

Minutes of the November 7th, 2023 - UF Gainesville COM Faculty Council Meeting (held via Zoom)

Officers Present:

President – Erica Dale
President Elect – Michael Haller
Past President – Martin Rosenthal
Vice President – Erin Vanzant
Secretary – Paramita Chakrabarty

Officers Absent:

Treasurer – Eric Jeng

Department Representatives Present:

Rene Opavsky – Anatomy & Cell Biology
Arvin Trippensee – Anesthesiology
Thomas Mareci – Biochem. & Molec. Biology
Ronnie Ren – Emergency Medicine
Kelly Gurka – Epidemiology
Ramzi Salloum – Health Outcomes & Bio Informatics
Sherri Kittelson – Medicine
Edward Scott – Molec. Genetics & Microbiology
Ashley Ghiaseddin – Neurological Surgery
Gabriel Bonnell – Neurology
Benoit Giasson – Neuroscience
Jonathan Hu – Ophthalmology

Matthew Patrick – Orthopaedics & Rehab.
Si Chen – Otolaryngology
Jason Fromm – PA School
Yu Yang – Pathology
Michele Lossius – Pediatrics
Jonathan Bird – Pharmacology & Therapeutics
Rui Xiao – Physiology & Aging
Steven Swarts – Radiation Oncology
Priya Sharma – Radiology
Lisa Spiguel – Surgery
Romano DeMarco – Urology

Department Representatives Absent:

Li Chen – Biostatistics
Dan Rubin – Community Health & Fam Med.
Michael Lavery – Dermatology

Robert Egerman – Obstetrics & Gynecology
Shawn McGargill – Phys Med & Rehabilitation
Matt Daley – Psychiatry

Guest Speakers:

Joseph Fantone III, M.D., Vice Dean for Education, UF College of Medicine
Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development, UF College of Medicine

CFAS Ad-Hoc Member:

Albert Robinson, III, M.D., Associate Professor, Department of Anesthesiology, Chief, Division of Vascular Anesthesiology, Assistant Dean, Office for Diversity & Health Equity

Minutes:

1. The meeting was called to order at 5:00pm.
2. The minutes from the October 3rd, 2023 meeting were approved.
3. Discussion regarding general themes of Senior Associate Dean Evaluations –
Joseph Fantone III, M.D., Vice Dean for Education, UF College of Medicine
Mark Segal, M.D., Ph.D., Senior Associate Dean for Faculty Affairs & Professional Development, UF College of Medicine
 - Dr. Fantone discussed the current areas of focus for the educational programs. He is working with faculty, department chairs, and other leadership within the health system to find the right level of support in these areas.
 - Doctoral education programs/PhD programs – Dr. Fantone stated that now is an opportune time to map out a strategy of how to support our graduate programs moving forward. The size of the graduate programs needs to be assessed, particularly the doctoral program, and we need to determine how to provide competitive stipends and support for students. Additional investment by the COM

will be required if we look for further expansion to complement and support these programs.

- Compensation plan – Dr. Fantone stated that the compensation plan has been focused primarily on the clinical enterprise and the distribution of resources, based on clinical productivity. There has not been as much discussion in relation to the educational mission and the research mission, however, we have now entered the next phase with plans to address this. He stressed the importance of supporting our educators so that we can continue to deliver a high-quality educational program to our students.
- Quality of clinical training sites – Dr. Fantone stated that clinical stresses in outpatient sites alone are quite daunting, and when adding students on a daily basis, it can put even more stress on the system and in the quality of life of the individual faculty members. This also applies to faculty in the inpatient setting, but it seems to be more acute with clinical faculty in the outpatient setting.
- Dr. Segal discussed the current areas of focus for faculty programs. He continually strives to improve the work environment for faculty.
 - Improved communication and speed of decision-making – Dr. Segal stated that we work through a difficult system at UF with many layers that slow down decision-making. It is difficult to communicate well in this environment and we tend to default to email, which is a terrible way to communicate. The best way to convey information is through the Faculty Council representatives who report back to their departments, although that may not be utilized as much as it should be in certain departments. Over the next year or so, Dr. Segal plans to focus on addressing the concerns of faculty regarding the compensation plan and the plan for rolling out the compensation plan for basic science faculty.
 - AAMC Standpoint Survey results indicating harassment of faculty – Dr. Segal stated that data from the recent Standpoint Survey indicated unacceptable levels of faculty harassment within the College of Medicine. He stated that we need to do a better job of reporting to give our new Chief of Staff, Dr. Jennifer Hunt, an opportunity to modify behavior and make our workplace better for everyone, including faculty and students.
 - Discontent with the EPIC electronic medical record system - Dr. Segal stated that EPIC has been a major point of contention and source of discontent for faculty. He has been working closely with the Chief Medical Informatics Officer, Dr. Robert Donnell, to put innovations in place within EPIC to make life easier for faculty.

