

Proposal to Create a Department of Dermatology
at the
University of Florida College of Medicine

Introduction

Since the inception of the College of Medicine at the University of Florida in 1956, the discipline of Dermatology has been organized as a division within the Department of Medicine. The College has grown in faculty numbers to over 1000, an increase of 18% over the past 5 years. However, growth of Dermatology has remained flat and today this discipline has just four faculty members along with one fellow.

Maintaining a quality program that has focused primarily on clinical care delivery and education has been a difficult struggle in recent years because of the inability to recruit and retain dermatologists. Due to the limited number of available personnel, there has been little opportunity to offer newer treatments or expand service to our patient population to maintain the quality of the program. Moreover, it has been nearly impossible for the faculty members to find the time to engage in scholarly activities that are so essential to a thriving academic program.

Stated succinctly, moving from division to department status will put the UF Dermatology program on the same footing as other top Dermatology programs in the United States (see Attachment 1), and allow the UF Dermatology program to effectively compete nationally for high caliber academic leadership, faculty, and trainees.

Mission Statement

The department will have as its mission the evaluation and treatment of patients with dermatological and skin cancer disorders and diseases. An integral part of the program will be to provide education for dermatologists of the future, medical students, residents and fellows. The department will provide outstanding care based on evidence-based medicine and will be able to invest in and grow a research program.

The primary objectives of the department will be to:

- Provide high quality dermatologic care with compassion and professionalism
- Introduce, develop and refine the clinical skills necessary for Dermatology Residents to master the art and science of Dermatology
- Provide an exposure to the profession of Dermatology for medical students and primary care residents enrolled at the University of Florida
- Act as a referral center for the State of Florida permitting patient access, through consultation, to state of the art dermatologic care
- Develop a research program
- Financially support the University of Florida College of Medicine

Justification

Moving to department status will put the UF Dermatology program on the same footing as other top Dermatology programs in the United States. (See Attachment 1)

In the past several years, there has been significant difficulty recruiting needed faculty. More and more, divisions of Dermatology around the country are reorganizing as departments due to chronic and wide-spread issues with recruitment and retention. Despite a productive and successful division with outstanding faculty and staff, recruitment of the next physician leader for Dermatology at UF now spans three deans.

Candidates interviewing at the University of Florida have repeatedly stated their preference to join a department rather than a division, thus placing our institution at a major disadvantage as we seek additional highly qualified faculty interested in an academic career in Dermatology. Moreover, recent efforts to recruit new leadership to Dermatology at UF given the recent reduction in FTE and plan for retirement of Dr. Frank Flowers, the current Division Chief, have confirmed that the top candidates are not interested in the Dermatology leadership position at UF if Dermatology remains a division within another department.

Leadership

The College of Medicine is currently (re)conducting a national search for a nationally prominent leader in Dermatology to lead the program, currently as a division chief. It is anticipated that a new leader will be recruited and commence his or her activities on or before June 2009.

Commitments by the College of Medicine

The College of Medicine has committed resources to permit the additional recruitment of new faculty members. It is anticipated that the new chair will recruit established and emerging leaders in their areas of expertise who can independently develop and conduct cutting-edge clinical programs and thus support both the clinical and educational needs of the department.

The appointments will range from assistant to full professor levels depending on recruitment opportunities. Most will be recruited within a two to three year time frame from the creation of the department.

Organizational Structure

The structure of the proposed Dermatology department will parallel other departments in the College of Medicine. It will include 5 divisions and an administrative core.

1. MOHS Surgery / Skin Cancer
2. Dermatopathology

3. Pediatric dermatology
4. General Dermatology
5. Cosmetic / Laser Dermatology

Current Faculty

The division of Dermatology currently has 4 faculty and 1 fellow.

1. Professor & Chief – tenured (0.75 FTE)
2. Associate Professor and Program Director – tenured (0.25FTE at VA Medical Center)
3. Clinical Associate Professor and Program Director, Residency Program – non tenure accruing
4. Clinical Assistant Professor – non tenure accruing
5. Clinical Lecturer / Current MOHS Fellow – non tenure accruing; appointment ends 12/31/08

Additionally, the division has consultative relationships with

- 1 Pathologist
- 2 Adjunct faculty

Research

The division does not currently have any funded research grants. However, it is anticipated that with the recruitment of a nationally renowned leader and additional faculty recruitment, the research program will grow. There are also opportunities to collaborate with research centers and other departments / divisions across the Health Science Center to build a robust research program, including Medical Oncology, Radiation Oncology, Pathology, the UF Genetics Institute, UF Shands Cancer Center, UF Institute on Aging, and the UF Emerging Pathogens Institute.

