

Cover Sheet: Request 11082

Creation of Dept. of Comparative, Diagnostic and Population Medicine. UF College of Veterinary Medicine.

Info

Process	Unit New/Modify/Close College
Status	Pending
Submitter	Griffith,Casey Todd cgriffith@aa.ufl.edu
Created	8/29/2016 2:42:16 PM
Updated	9/1/2016 11:02:51 AM
Description of request	<p>The proposed internal reorganization will create a new academic department, which will enable the reorganization of existing CVM faculty and staff into five departments rather than the current four departments of Infectious Diseases and Pathology (ID&P), Physiological Sciences (PHSC), Large Animal Clinical Sciences (LACS) and Small Animal Clinical Sciences (SACS).</p> <p>Please see attached documents for more detail. Letters of Administrative support are included within the attached documentation</p>

Actions

Step	Status	Group	User	Comment	Updated
College	Approved	VM - College of Veterinary Medicine	Thomas Vickroy	Please contact Tom Vickroy with questions (294-4036 or vickroy@ufl.edu).	8/29/2016
Added ColVetMed_DepartmentReorganizationPlan_2016.pdf					8/29/2016
University Curriculum Committee	Pending	PV - University Curriculum Committee (UCC)			8/29/2016
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					
OIPR Notified					
No document changes					

Proposal to Re-Organize the UF College of Veterinary Medicine

Creation of a Department of Comparative, Diagnostic and Population Medicine

PROPOSAL OUTLINE

A. OVERVIEW	1
B. BACKGROUND AND RATIONALE	2
C. ANTICIPATED IMPACTS	3
(1) Budgetary	3
(2) Faculty	3
(3) Students and Degree Programs	4
D. FACULTY REVIEW PROCESS	4
E. FACULTY VOTING RESULTS	5
APPENDICES	
Figure 1. UF CVM Administrative Organizational Chart	6
Table 1. Faculty membership in the proposed new department	7
Table 2. Faculty members remaining in the ID&P Department	8
Table 3. Faculty members remaining in the LACS Department	9
Table 4. Faculty members remaining in the PHSC Department	10
Table 5. Faculty members remaining in the SACS Department	11
Memorandum from CVM Faculty Council Chair (Dr. Castleman)	12
Support Letter from CVM Dean	13
Support Letter from Senior Vice-President of IFAS	14
Support Letter from Senior Vice-President for Health Affairs	15

A. OVERVIEW

A proposal to modify the current administrative organizational structure for the University of Florida (UF) College of Veterinary Medicine (CVM) has been developed, modified and ratified by the CVM faculty. The proposed internal reorganization would create a new academic department, which would enable the reorganization of existing CVM faculty and staff into five departments rather than the current four departments of Infectious Diseases and Pathology (ID&P), Physiological Sciences (PHSC), Large Animal Clinical Sciences (LACS) and Small Animal Clinical Sciences (SACS). Based upon an initial vote of faculty members who expressed interest in joining the new department, it is anticipated that 23 faculty members (16.8% of current CVM faculty) will elect to transfer into the new Department of Comparative, Diagnostic and Population Medicine (CDPM – see TABLE 1). The faculty groups that have elected to join the new CDPM Department include several clinical services (Anatomic Pathology, Clinical Pathology, Anesthesia & Pain Management, Radiology & Diagnostic Imaging, Integrative Medicine and Wildlife & Zoological Medicine) that are housed currently within the existing four departments. As a consequence of the realignment of Anatomic Pathology faculty into the new department, it is likely that the ID&P Department will undergo a name change (possibly Department of Infectious Diseases & Immunology), since pathology will no longer be a component of the department. However, it should be noted that any potential change in the department name for ID&P is unresolved at this time and, therefore, is not considered as part of this proposal. The other three academic departments (PHSC, SACS and LACS) will remain unchanged except for modest reductions in faculty numbers as a consequence of selected faculty moving into the new department (see TABLES 2, 3, 4 and 5).

