

**MINUTES**  
**Faculty Council**  
**October 4, 2021**  
**12:00 P.M.**

The meeting of the Faculty Council was called to order by Dr. Elizabeth DeVos on October 4, 2021, at 12:00 p.m., via Zoom.

Check attendance

**ATTENDANCE**

**Attending:** Eric Conde, MSA; Zach Deutch, M.D.; Elizabeth DeVos, M.D.; Linda Edwards, M.D.; Mike Freidl, M.D.; Hariharan Ganapathi, M.D.; Kelly Gray-Eurom, M.D., MMM; Derek Hamlin, M.D.; Carmen Isache, M.D.; John Kiel, D.O.; Suparna Krishnaiengar, M.D.; Amy McCoy, M.D.; Sfurti Nath, M.D.; Melissa Parsons, M.D.; Gazanfar Rahmathulla, M.D.; Salam Salman, M.D., D.D.S; Jinous Sareman, M.D.; Matt Warrick, M.D.; Jason Wheatley, D.O.

**Absent:** Mike Freidl, M.D.; Sandeep Grover, M.D.; Ruchir Puri, M.D.; Gregory Wynn, M.D.; Brian Yorkgitis, D.O.

**Others:** Pradeep Kadambi, M.D.; Tim Reinschmidt; Nancy Stover

**Departments not represented:** Ophthalmology, Psychiatry, and Surgery

The minutes of the Faculty Council meeting of September 13, 2021, were approved.

**Dean's Report:** Dr. Edwards stated that faculty will receive incentives and bonuses in November. She stated the UF Health East ASC and MOB are scheduled to open July 2022. The UF Health Board approved the financing for the 2<sup>nd</sup> bed tower at the North. She stated that Flagler discussions continue. The new ER/Urgent Care Centers are scheduled to open in the fall of 2022. Dr. Edwards stated that the faculty salary analysis is available on the Bridge. There will be a Strategic Planning Council meeting on October 15. The hospital has agreed to fund an additional 33 resident positions which requires ACGME approval. The date for roll out of the PTO conversion has not been determined.

**Administrative Affairs Update:** Mr. Conde stated that the faculty salary analysis will be distributed to the chairs and the Faculty Council. The PTO conversion will not occur this year. Wellness gifts are still available from the UF store for Gator Care participants. He stated that faculty with no benefit changes do not have to take any action during open enrollment which is October 11 to October 29.

**President's Report:** Dr. DeVos stated that 22 faculty will participate in the promotion and tenure process this year. Mid-career review is available to all faculty and is on the COM website. She stated that Dr. Neumayer and Dr. Isache have been appointed by the Dean to the promotion and tenure committee. Dr. Joseph will make a presentation at the next Faculty Council meeting on DEI. She stated that a UF COM videographer is available to faculty through Web Services.

**Faculty Survey:** Dr. Kadambi stated that the results of the 2019 employee engagement survey were presented at a Faculty Town Hall meeting on February 21, 2020. Since many concerns in the previous survey were not addressed due to the pandemic, another survey might be more appropriate next year while those concerns are being addressed. Dr. Edwards stated that the well-being index results can be shared with the Faculty Council at large.

**Compensation Plan:** Dr. Kadambi stated that the shadow plan is on-going and scorecards for one department will be shared with the chair in the next few weeks,

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**Faculty Senate:** No report.

**Quality Report** Dr. Gray-Eurom reported on the hospital goals. She stated that the LOUW Institute ranked the hospital #2 in the state and #101 in the nation for performance in equity, value and outcomes categories.

**Finance Report:** Mr. Reinschmidt stated that there is an overall budget deficit through August due to a decrease in commercial business and decrease in volume. Dr. Kadambi stated that our cost of doing business has gone up significantly.

**GME:** Dr. Krishnaiengar stated that the Cureus channel is live and reiterated that work should be submitted to specialty journals first and then to Cureus if not accepted. She stated that Dr. Diachun will take the lead for the quality improvement and patient safety curriculum for the trainees. She stated that resident interviews will be virtual for 2021/2022. She stated that faculty are encouraged to attend the faculty development lecture on October 20 on "Giving an Oscar-worthy Powerpoint".

**Collaboration with Gainesville Faculty Council:** Dr. DeVos stated that a meeting is scheduled on November 8 with the Gainesville Faculty Council officers.

There being no further business, the meeting adjourned 12:50 p.m.

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Gregory Wynn, M.D.  
Secretary