The research program, which will foster interactions among basic and clinical scientists, will likely focus on clinical and translational research. Study areas could include psoriasis, wound healing, tissue repair, infections of the skin (viral, fungal, bacterial), infestations of the skin, and skin malignancies.

Molecular, cellular and tissue-based elements of dermatology research will likely be explored. Emerging research across the country is centered on the role of proteins and genetics in developing treatment therapies and it is likely that faculty in the new department will be interested in participating in single or multicenter clinical trials or translational research.

Twenty-one of the 126 medical schools (16%) have dermatology programs with over \$1M in NIH-funded research. Another ten programs have NIH-funded research between \$100,000 and \$1M.

Collaboration Between Specialties

There are many opportunities for collaboration between specialties at UF. Natural areas for collaboration with other College of Medicine departments and Health Science Center research centers that involve patient care, education and research include the following:

<u>Center/Department/Division</u>	<u>Dermatology Area</u>
UF Shands Cancer Center	skin cancer, MOHS surgery
UF Institute on Aging	general dermatology, skin cancer
Hematology/Oncology	skin cancer, MOHS surgery
Pediatrics	pediatric dermatology
Plastic & Reconstructive Surgery	cosmetic dermatology, general dermatology
Pathology	dermatopathology
Family Medicine	general dermatology
Internal Medicine	general dermatology
Rheumatology	general dermatology/psoriasis/autoimmune disease
Otolaryngology	skin cancer, MOHS surgery
Moffitt affiliation	skin cancer

Education

Currently, Dermatology has a three year residency training program with eight total residents. In addition, there is one MOHS Fellow, hired as a Clinical Lecturer faculty member on a one-year appointment.

The residents develop expertise in several areas of dermatologic care during their rotations including:

- Inpatient hospital service, including patient management
- Dermatopathology
- Dermatologic Surgery
- Pediatric Dermatology
- General Dermatology in the outpatient setting at UF
- Student Health Services Clinic
- Elective Rotations, including private practice experience

Issues Related to Existing Faculty and Ongoing Activities

The four faculty and one fellow, along with their associated administrative and patient care staff based in the division, will relocate to the new department. The current faculty and the division chief have unanimously endorsed the move to department status and have contributed to the proposed structure of the unit. The chairman of the Department of Medicine, Dr. Edward Block, is also fully supportive of creating a department separate from Medicine.

The tenure home of the existing faculty will switch to the new department.

Approvals

The College of Medicine department chairs reviewed and unanimously approved the creation of a Department of Dermatology at their September 18, 2008 Executive Committee meeting.

The College of Medicine Faculty Council reviewed and unanimously approved the creation of a Department of Dermatology at their October 7, 2008 meeting.

The UF Academic Policy Council is scheduled to consider the matter at their October 15, 2008 meeting.

Attachment 1

Top 25 Medical Schools and Organization of Dermatology Specialty

Medical School	Dermatology Organization	Derm NIH Rank	Parent Univ. AAU
Yale University	Department	1	Y
Univ. of Pennsylvania	Department	2	Y
Univ. of Michigan	Department	3	Y
Case Western University	Department	4	Y
Stanford University	Department	5	Y
Columbia University	Department	6	Y
Univ. of Pittsburgh	Department	7	Y
Univ of California, San Francisco	Department	8	N
Johns Hopkins University	Department	10	Y
Northwestern University	Department	13	Y
Emory University	Department	17	Y
Univ. of North Carolina	Department	18	Y
Univ. of Texas (Dallas)	Department	20	N
Cornell University	Department	26	Y
Baylor University	Department	33	N
Harvard University	Department		Y
Washington University	Division		Y
Duke University	Division		Y
Univ. of Washington	Division		Y
Univ. of California, Los Angeles	Division		Y
Univ. of California, San Diego	Division		Y
Univ. of Chicago	Division		Y
Vanderbilt University	Division		Y
Mayo Medical School	Department		N
Mount Sinai Univ. (New York)	Department		N

18 Departments = 72%

7 Divisions = 28%

25