B. BACKGROUND AND RATIONALE

The UF CVM was formed in 1976 and is currently celebrating its 40th anniversary. Since its inception, the college has undergone several administrative reorganizations, with the most recent change involving the consolidation of five academic departments into the current four departments in 1995. During the two decades since that reorganization, the college has grown significantly in terms of the numbers of faculty and staff members as well as its physical facilities and, in addition, has become substantially more complex with respect to the breadth of its tripartite missions in teaching, research and clinical services. In particular, several changes are noteworthy and provide some rationale for the proposed reorganization of the UF CVM, including: (1) the substantial growth in the size of the CVM faculty, with notable increases in the number of clinical track faculty having major assignments in teaching and clinical service activities in the two clinical departments. The growth in faculty numbers as well as the expanded complexity of departmental missions has added significantly to the burden of supervisory demands on each department chairperson; (2) the increased diversification of departmental missions in teaching, research and clinical service has impacted all four academic departments and, for those departments with a predominant research mission (PHSC and ID&P), it has become increasingly challenging to grow and provide adequate support for clinical programs and faculty therein. In addition, in view of the highly-competitive nature and demands of running a recognized research program, clinical faculty may perceive some imbalance in the level of understanding and support for their programs by chairs who are not clinicians; and finally, (3) the increased ranks of faculty members with primary interests in and/or major assignments in clinical diagnostic services, comparative animal medicine, diagnostic research, population medicine and ecosystem health. Together, these disciplines align closely with the concept of *One Health*¹, a term that may be defined loosely as the collaborative and multi-disciplinary approaches for optimizing the health for people, animals and the environment. The roles of modern-day veterinarians are tied inextricably to the principles of *One Health* and the recognition that the health of people, animals and the environment are inter-connected on multiple levels and through myriad ways that can only be addressed through such collaborative multi-disciplinary efforts. The creation of a new CDPM department would bring together many UF CVM faculty members with shared expertise and interests in *One Health* and would strengthen campus-wide efforts to leverage the existing strengths in veterinary and human medicine in order to become a world leader in the science of infectious and zoonotic diseases. These efforts form the core of UF's preeminence initiative under *One Health* as described on the UF Preeminence website (<http://ufpreeminence.org/focus-areas-3/>).

In addition to the foregoing discussion and rationale, it is anticipated that creation of the new academic department will help facilitate progress on two strategic priority areas for the UF CVM and, thereby, will promote the college's efforts to support UF's efforts to become a preeminent academic institution. First, the UF CVM has established the development of an accredited world-class diagnostic laboratory as a major strategic priority. Without exception, each of the top tier US colleges of veterinary medicine boasts a successful, highly visible, and highly-respected diagnostic laboratory that is accredited by the American Association of Veterinary Laboratory Diagnosticians (AAVLD). The list of U.S. veterinary colleges with AAVLD-accredited labs includes many of the top-ranked schools, including University of California Davis, Cornell University, Colorado State University, University of Georgia, Texas A&M University and University of Wisconsin. Although UF CVM has an exceptional and fully-accredited professional curriculum, an enviable hospital with a large and diverse clinical caseload and a growing and internationally-recognized research enterprise, we cannot expect to achieve top-tier status among our peer institutions in the absence of a preeminent laboratory diagnostics program. The current animal health diagnostic laboratories at UF CVM were established in a different era with a different set of problems and with a primary purpose of supporting the large and small animal hospitals. However, today we are faced with increasing risks from emerging infectious zoonotic diseases that are vitally important for human health and equally important for contemporary health management of Florida's livestock, equine, companion animal, wildlife and aquatic animal species. As a preeminent land-grant institution, UF should rightly assume a key role in providing the diagnostic science to address emerging threats such as Zika virus, avian influenza, West Nile virus, chronic wasting disease, Lyme

disease, E. coli, leprosy, leptospirosis as well as other food- and water-borne illnesses. Ultimately, establishing UF CVM leadership in comparative veterinary diagnostics is both timely and critical to our strategic plan, but in order to do so, it is essential that faculty members with diagnostic-related responsibilities (anatomic pathology, clinical microbiology, clinical virology, clinical pathology and others) must be appointed in a single department in order to enhance coordination, communication, collaboration, efficiency and synergies under a single administrative structure. A second UF CVM strategic priority that will be addressed by the proposed reorganization will arise from enhanced coordination of college-wide activities and initiatives related to *One Health*. From the perspective of veterinary medicine, many of the research and clinical dimensions relevant to *One Health* involve aspects of comparative species medicine or population medicine and, by aggregating together within a single department those faculty with a multi-species focus and/or a population-based approach to veterinary medicine, it should create an environment that will enhance productivity and promote faculty successes through collaborative research, clinical care and educational/outreach activities. In addition to the aforementioned impacts of reorganization on college strategic priorities, other potentially beneficial outcomes have been enumerated by faculty, including improved departmental mentorship and retention of junior and mid-career faculty, increased representation of faculty needs within the college leadership team and creation of a department that should be ideally suited to faculty who are recruited to oversee our planned AAVLD-accredited diagnostic laboratory.

As part of the process through which sub-groups of the UF CVM faculty evaluated the strengths, weakness, opportunities and potential consequences (see section D below), a mission statement was drafted for the new department. Although the department mission is subject to further revision, the current mission for the CDPM Department is to “***...bring together faculty with shared and synergistic interests and expertise in clinical and diagnostic medicine as well as in population and ecosystem health through teaching, veterinary service, research and outreach across all species of animals. The departmental mission aligns with the College’s mission to serve as a leader in advancements to promote animal and human health in Florida, the nation and the world.***” Features of the new department that were identified by faculty as unique and distinct from the other UF CVM departments include, (1) a strong emphasis on service to veterinarians and outside partners (state of Florida, public health, human health, ecosystems and other regulatory agencies), (2) an overarching focus on comparative studies in multiple species, populations of domestic and non-domestic animals and links with the ecosystem and One Health, (3) a unified and balanced consideration of clinical vs. educational/population/ and/or societal benefits, and (4) a singular academic home for all clinical veterinary diagnostic specialties.