4. Committee Reports:

- President's report and Executive Committee Report – Erica Dale, Ph.D.
 - Dean Koch recently announced that she will be stepping-down as Dean of the College of Medicine effective January 2024. The Faculty Council officers informed Dr. Nelson that they would like to be involved in the process of choosing the Interim Dean and the permanent Dean. Dr. Nelson plans to attend an upcoming Faculty Council meeting to discuss this.
 - Several Faculty Council representatives participated in the Focus Group administered by Dr. Jennifer Hunt and Richanne Lamb that was aimed at gathering insights and input for ongoing initiatives related to professional effectiveness and faculty support.

Dr. Dale said it was incredibly successful and she thanked those who participated. Dr. Hunt and Richanne were happy with the level of input and they would like to meet again in the future. Dr. Dale discussed the following highlights of the discussions:

- Dr. Hunt is establishing a system to promote professionalism. She is developing a comprehensive plan to elevate everyone and give them opportunities for development and counseling.
 - There is a new policy for post-retirement volunteer services. Additional information can be found online at: <https://policy.ufl.edu/policy/post-retirement-volunteer-services/>.
- Dr. Nelson sent out an email on November 6 announcing the COVID-19 vaccine pharmacy locations, and addressing frequently asked questions about the updated vaccines.
- AAMC CFAS – Albert Robinson, III, M.D., Meredith Thompson, M.D.
 - No updates to report.
- Committee to Determine Best Practices for Hiring at COM – Ashley Ghiaseddin, M.D.
 - No updates to report.
- Curriculum Committee - Jason Fromm, M.D.
 - Results from the recent Graduation Questionnaire were discussed that included the following responses:
 - Some students reported mistreatment such as being publicly humiliated, as well as observing inappropriate language and behavior of faculty and residents.
 - Most students strongly agree that they are satisfied with their educational experiences at UF.
 - The Program Directors that employ our graduates at the residency level are extremely complimentary of the skills of our graduating students.
- Faculty Senate
 - No updates to report.
- Hospital Operations Committee – Lisa Spiguel, M.D.
 - The committee is continuing to work on developing a new platform for their meetings. An update should be provided within the next couple of months.
- Research Task Force – Jonathan Bird, Ph.D.
 - Linda Cubias from Lab Archives recently provided an on-site training session for the electronic lab notebook software. Additional on-site trainings will be scheduled.
 - Dr. Bird attended the October Research Advisory Council meeting. The agenda was focused around discussions of Workforce and Infrastructure development as part of the COM strategic plan.
- Wellness Task Force
 - No updates to report. A representative from the Faculty Council is needed to take over leadership of this group. Those interested can email Dr. Dale at: ericadale@ufl.edu.

President Erica Dale adjourned the meeting at 5:50 pm.

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.
- For resources and tools to thrive, be sure to check out the UFCOM Wellness [website](#)
- Log Into Your Free Electronic Lab Notebook Account at Lab Archives through the [SSO](#):
Instructions on accessing Lab Archives
- Please use the [Well-Being Index](#), a tool designed to help residents, fellows and program leaders navigate mental health needs, and provide feedback [here](#) under the people pillar of the college's strategic plan.
- The Faculty Senate Chair invites you to share any comments regarding administrative burden [here](#).
- The call for poster abstract and art submissions for the 14th Annual College of Medicine Celebration of Research at the Exactech Arena at the Stephen P. O'Connell Center on February 12-13, 2024 is open now. More information [here](#).

The next Faculty Council Meeting will be held Tuesday, December 5th, 2023 @ 5:00pm.

Minutes recorded by Melissa Liverman, Administrative Assistant, and edited by Dr. Paramita Chakrabarty and Dr. Erica Dale.