

Cover Sheet: Request 10987

Request to transition the Division of Urology-Jacksonville to a department within the UF College of Medicine - Jacksonville

Info

Process	Unit New/Modify/Close College
Status	Pending
Submitter	Griffith,Casey Todd cgriffith@aa.ufl.edu
Created	4/29/2016 10:19:28 AM
Updated	4/29/2016 10:22:21 AM
Description	<p>The University of Florida College of Medicine -Jacksonville (UFCOM-J) Executive Committee proposes transitioning the UFCOM-J Department of Surgery's Division of Urology to an independent department of the UFCOM-J.</p> <p>The University's Senior Vice President for Health Affairs; Dean of the College of Medicine; the Chair of the Department of Surgery - acksonville; the department of Surgery faculty; and the UFCOM-J Faculty Council are supportive of transitioning the urology division into the Department of Urology at the UFCOM-J.</p> <p>The Office of the Provost has been made aware of this proposal and has provided a letter of support.</p>

Actions

Step	Status	Group	User	Comment	Updated
College	Pending	MED - College of Medicine			4/29/2016
No document changes					
University Curriculum Committee					
No document changes					
Graduate Council					
No document changes					
Faculty Senate Steering Committee					
No document changes					
Faculty Senate					
No document changes					
Academic Affairs					
No document changes					
Board of Trustees					
No document changes					
Office of the Registrar					
No document changes					

Step	Status	Group	User	Comment	Updated
OIPR Notified					
No document changes					



Office of the Provost
and Senior Vice President

235 Tigert Hall
PO Box 113175
Gainesville, FL 32611-3175
352-392-2404 Tel
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April 26, 2016

MEMORANDUM

FROM: Joseph Glover
Provost and Senior Vice President for Academic Affairs

A handwritten signature in black ink, appearing to be 'JG', located to the right of the 'FROM' line.

SUBJECT: Request to Transition the Division of Urology-Jacksonville to a Department
within the UF College of Medicine-Jacksonville

I have reviewed the proposal and request to transition the UFCOM-J Department of Surgery's Division of Urology as an independent department of the UFCOM-J. I am fully supportive of the Division of Urology becoming an independent Department of Urology in the UFCOM-J.

Thank you.

JG/rjh



Office of the Vice President for Health Affairs
Dean, College of Medicine - Jacksonville

UF Health Science Center
653-1 West 8th Street
Jacksonville, FL 32209
904-244-3131
904-244-3130 fax

April 26, 2016

Dr. Joseph Glover
Office of the Provost and Academic Affairs
Provost and Senior Vice President for Academic Affairs
235 Tigert Hall
Box 113175
Gainesville, FL, 32611-3175

Dear Dr. Glover:

The University of Florida College of Medicine – Jacksonville (UFCOM-J) Executive Committee unanimously approved on February 24, 2016, the proposal to transition the UFCOM-J Department of Surgery’s Division of Urology to an independent department of the UFCOM-J. The University’s Senior Vice President for Health Affairs; Dean of the College of Medicine; the Chair of the Department of Surgery – Jacksonville; the department of Surgery faculty; and the UFCOM-J Faculty Council are supportive of transitioning the urology division into the Department of Urology at the UFCOM-J.

This reorganization would not impact the College of Medicine in Gainesville since Gainesville and Jacksonville operate independently of each other. As you are probably aware, in June 2007 the decision was made to move away from the model of common clinical departments spanning the two campuses (Gainesville and Jacksonville) to the current model of distinct departments with chairs reporting to their respective campus Dean. Furthermore, The College of Medicine in Gainesville separated Urology as an individual Department (formerly a Division in the Department of Surgery) in 2006.

The Urology Division, currently housed within the Department of Surgery, dates back to the early 1960’s when its first resident graduated from the program. Urology faculty members perform the entire spectrum of traditional and contemporary urologic surgery. The clinical offerings of the Division of Urology are comprehensive and represent the entire spectrum of urology. These services include a comprehensive neurologic bladder injury, trauma and reconstruction practice, including advanced male and female robotic reconstruction; a urological oncology practice, which incorporates a multidisciplinary approach and includes advanced robotic interventions; a practice dedicated to the management of urological calculus disease, incorporating both medical and surgical management of simple and complex urinary stone disease; and a practice devoted to the burgeoning field of men’s health, offering expertise in andrology, infertility, erectile dysfunction, and benign prostatic diseases. The Division educates 8 PGY-1 General surgical residents for 8 months of the academic year, 2 URO-3 residents from the Mayo Clinic for 4 months of the academic year, a minimally invasive laparoscopy surgical fellow for 1 month of the academic year, as well as welcomes interested medical students whenever requested. We are currently in discussions with the Mayo Clinic regarding the expansion of urology resident rotations.