C. ANTICIPATED IMPACTS

Throughout the discussions of the reorganization plan, the UF CVM faculty and sub-groups thereof raised questions regarding the potential impacts and consequences of adding a new department. Many of the questions focused on logistics of the reorganization, timing of various steps as well as financial considerations related to ongoing programmatic support for research, other scholarly activities and professional student teaching. Questions were submitted in writing to the Dean and written responses were provided to all of the questions. In addition, an open Q&A session for faculty was part of a special Faculty Assembly that was held in July. Several specific issues and concerns were addressed through this process, including retention of individual faculty research overhead accounts, the plan for continued teaching assignments and the plan to maintain nearly all faculty members in spaces (offices and research laboratories) that are currently assigned to them. To the best of our knowledge, all of the questions or concerns from faculty have been addressed at this time.

- 1) Budgetary.** The anticipated budgetary impact associated with the creation of a new department is expected to be relatively small in relation to the total UF CVM operating budget. The re-appointment of faculty into the new department along with the re-assignment of general revenue funds that provide technical and operational support for professional student teaching and research activities that are currently carried out by these faculty members will have no net impact on the college budget.

Formation of the fifth department will bring about some new needs, including new positions for a CDPM Chair, an Administrative Assistant and possibly other support staff positions. The college will identify and allocate resources to support these positions as well as other budgetary needs that may be identified. A very limited degree of renovations are anticipated in order to create the physical space for a new department office and financial resources for this purpose have been identified.

- 2) **Faculty.** Overall, the re-alignment of faculty into five academic departments is expected to have long-term beneficial impacts on the college faculty. Under this new construct, each of the five academic departments will have more focused and streamlined missions and faculty will be aligned administratively with colleagues that have interests and assignments that are related more closely to their own. Under this new construct, it is anticipated that department leadership will be facilitated and mentoring of junior faculty will be enhanced, which should foster an environment that is well-suited for promoting career development and improving retention of faculty. For individuals who are currently on the UF CVM faculty, assignments in teaching, research and clinical service will remain mostly unchanged and the criteria and process for conducting promotion and tenure evaluations will be unaltered. The impact will be comparable to appointment of a new department chair in a department. Since there is already an ongoing search for the next chair of the current Department of Infectious Disease and Pathology, the department reorganization plan could result in two chair searches being conducted simultaneously.
- 3) **Students and Degree Programs.** In the UF CVM, both professional and graduate courses are handled and, when appropriate, supported financially through the Dean's Office. In the case of professional DVM courses, each course is assigned to faculty coordinator based upon their specialty training or area of expertise. Ultimately, if the new department is approved and includes faculty members who serve as course coordinators, those roles will migrate to the new department along with the appropriate faculty course coordinator(s). Therefore, aside from courses being overseen by a new department, ***there will be no changes in the professional courses that are currently offered nor will there be any associated changes in professional (DVM) degree requirements.*** The same cohort of faculty will be responsible for coordinating and teaching all didactic courses and clinical clerkships and only the department Chair to which these faculty report will change.

D. FACULTY REVIEW PROCESS

The initial idea about forming a fifth department within the CVM was first presented to the faculty by Dean Jim Lloyd at a college-wide Faculty Assembly on 25 January 2016. The original discussion was well-received and there was considerable faculty enthusiasm for the idea. Based upon that initial discussion, UF CVM faculty passed the following motion: ***"The faculty is charging the Dean and Faculty Council to develop a plan for a new department. This plan is to be presented to the faculty assembly for discussion, possible modification, and ratification."*** Following that initial discussion, the UF CVM Faculty Council and the Dean hosted two separate Faculty Town Hall Meetings in February and March of this year. Self-identified faculty groups who were interested in possibly joining the new department continued the discussions, and a faculty steering committee was formed from those interested faculty groups. The faculty steering committee met twice in May to further discuss and refine the plan and to prepare a department mission statement as well as a list of unique and defining characteristics for the department. The plan for a new academic department was discussed at UF CVM Faculty Assemblies on May 16 and, following further revisions, once again on June 20. A group of 25 interested faculty members, including members of the anatomic pathology (7), anesthesia and pain management (4), clinical microbiology/virology (1), clinical pathology (2), diagnostic imaging (3), integrative medicine (1), epidemiology (1), marine mammal/aquatic animal health (1), veterinary community outreach (2) and zoological medicine services (3), conducted an initial vote on 30 June 2016 to decide whether to continue the planning process for a new department. The outcome of that preliminary faculty vote was supportive (see section E below) of moving forward with further consideration of the draft plan for a new Department of

Comparative, Diagnostic and Population Medicine and, therefore, the planning process was continued. Following that step, a five-member faculty Planning Group was elected by the faculty who had expressed interest in joining the proposed new department. The Planning Group met on several occasions and discussed both strengths and weaknesses of the draft plan as well as concerns and additional questions to be answered by the college administration. Based upon those discussions, the Planning Group further refined the department reorganization plan and presented their recommendations to a college Faculty Assembly in mid-July. A final Faculty Assembly was held on 1 August 2016 and, thereafter, an on-line vote was held from Aug 2-11 for all faculty members of the UF CVM.

