



## Faculty Matters

Office of Faculty Affairs & Professional Development  
College of Medicine



MAY 2012

<http://facultyaffairs.med.ufl.edu/>

### Celebrating Faculty

The 2nd Annual Faculty Appreciation Reception was held Monday April 23. We recognized the 2012 COM Faculty Research Award winners: Dr. C. Parker Gibbs, Associate Professor of Orthopaedics and Rehabilitation (Clinical Science) and Dr. Roland Herzog Associate Professor of Pediatrics, Division of Cellular & Molecular Therapy (Basic Science). Dr. Stephen Sugrue announced the COM UF Research Foundation Professors for 2012, Arthur Edison, PhD (Biochemistry & Molecular Biology), Kelli Komro, PhD (Health Outcomes & Policy), D. Grant McFadden, PhD (Molecular Genetics & Microbiology), Colin summers, PhD (Physiology & Functional Genomics) and I. David Weiner, MD (Medicine/Nephrology). We congratulated the winners of the COM Education Awards: Basic Science Teacher of the Year Thomas Rowe, PhD (Pharmacology and Therapeutics) and Clinical Science Teacher of the Year Robert Averbuch, MD (Psychiatry)

We congratulate our Faculty in Service to the COM for 20, 30 and even 40 years.

Our faculty celebrating 20 years are Patricia Abbitt, MD, Donn Dennis, MD, Kaysey Enneking, MD, Nancy Hardt, MD, Jay Lynch, MD, Suzanne Mastin, MD, Wayne McCormack, PhD, Dave Muir, MD, Don Novak, MD, Keith Peters, MD, Ed Ross, MD, Mark Scarborough, MD, Fred Southwick, MD and Peggy Wallace, PhD.

The five faculty members reaching their 30 year anniversary are Jerry Berger, MD, Jim Gallagher, MD, Linda Morgan, MD, Mohan Raizada, PhD, and Charles Wingo, MD.

William Kem, PhD and David Silverman, PhD have led full careers at UF for 40 years. Honoring Dr. Silverman, Department Chair Stephen Baker commented that Dr. Silverman has the distinction of holding continuous NIH funding on one uninterrupted grant on carbonic anhydrase for 35 years. Dr. Baker noted, "with his research productivity, commitment to education and temperament, David has been a faculty role model and made my job easier!"

Plan to celebrate with us in 2013!



Photo (left): Dr. David Silverman and his wife Carole, after being recognized for 40 years of outstanding service to the College of Medicine.

---

## Promotion and Tenure

Look for an updated version of the proposed COM Promotion and Tenure Guidelines next week. For those planning to submit a packet this cycle, we encourage you to prepare an educational portfolio (insert as packet item #11) and/or clinical portfolio (insert as packet item #24) if appropriate. While you may not have all elements, these portfolios afford the opportunity to showcase your accomplishments and solidify your attainment of distinction.

When considering outside evaluators to solicit letters, please be aware that the University guidelines strongly suggest that outside letters be requested from those who do not have a “personal relationship” with the candidate, meaning any current or previous meaningful relationship as program director, mentor, co-investigator or co-author. The evaluators should not be providing letters of support, but objective assessments of the candidate’s contributions.

The proposal to extend the COM tenure probationary period from 7 years to 10 years will

be voted by the Board of Trustees at their June 7-8, 2012 meeting. If the extension is approved, a faculty member beginning his/her 7th year in a tenure-accruing position would have the option of delaying submission of a tenure packet with the support of the Department Chair. However, faculty members should not consider a 10-year probationary period as the norm and are encouraged to complete their applications when ready.

---

## Faculty Forward

COM faculty completed the AAMC Faculty Forward survey in December 2011 and the results were returned last month. The Faculty Forward Task Force is analyzing the results and will be distributing department-level findings to each Department Chair. College-wide reports will be made available in several venues over the coming months.