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The following key points support the transition to an independent department of the COM-J:

- In 1991 the American Urological Association made recommendations to academic institutions that, "all staff in medical schools and hospitals be members of independent departments and not divisions of surgery." This position was reaffirmed in 2015.
- The Department of Urology intends to begin Fellowships outside of the ACGME system. This would result in a broadening of the educational and health delivery missions of the University of Florida, enhance the care of a complex urologic reconstructive and oncology surgical population, while remaining cost neutral to UF GME, as these positions would be funded by the Department of Urology.
- Departmental status will facilitate future innovations which may improve the financial bottom line of the Urology Division without, impact from the other current divisions within the Department of Surgery.
- Departmental status will increase the ability to effectively implement specific educational plans, thereby attracting better scientists and faculty members in the future.
- Departmental status will allow more equitable involvement in some of the financial decisions (such as incentive plans) and the ability to communicate on an equal basis with chairs from other departments who may have overlapping or conflicting areas of interest.
- Departmental status will allow for more administrative autonomy within the medical center.
- Departmental status will allow for development of endowed chair positions in the future with a large financial impact on the institution.
- The Division of Urology plays a major role in the success of the UFPTI, providing urological care for its international and national clientele. Departmental status will allow the Division of Urology to maximally support the UFPTI by allowing expansion of capital and personnel resources independent of Department of Surgery budgetary approval.

I would be pleased if the proposal to transition the Urology Division to a department within the UFCOM-J could be placed as an agenda item on the next Faculty Senate meeting. If you have any questions, please do not hesitate to contact Dr. George R. Wilson (Senior Associate Dean for Clinical Affairs) or Dr. Guy Benrubi (Senior Associate Dean for Faculty Affairs) at 904 244-3131.

Sincerely,



Daniel R. Wilson, M.D., Ph.D.
Dean, College of Medicine – Jacksonville

Attachment: Proposed Tenure and Promotion Process

cc: David S. Guzick, M.D., Ph.D., Senior Vice President for Health Affairs
Michael L. Good, M.D., Dean of the College of Medicine
Paul W. Davenport, Ph.D., Faculty Senate Chair
College of Medicine UCC Representatives
College of Medicine – Jacksonville representatives, Faculty Senate

PROPOSED TENURE AND PROMOTION PROCESS

Current Process
(as a division of the department of
Surgery, College of Medicine -
Jacksonville)



Division of Urology - JAX



Department of Surgery - JAX



Dean, College of Medicine - JAX



UF President



UF Board of Trustees

Proposed Process
(as a department of the College of
Medicine - Jacksonville)



Department of Urology - JAX



Dean, College of Medicine - JAX



UF President



UF Board of Trustees



ADDITIONAL INFORMATION PROVIDED TO THE PROVOST'S OFFICE

1. A description of the proposed change, the rationale for the change, any budgetary implications, and its possible impacts on faculty and students.

Financial implications of proposed change: The proposed change of the Division of Urology to the Department of Urology would primarily occur in hierarchical reporting. The proposed new "Department" of Urology's Chairman would report directly to the Dean of the College of Medicine, Jacksonville. If approved the Department would initiate a search for a Chairman. Employment of a Chair of Urology would include a new financial stipend commensurate with mean market value. The proposed Department of Urology would not add a faculty FTE for this position. There is an anticipated loss of a 1.0 FTE in the current Division of Urology. This vacant FTE position will be utilized for the newly created Chair position should this proposal be approved. There is an additional administrative 1.0 FTE for management of the Department practice. The additional cost of the Administrator salary as well as the Chair stipend would be continue to be covered by budgetary clinical revenue earned by the proposed Department of Urology. The estimated dollar impact of the change is \$150,000-200,000. No academic, state, or other outside funding source would be required or impacted by the additional financial burden of this proposal.