E. FACULTY VOTING RESULTS

Three separate faculty votes were conducted during the development and eventual approval of the department reorganization plan. The first vote was conducted was open to the initial group of 25 faculty members who expressed interest in the joining the new department. The outcome from that vote, which was completed on 30 June 2016, was supportive of moving forward with the process with 16 votes in favor, 1 vote against and 8 abstentions on the proposed plan. Following that initial vote of the faculty members who had expressed preliminary interest, one group of faculty (2 members) decided to no longer be considered for inclusion in the new department. Following additional meetings and further revision of the reorganization plan, a second vote was conducted via UF Qualtrics from July 22-26. This vote included the 23 faculty members within the 10 services (see above) that were considered for inclusion in the new department. The outcome from that vote was 20 votes in favor and 3 negative votes. This vote was reported to the entire UF CVM faculty and was part of the final discussion at a Special Faculty Assembly on August 1, 2016. Immediately thereafter, a 10-day voting period (Aug. 1-11) was open for all eligible full-time UFCVM faculty members to cast votes on adoption of the reorganization plan. At the time of that vote, there were 139 faculty members in the college. The outcome of the vote was that 120 faculty members (86%) cast votes with the results being 93 votes in favor (78%) and 27 votes against the proposed reorganization plan. A summary of these votes is contained in the attached memo from Dr. William Castleman, who is the Chair of the UF CVM Faculty Council. In addition, the reorganization is fully supported by Dr. Jim Lloyd, Dean of the UFCVM as well as the two Senior Vice-Presidents, Dr. Jack Payne (IFAS) and Dr. David Guzick (Health Affairs) who oversee the UF CVM (see Appendix).

Although the faculty votes in favor of this proposal were strongly supportive by the group of individuals who will potentially join the new department as well as the faculty as a whole, the vote was not unanimous. The underlying reason(s) for the negative votes are not known and can only be speculated based upon comments and concerns that were expressed during discussions that took place during the process to develop and revise the reorganization proposal. Despite strong efforts to discuss and address matters that were posed to the college administrative leadership, it is possible that some of the issues outlined above (section C) may have contributed to decisions by individual faculty members to not support the proposed reorganization. In addition, some faculty expressed concerns about further segregation between clinical faculty and basic science faculty with a further separation of their missions as an outcome of the reorganization. In addition, some faculty expressed concerns about the extent to which priorities would be shifted and a resulting re-allocation of resources away from their area(s) of individual interest. Finally, there was some underlying skepticism about the need for any change. Arguably, the college has been and currently is operating well and was recently granted full accreditation in April of 2016. Therefore, there were some faculty who expressed the view that the risks outweighed the perceived benefits of this reorganization, and that may have contributed to some of the negative votes. In conclusion, while we will never fully understand the reasons for votes that were cast against the reorganization, it is important to remember that each negative vote was countered by three positive votes to move forward with the plan as proposed.

F. CITED LITERATURE:

1. S. Bidaisee and C.N. L. Macpherson "Zoonoses and One Health: A Review of the Literature", *J. Parasitol. Res.* 2014; 2014: 874345.

APPENDICES

FIGURE 1. The current administrative organizational chart for the UFCVM. The proposed new academic department is depicted in a shaded green box.

