enacting strategic initiatives aligned with college priorities
- Reimagine service delivery strategy: Establish function-specific transactional support teams to perform high-volume administrative tasks and services for a shared customer base.
- Strengthen the budget process: Document key milestones, establish discussion topics for regular evaluation meetings, and publish a summary dashboard of progress and performance to date.
- Clarify the funding model and fund uses: Enhance transparency into funding model methodologies and provide guidance around optimal use of fund sources.
- Clarify sources and uses of assessments: Clarify rates, levels, methodologies, rationale, and uses of assessments levied on departments.
- Leverage and enhance reporting: Produce standard departmental reports of all resource availability, utilization, and key performance metrics.
- Scott Sumner as CFO and Tammy Williams as COO will have primary responsibility for the initiatives. A Steering Committee is in place that has a senior management advisory team that includes all Departmental Administrators. There are also Design Team Task Forces in place that are recommended by departments as subject matter experts in the task force that they serve on. A project manager team will support the task forces to monitor dashboard performance, deliverables, etc. The Finance and Administration team is involved in all of the initiatives and a communication campaign will soon be underway. The initiative will be formally launched at the April 2023 COM Executive Committee meeting.
- Those who are participating in this initiative are encouraged to get out of the concept of the departmental mindset of where they come from and rather get on the balcony to look at the COM and its' future and to formulate something that will have better outcomes, more efficiency and better job satisfaction.
- Clarifications were provided by Mr. Sumner about prioritizing spending cash based restricted fund resources held at the department level, including overhead, foundation funds and miscellaneous residuals. This could lead to sustainable growth with a balanced budget in the near future. The Dean's office will involve departmental administrators and chairs to facilitate and prioritize resources that could be utilized.

5. Committee Reports:

- Updates will be provided at next month's meeting.

Past President Ashley Ghiaseddin adjourned the meeting at 6:21pm.

Announcements:

- 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.
- Save the Date: UF COM Celebration of Diversity Week: April 10-15, 2023
- Save the Date: 2023 MD Commencement is on Saturday, May 20, 2023 at 9 AM in the Phillips Center for the Performing Arts. Tickets are required for entry.
- Congratulations to the new Chair of Neurology: Michael S. Jaffee, MD.
- For resources and tools to thrive, be sure to check out the UFCOM Wellness [website](#)
- Please plan to join us at the Spring Faculty Assembly to celebrate with and honor your colleagues. Date: Friday, April 14, 2023; Time: 7:00am – 8:00am; Location: Harrell Medical Education Building; Learning Studio 125

- Voting for the U.S. News & World Report's Best Hospitals and Best Children's Hospitals survey has begun, with voting for all hospital specialty rankings conducted through [Doximity](#). This influential survey presents an opportunity to advance the national reputation of UF Health Shands Hospital and UF Health Shands Children's Hospital.
- Log Into Your Free Electronic Lab Notebook Account at LabArchives through the [SSO](#): Instructions on accessing LabArchives
- Women In Medicine & Science: Find your [WIMS Village](#) and Connect with Faculty

The next Faculty Council Meeting will be held Tuesday, May 2nd, 2023 @ 5:00pm.

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