Impact on Faculty: Current faculty of the Department of Surgery or Division of Urology would not be significantly impacted by this proposal if approved. Tenure and Promotion (T&P) advancement would continue to follow the University's T&P process and the College of Medicine T&P guidelines. The operational process exercised in regard to consideration of individual candidate Faculty is outlined in the "Tenure and Promotion," paragraph below.

Tenure and Promotion: Faculty assigned to the division of Urology are on the multi-mission clinical (non-tenure) track. When a department has fewer than two eligible senior faculty to vote on the candidate, the Dean of the College of Medicine – Jacksonville (COM-J) initiates a review process by conducting a secret ballot exclusively of eligible members of the COM-J faculty (separated by surgical OR medical departments) to serve as the unit (department substitute) who are at or above the nominated rank, in lieu of the secret ballot of the department faculty.

Impact on Residents and Students: General Surgery residents and medical students (from UF or other institutions) would continue to rotate on the proposed Department of Urology service as they do currently with the Division of Urology. The hierarchical change of reporting will not reduce or impede Urology Faculty from supporting, "the education and inspiration of the next generation of leaders in health care, biomedical sciences, health services research, and academic medicine to seek, provide and sustain unparalleled achievements in service, teaching, and research." Urology faculty recognize the second bullet of the mission statement of the College of Medicine and will continue to support it as a Division or Department.

Rational for change: The Dean of the College of Medicine, Jacksonville believes there are multiple potential benefits to executing the proposed change. A Department of Urology would be more able to recruit key faculty and expand its program as a stand-alone department that is more self-determined. Programmatic growth not only increases revenue for the College, but more importantly, expands the reputation, prestige, and Urologic expertise offered in Jacksonville. In a cover letter sent to the Associate Provost for Undergraduate Affairs the Dean pointed out the below bulleted points:

- In 1991 the American Urological Association made recommendations to academic institutions that, "all staff in medical schools and hospitals be members of independent departments and not divisions of surgery." This position was reaffirmed in 2015.
- The Department of Urology intends to begin Fellowships outside of the ACGME system. This would result in a broadening of the educational and health delivery missions of the University of Florida, enhance the care of a complex urologic reconstructive and oncology surgical population, while remaining cost neutral to UF GME, as these positions would be funded by the Department of Urology.
- Departmental status will facilitate faculty recruitment and future innovations which may improve the financial bottom line of the Urology Division without, impact from the other current divisions within the Department of Surgery.
- Departmental status will increase the ability to effectively implement specific educational plans, thereby attracting more accomplished scientists and faculty members.
- Departmental status will allow more equitable involvement in some of the financial decisions (such as incentive plans) and the ability to communicate on an equal basis with chairs from other departments who may have overlapping or conflicting areas of interest.
- Departmental status will allow for more administrative autonomy within the medical center. Cooperative efforts with the medical center are often the basis upon which capital is raised for program expansion. Only an autonomous Department can effectively work with the CEO and COO of the medical center to achieve such goals.
- Departmental status will allow for development of endowed chair positions in the future with a large financial impact on the institution.
- The Division of Urology plays a major role in the success of the UFPTI (University of Florida Proton Institute), providing urological care for its international and national clientele. Departmental status will allow the Division of Urology to maximally support the UFPTI by allowing expansion of capital and personnel resources independent of Department of Surgery budgetary approval.

While these points may be laudatory in nature, we should look for actual evidence that departmental conversion can produce results. In 2006 the Department of Urology was created at the University Of Florida College Of Medicine, Gainesville. Prior to this time Urology was a Division of the Department of Surgery. The "Division of Urology" prior to 2006 at Gainesville had 4 fulltime faculty. Since transitioning to a Department in 2006 and recruitment of key people the Department has expanded to 11 full time faculty, 1 post-doctoral PhD, 6 adjunct faculty, and 3 Fellows of which 2 are PhD's.

In 2013-2014 the Urology Program at UF was ranked #18 in the nation. This was the highest ranking for any medicine department at the University of Florida.

2. A tally of the vote of faculty in the department of Surgery to establish a Department of Urology within the UF COM-J.

- Yes - 20
- No - 3

3. A description of the input received from appropriate Academic Unit faculty governing bodies (i.e., a college faculty council, departmental committee, or external advisory board);

- The establishment of a Department of Urology was discussed with the UF COM-J Faculty Council; and approved unanimously by the UF COM-J Executive Committee.

4. A statement of support from the appropriate Dean or Director, Vice President, and Provost.

- Letter from the Dean dated February 25, 2016