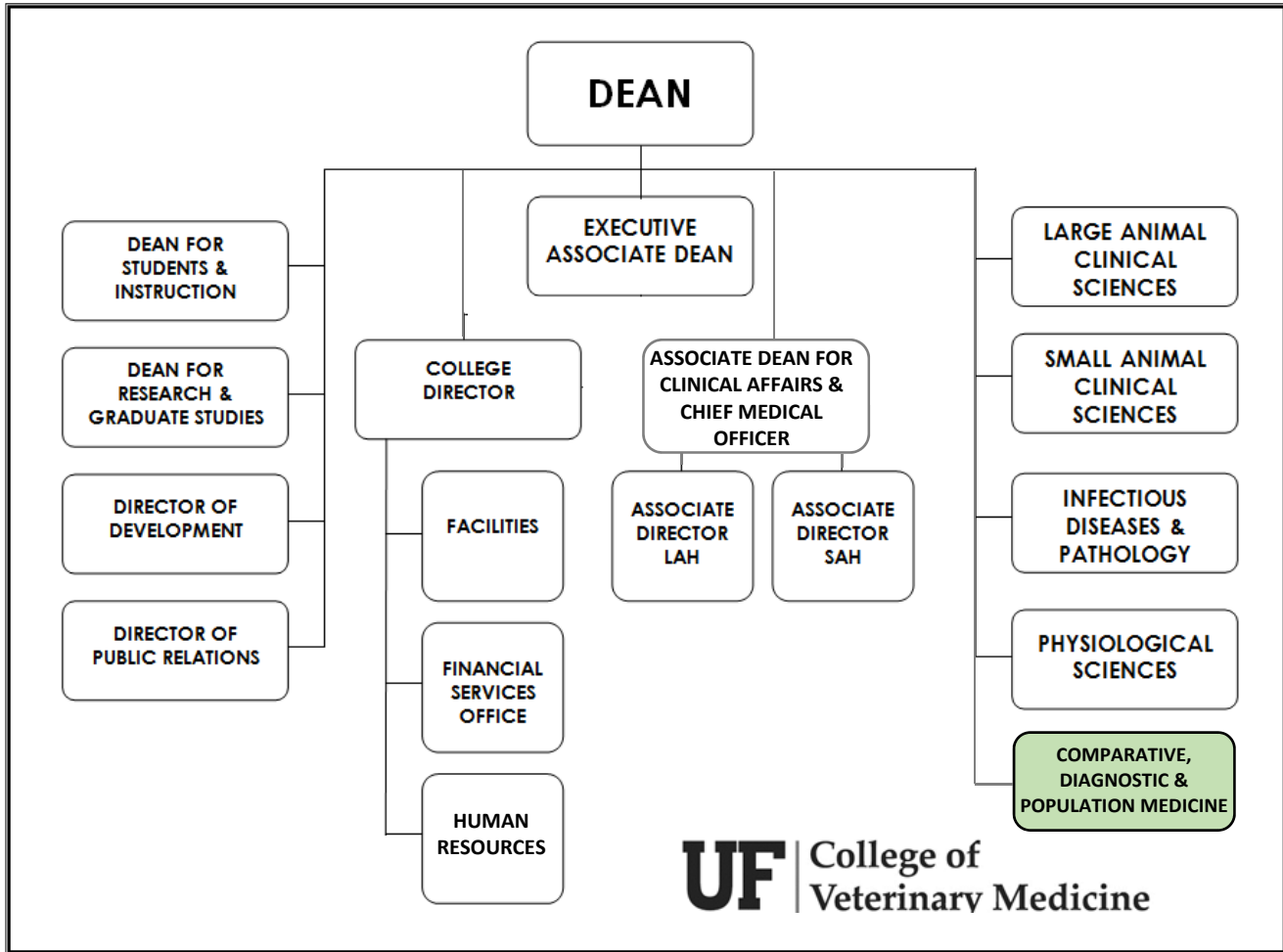


TABLE 1. Prospective list of faculty members in the proposed Department of Comparative, Diagnostic and Population Medicine (CDPM).

	First Name	Last Name	Degrees	Academic Rank	Current Department
1	Jeffrey	Abbott	DVM, PhD	Associate Professor	ID&P
2	Sarah	Beatty	DVM	Clinical Assistant Professor	PHSC
3	Clifford	Berry	DVM	Professor	SACS
4	William	Castleman	DVM, PhD	Professor	ID&P
5	Julia	Conway	DVM	Clinical Assistant Professor	ID&P
6	Serena	Craft	DVM	Clinical Assistant Professor	ID&P
7	Michael	Dark	DVM, PhD	Clinical Associate Professor	ID&P
8	Lisa	Farina	DVM	Clinical Assistant Professor	ID&P
9	Fernando	Garcia-Pereira	DVM, MVSc	Assistant Professor	LACS
10	Bonnie	Gatson	DVM	Clinical Assistant Professor	LACS
11	Robson	Giglio	MV, PhD	Clinical Assistant Professor	SACS
12	Pamela	Ginn	DVM	Associate Professor	ID&P
13	Darryl	Heard	BVMS, PhD	Associate Professor	SACS
14	Lindsay	Hochman	DVM, MPH	Clinical Lecturer	SACS
15	Ramiro	Isaza	DVM, MPH	Professor	SACS
16	Mary	Leissingner	DVM	Clinical Assistant Professor	PHSC
17	Maureen	Long	DVM, PhD	Associate Professor	ID&P
18	Cintia	Oliveira	DVM, MS	Clinical Assistant Professor	SACS
19	Erin	Porter	DVM	Clinical Assistant Professor	SACS
20	Andre	Shih	DVM	Associate Professor	LACS
21	Justin	Shmalberg	DVM	Clinical Associate Professor	SACS
22	Michael	Walsh	DVM	Clinical Associate Professor	LACS
23	James	Wellehan	DVM, PhD	Assistant Professor	SACS

TABLE 2. Faculty members remaining in the Department of Infectious Diseases & Pathology (ID&P).
A proposal to rename this department as Infectious Diseases & Immunology is under consideration.