Of 1503 COM faculty eligible for the survey, 955 (63.5%) completed the survey, compared to 61.7% for the 13 participating institutions. Areas of satisfaction that scored above 70% agreement (strongly agree or agree) included “my job”, “relationship with my supervisor,” “collegiality and collaboration,” and “promotion equality.” Satisfaction with “growth opportunities”, “clinical practice,” and “medical school governance,” averaged between 46% and 55% agreement (strongly agree or agree). Many more results and details will be shared in upcoming reports.

The Shands Employee Satisfaction Survey was also completed recently and will be shared with faculty in the near future.

---



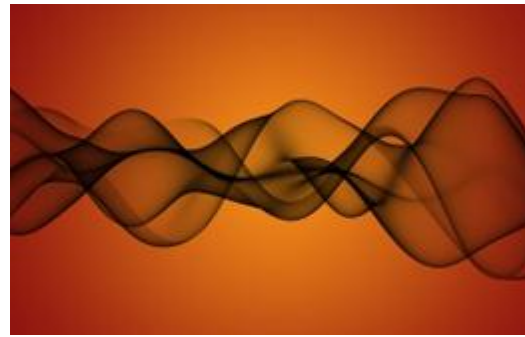
## Faculty Council Corner

Faculty Council elections will take place in May. Nominations are open for President-Elect, Vice-President, Secretary and Treasurer. Please consider participating in the Council which works to support faculty and enhance the missions of the College of Medicine. Contact Marilyn Dumont-Driscoll, MD, PhD, President COM Faculty Council [dumonmd@peds.ufl.edu](mailto:dumonmd@peds.ufl.edu) to submit a nomination or to learn more about FC.



## Upcoming Educational & Professional Development Seminars:

**Professional Development Seminar:  
"Situational Intelligence" Presented by**



## Calling All Artists!

We've had a good response to our invitation like to showcase Faculty art on a rotating basis. Let us know if you have a painting, sculpture or other creation that you'd be willing to loan us for display in the reception area of room M100. We know you have many talents, help us celebrate the multiple facets of the College.

If interested call (352)294-5343 or email [Marian.Limacher@medicine.ufl.edu](mailto:Marian.Limacher@medicine.ufl.edu)



## Mark Your Calendars!

- Jun 6th, 4 – 5:30pm,  
Communicore Building, Room  
C2-033 – "Building an Educator  
Portfolio" – Presented by Elisa

**Jane Douglas, Ph.D.**

**May 2, 2012 4:00 - 5:30 pm**

**Communicore Building, Room C2-033**

How can you tell when a colleague has reservations about your diagnosis of a patient? Can you differentiate an enthusiastic response from a colleague with whom you're collaborating from a well-concealed lukewarm reaction? And can you tell when a patient is lying about being compliant? The past decade has provided us with considerable body of cognitive neuroscience research on social intelligence and non-verbal communication. This workshop aims to use this research to provide a quick and dirty guide to reading expressions and body language that will equip participants with an understanding of how to read the non-verbal signals of others and how to recognize and manage their own.

**Educational Development Seminar:  
"Effective Mentoring Relationships"**

**Presented by Rebecca Pauly, M.D.**

**May 16, 2012 4:00 - 5:30 pm**

**Communicore Building, Room C2-033**

[Click to Register for this Workshop](#)

---

## Contact

Contact us for additional information about any items in the newsletter or any other issues:

Marian Limacher, MD

Senior Associate Dean for Faculty Affairs and Professional Development

M 102A

Zenni, M.D.

- Jun 8th, 1 – 5:00pm, Location TBD, Room TBD – CTSI Research Day
- June 20th, 4 - 5:30pm, Communicore Building, Room C2-033 – “E-learning in Sakai: Setting Up Your Course for Distance Learners” – Presented by Randy Graff, Ph.D.

[Looking for a Past Presentation?](#)

Office: 294-5343

[Marian.Limacher@medicine.ufl.edu](mailto:Marian.Limacher@medicine.ufl.edu)

---

 [Friend on Facebook](#)

 [Follow on Twitter](#)

[Forward to a Friend](#)

**UF&Shands**  
The University of Florida Academic Health Center

**UF** UNIVERSITY of  
FLORIDA



[unsubscribe from this list](#)