

MINUTES
Faculty Council
December 7, 2020
12:00 P.M.

The meeting of the Faculty Council was called to order by Dr. Brian Yorkgitis on December 7, 2020, at 12:00 p.m., via Zoom.

ATTENDANCE

Attending: Mark Bandyk, M.D.; Eric Conde, MSA; Zach Deutch, M.D.; Elizabeth DeVos, M.D.; Mike Freidl, M.D.; Akaber Halawi, M.D.; Leon L. Haley, Jr., M.D.; Derek Hamlin, M.D.; Carmen Isache, M.D.; John Kiel, M.D.; Amy McCoy, M.D.; Brian Madow, M.D.; Sfurti Nath, M.D.; Ashley Norse, M.D.; Melissa Parsons, M.D.; Salam Salman, M.D., D.D.S.; Jinous Saremia, M.D.; Stephanie Sims, M.D.; Jason Wheatley, D.O.; Gregory Wynn, M.D.; Brian Yorkgitis, D.O.

Absent: Suparna Krishnaiengar, M.D.; Ruchir Puri, M.D.; Gazanfar Rahmathulla, M.D.; Matt Warrick, M.D.

Guests: Kelly-Gray Eurom, M.D., MMM; Pradeep V. Kadambi, M.D., MBA; Tim Reinschmidt; Nancy Stover

Departments not represented: Neurology, Neurosurgery

The minutes of the Faculty Council meeting of November 2, 2020, were approved.

Dean and CEO Report: Dr. Haley stated that COVID 19 numbers are holding steady in the hospital. He stated that we are one of five hospitals to receive the first shipment of the COVID 19 vaccine around December 14. Staff will receive vaccinations scheduled through MyChart starting December 16. He asked the Faculty Council to encourage everyone to get vaccinated. The Flagler project clinic building opens in the first quarter of 2022 and the hospital about 6 months later. He stated that the Jax Spine project is being finalized. The ED Care project sites have been identified. Work on the physical plant for the Office of Student Affairs' space begins January 2021 with completion in August 2021. A pilot group of medical students will arrive in the fall. The target date for completion of the brain health project is July 2021. He stated that 5 departments have been selected for identifying the needs and engaging faculty in research. Research funding last year was \$24.9 million. Faculty received an e-mail about training on managing bias which needs to be completed by the end of January 2021. Dr. Haley stated that the new Dean of the College of Medicine starts in January 2021 and he hopes to have her visit the Jacksonville campus soon. He stated that the kick off meeting for the search for the chair of Anesthesiology is next week.

Presidents Report: Dr. Yorkgitis stated that he has asked for the results of the survey that all faculty and residents completed on wellness and burnout. He stated that he represents the Faculty Council on the Compensation Committee. Dr. Kadambi stated that the structure of the plan will be similar between Jacksonville and Gainesville. He stated that the total compensation for the Jacksonville campus is higher than that in Gainesville. The productivity in Jacksonville is higher than that in Gainesville. He stated that there is a slightly different methodology as it pertains to populating the clinical FTE. The 1- methodology means that anything we subtract from 1.0 must be funded through the hospital, the practice or through the College of Medicine. There are a number of Subgroups which will be looking at administration positions, call pay, extra duty pay, APP productivity, and how to factor in dollars for resident and fellow education. There

will be a component for chair discretion within departments. Subgroups will report their progress within the next few weeks. The committee will start rolling out communications to the faculty about the plan.

Faculty Senate and Administrative Affairs Report: Dr. DeVos stated that the Faculty Senate meeting focused on the University's anti-racism work. At that meeting, Dr. Nelson reported to the general faculty about the status of COVID, plans for the spring semester and planning for the vaccine. The retirement program was discussed and how to make changes to their plans. Information was distributed to all faculty. Mr. Conde discussed the plans available to faculty and actions that need to be taken. He stated that the PTO cap of 352 hours is still under discussion.

Quality and Safety Update: Dr. Gray-Eurom stated that the Board has asked that a US News and World Report metric be added to the hospital goals dashboard. Projects continue on length-of-stay, discharge to home, care coordination, preventing readmissions, neurology, cardiovascular surgery, hospitalists, and more.

Financial Update: Mr. Reinschmidt stated that the practice plan is ahead of plan for the first four months.

Collaboration: Dr. Yorkgitis stated that a meeting with the Gainesville Faculty Council Officers will be scheduled at the beginning of the next calendar year.

There being no further business, the meeting adjourned at 12:55 p.m.

Gregory Wynn, M.D.
Secretary