	First Name	Last Name	Degrees	Academic Rank
1	David	Allred	MS, PhD	Professor
2	Dan	Brown	MS, PhD	Associate Professor
3	Mary	Brown	PhD	Professor
4	Beata	Clapp	DVM, PhD	Research Assistant Professor
5	Francy	Crosby	PhD	Research Assistant Professor
6	Roy	Curtiss	PhD	Professor
7	John	Dame	PhD	Professor and Chair
8	Rhoel	Dinglasan	MPH, PhD	Associate Professor
9	Qingke	Kong	PhD	Research Associate Professor
10	Ayalew	Mergia	PhD	Professor
11	Cuong	Nguyen	PhD	Assistant Professor
12	David	Pascual	MS, PhD	Professor
13	Ammon	Peck	PhD	Professor and Associate Dean
14	Bikash	Sahay	MVSc, PhD	Clinical Research Assistant Professor
15	Kuttichantran	Subramaniam	PhD	Research Assistant Professor
16	Wei	Sun	PhD	Research Associate Professor
17	Apichai	Tuanyok	PhD	Assistant Professor
18	Heather	Walden	MS, PhD	Assistant Professor
19	Thomas	Waltzek	DVM, PhD	Assistant Professor
20	Shifeng	Wang	PhD	Research Associate Professor
21	Janet	Yamamoto	PhD	Professor
22	Xinghong	Yang	PhD	Research Assistant Professor
23	Mansour	Zadeh	MS, PhD	Professor
24	Liang	Zhou	MD, PhD	Associate Professor

TABLE 3. Faculty members remaining in the Department of Large Animal Clinical Sciences (LACS).

	First Name	Last Name	Degree(s)	Academic Rank
1	Adam	Biedrzycki	BVSc, PhD	Assistant Professor
2	Gary	Butcher	DVM, PhD	Professor
3	Ricardo	Chebel	DVM, MPVM	Associate Professor
4	Gerald	Donovan	DVM, MS	Professor
5	Ruth	Francis-Floyd	DVM, MS	Professor
6	David	Freeman	MVB, MRCVS, PhD	Professor
7	Klibs	Galvao	DVM, MPVM, PhD	Associate Professor
8	Jorge	Hernandez	DVM, MPVM, PhD	Professor
9	Amanda	House	DVM	Clinical Associate Professor
10	Max	Irsik	DVM, MAB	Clinical Assistant Professor
11	Audrey	Kelleman	DVM	Clinical Assistant Professor
12	Iskande	Larkin	PhD	Lecturer
13	James	Lloyd	DVM, PhD	Professor and Dean
14	Robert	Mackay	BVSc, PhD	Professor
15	Margo	Macpherson	DVM, MS	Professor
16	Martha	Mallicote	DVM	Clinical Assistant Professor
17	Fiona	Maunsell	BVSc, PhD	Clinical Assistant Professor
18	Taralyn	McCarrel	DVM	Assistant Professor
19	Alison	Morton	DVM	Clinical Associate Professor
20	Malgorzata	Pozor	DVM, PhD	Clinical Associate Professor
21	Owen	Rae	DVM, MPVM	Professor
22	Carlos	Risco	DVM	Professor and Chair
23	Linda	Sanchez	DVM, PhD	Associate Professor
24	Nicole	Stacy	DVM, DrMedVet	Clinical Assistant Professor
25	Dana	Zimmel	DVM	Clinical Associate Professor and Associate Dean for Clinical Services

TABLE 4. Faculty members remaining in the Department of Physiological Sciences (PHSC)

	First Name	Last Name	Degree(s)	Academic Rank
1	Jose	Aguirre	DVM, PhD	Assistant Professor
2	David	Baekey	PhD	Assistant Professor
3	Donald	Bolser	PhD	Professor
4	Prodip	Bose	MD, PhD	Associate Professor
5	Paul	Cooke	PhD	Professor and Chair
6	Viet	Dang	PhD	Research Assistant Professor
7	Paul	Davenport	PhD	Professor
8	Nancy	Denslow	MS, PhD	Professor
9	Linda	Hayward	MS, PhD	Associate Professor
10	Jiamei	Hou	PhD	Research Assistant Professor
11	Richard	Johnson	PhD	Professor
12	Alexandre	Loguinov	PhD	Research Scientist
13	Christopher	Martyniuk	MSc, PhD	Associate Professor
14	Leah	Reznikov	PhD	Assistant Professor
15	Stephen	Roberts	PhD	Professor
16	Leah	Stuchal	PhD	Research Assistant Professor
17	Sergei	Tevosian	MS, PhD	Associate Professor
18	Thomas	Vickroy	PhD	Professor and Executive Associate Dean
19	Christopher	Vulpe	MD, PhD	Professor
20	Jasenka	Zubcevic	PhD	Assistant Professor

TABLE 5. Faculty members remaining in the Department of Small Animal Clinical Sciences (SACS)

	First Name	Last Name	Degree(s)	Academic Rank
1	Ashley	Allen	DVM	Clinical Lecturer
2	Sarah	Boston	DVM, DVSc	Associate Professor
3	Gareth	Buckley	VetMD, MA	Clinical Assistant Professor
4	Sheila	Carrera-Justiz	DVM	Clinical Assistant Professor
5	Andrew	Carver	DVM	Clinical Assistant Professor
6	Pimplo	Carver	DVM	Clinical Lecturer
7	Brad	Case	DVM, MS	Assistant Professor
8	Bobbi	Conner	DVM	Clinical Assistant Professor
9	Kirsten	Cooke	DVM	Clinical Associate Professor
10	Patti (Cynda)	Crawford	DVM, PhD	Clinical Assistant Professor
11	Brian	Digangi	DVM, MS	Clinical Associate Professor
12	Gary	Ellison	DVM, MS	Professor
13	Amara	Estrada	DVM	Associate Professor
14	Alexander	Gallagher	DVM, MS	Clinical Assistant Professor
15	Gabriel	Garcia	DVM	Clinical Assistant Professor
16	Lawrence	Garcia	DVM	Clinical Assistant Professor
17	Dunbar	Gram	DVM	Clinical Associate Professor
18	Francesca	Griffin	DVM, MS	Clinical Assistant Professor
19	Ralph	Hamor	DVM	Clinical Professor
20	Richard	Hill	VetMB, PhD	Associate Professor
21	Natalie	Isaza	DVM	Clinical Associate Professor
22	Matthew	Johnson	DVM, MVSc	Clinical Assistant Professor
23	Stanley	Kim	BVSc, MS	Assistant Professor
24	Travis	Lanoux	DVM	Clinical Assistant Professor
25	Amandine	Lejeune	DVM	Clinical Assistant Professor
26	Julie	Levy	DVM, PhD	Professor
27	Daniel	Lewis	DVM	Professor
28	Leonel	Londono	DVM	Clinical Assistant Professor
29	Alex	Lynch	BVSc	Clinical Assistant Professor
30	Wendy	Mandese	DVM	Clinical Assistant Professor
31	Rosanna	Marsella	DVM	Professor
32	Katherine	McHenry	DVM	Clinical Assistant Professor
33	Rowan	Milner	BVSc, PhD	Professor and Chair
34	Caryn	Plummer	DVM	Associate Professor
35	Domenico	Santoro	DVM, PhD	Assistant Professor
36	Keijiro	Shiomitsu	BVSc	Associate Professor
37	Margaret	Sleeper	VMD	Clinical Professor
38	Carlos	Souza	DVM, MS	Assistant Professor
39	Andrew	Specht	DVM	Clinical Associate Professor
40	Terry	Spencer	DVM, MEd	Clinical Assistant Professor
41	Amy	Stone	DVM, PhD	Clinical Assistant Professor
42	Simon	Swift	VetMB, MA	Clinical Associate Professor
43	Anna	Szivek	DVM	Clinical Assistant Professor
44	Stuart	Walton	BVSc	Clinical Assistant Professor
45	Robert	Whitley	DVM, MS	Professor
46	Julia	Wuerz	DVM	Clinical Assistant Professor



College of Veterinary Medicine
Faculty Council

2015 SW 16th Avenue
PO Box 110880
Gainesville, FL 32611-0880
August 11, 2016

To: James W. Lloyd
Dean, College of Veterinary Medicine

From: William L. Castleman *William L. Castleman*
Chair, CVM Faculty Council

Subject: Faculty Votes on College Department Reorganization Plan and Formation of the
Department of Comparative, Diagnostic and Population Medicine

Department Faculty Vote: In a process beginning at a Faculty Assembly on January 26, 2016, 9 groups of faculty totaling 23 faculty from veterinary specialties including anatomic pathology, anesthesia and pain management, clinical microbiology/virology, clinical pathology, diagnostic imaging, integrative medicine, marine mammal-aquatic animal health and zoological medicine agreed to develop a department plan and vote to approve the plan to form the Department of Comparative, Diagnostic and Population Medicine. After a process involving two meetings by a steering committee and subsequent formation and election of a Department Planning Committee, a department plan was formulated and further discussed at Faculty Assemblies on May 16 and June 20, 2016. The Faculty Council Subcommittee on Voting conducted a vote of the 23 faculty with the UF Qualtrics System between July 22 and July 26, 2016. Their vote to approve the plan and join the Department was: 20 – YES; 3 – NO.

College Faculty Vote: The proposal for the formation of the Department of Comparative, Diagnostic and Population Medicine and the College Department Reorganization Plan was discussed at Faculty Assemblies on May 16, June 20, July 18 and August 1, 2016. A vote administered to all 139 voting Faculty in the College of Veterinary Medicine by the Faculty Council Subcommittee on Voting using the UF Qualtrics system occurred between August 1 and August 11, 2016. The vote to approve the College Department Reorganization plan and the formation of the Department of Comparative, Diagnostic and Population Medicine was: 93 – YES; 27 – NO. This was a 77.5% YES vote of the faculty who voted to approve the plan and the formation of the new department. Eighty six percent of the eligible College Faculty voted after an initial notice and 3 reminders to vote having been sent by email to Faculty by the Subcommittee on Voting during the 10 day voting period.



College of Veterinary Medicine
Office of the Dean

PO Box 100125 | Gainesville, FL 32610-0125
352-294-4252 | www.vetmed.ufl.edu

August 22, 2016

Dr. Nicole Stedman
Chair, Faculty Senate
University of Florida

Dear Dr. Stedman,

I am pleased to extend my full and enthusiastic support for the proposed reorganization plan within the UF College of Veterinary Medicine (CVM).

As outlined in the attached proposal, the CVM faculty and administration have worked collaboratively and in full compliance with the principles of shared governance to develop a plan that reflects our shared goal of becoming a preeminent leader among colleges of veterinary medicine. The proposed reorganization, which entails creation of a new Department of Comparative, Diagnostic and Population Medicine, has been developed, reviewed and approved by our college faculty and aligns closely with several aspects of our college strategic plan. In addition, the proposed re-alignment of faculty from selected disciplines under a new and unified departmental structure will facilitate our efforts to develop a preeminent comparative diagnostics laboratory program that is accredited by the American Association of Veterinary Laboratory Diagnosticians (AAVLD).

Please do not hesitate to contact me if you need additional information at this time. Otherwise, I look forward to having opportunities to discuss this plan with the UF Faculty Senate, the Academic Policy Council and any other decision-making groups who are instrumental in the approval process.

Thank you for considering this request.

Best regards,

A handwritten signature in black ink, appearing to read "James W. Lloyd".

James W. Lloyd, DVM, PhD
Dean and Professor

"The Foundation for The Gator Nation"
An Equal Opportunity Institution

From: "Payne,Jack M" <jackpayne@ufl.edu>
Date: Aug 23, 2016 7:20 AM
Subject: RE: new department in CVM
To: "Lloyd,James W" <lloydjw@ufl.edu>

Dear Jim,

I am writing in support of the formation of the new department, Department of Comparative, Diagnostic, and Population Medicine in the College of Veterinary Medicine. I am glad to see the strong support of the faculty for this proposal. Thank you for your leadership. You can count on my continued support as you guide this proposal through the required processes of the University.

Sincerely,

Jack



Jack M. Payne, Senior Vice President of Agriculture and Natural Resources
1008 McCarty Hall, University of Florida, Gainesville, FL 32611-0180
(352-392-1971) jackpayne@ufl.edu; [@JackPayneIFAS](https://twitter.com/JackPayneIFAS); www.ifas.ufl.edu

Janice L. Newmans, Executive Administrative Assistant
(352-273-3453) jln@ufl.edu



From: Lloyd,James W
Sent: Monday, August 22, 2016 6:05 PM
To: Guzick,David S <dguzick@ufl.edu>; Payne,Jack M <jackpayne@ufl.edu>
Subject: new department in CVM

Drs. Guzick and Payne –

As you both are aware, we have been working with our faculty on the concept of adding a new department to CVM. Earlier this month, we had an overwhelmingly positive vote of the faculty in favor of this proposal....86% of our faculty voted, and 78% of those were in favor. The name proposed by our faculty for this new unit is the Department of Comparative, Diagnostic, and Population Medicine.

At this point, we need to take the proposal through the steps of academic governance beyond the CVM on campus, with the goal being to achieve approval by faculty senate this fall. To get started, it will be important to have some sort of documentation that both of you are aware of the initiative and are supportive. Angel says that a letter of support would be ideal (very short will do), but even an email message sent back to me would suffice.

I've attached the entire proposal for your review, along with my cover letter. Please feel free to let me know if you have any questions related to either the concept or the process. Assuming you are supportive, if you could each shoot me some sort of email or short letter by the end of the week, it would be very helpful.

Jack, you and I discussed this last week at our regular one-on-one, and we have discussed it a number of times in the past.

David, I have this on my list of topics for our regular meeting later this week, but I have tried to keep you updated on the topic during each of our meetings.

Let me know if you need any additional information. We appreciate your support.

Jim Lloyd

James W. Lloyd, DVM, PhD
Dean, College of Veterinary Medicine



Office of the UF Senior Vice President for Health Affairs

1515 SW Archer Road, Suite 23C1
Gainesville, FL 32608
P.O. Box 100014
Gainesville, FL 32610-0014
Phone: 352.733.1700
Fax: 352.733.1701
UFHealth.org

August 23, 2016

Dr. Nicole Stedman
Chair, Faculty Senate
University of Florida

Dear Dr. Stedman:

I write in strong support of the proposed reorganization plan within the University of Florida College of Veterinary Medicine, which entails creation of a new Department of Comparative, Diagnostic and Population Medicine. This new department will facilitate efforts to develop a preeminent comparative diagnostics laboratory program. I have discussed this reorganization with Dean James Lloyd, DVM, PhD, and this plan has my full and enthusiastic support.

Sincerely,

David S. Guzick, M.D., Ph.D.
Senior Vice President for Health Affairs, UF
President, UF Health

August 30, 2016

MEMORANDUM

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

SUBJECT: Request to Create a Department of Comparative, Diagnostic and Population
Medicine within the UF College of Veterinary Medicine

I have reviewed the proposal and request to create another Department within the UF College of Veterinary Medicine, the Department of Comparative, Diagnostic and Population Medicine. I am fully supportive of the College of Veterinary Medicine creating a Department of Comparative, Diagnostic and Population Medicine.

Thank you.

JG/rjh