



College of Medicine – Jacksonville
Department of Pediatrics

653-1 West 8th Street
Jacksonville, FL 32209
904-244-3027 Phone
904-244-3028 Fax

March 1, 2022

Barbara Knox, MD

Dear Dr. Knox:

The University of Florida (the “University”) is pleased to extend this letter of offer for employment. The terms and conditions of this offer are detailed below.

1. **Position Description**

You are being appointed as a Clinical Professor with College of Medicine’s Department of Pediatrics, Job Code 000789, position number 00033470. This is a full-time, 1.0 FTE, faculty appointment on the multi-mission track. You will be assigned to the Division of Child Protection and Pediatric Forensics.

2. **Compensation**

2.1 Your annual salary for your faculty appointment will be \$280,000.

2.2 Faculty members of the University of Florida’s College of Medicine-Jacksonville are covered by a Faculty Compensation Plan. When directed by the University, salary increases and incentives will be based on your performance, the University of Florida’s salary increase guidelines and the College of Medicine-Jacksonville Faculty Compensation Plan. The College of Medicine-Jacksonville retains the right to modify any portion of the faculty compensation plan.

3. **Appointment Period**

3.1 Your appointment with the Department of Pediatrics will begin June 13, 2022. Your start date is contingent upon completion of all University of Florida required documents for new hires, meeting the requirements outlined in this offer letter, and approval of delegated credentials for managed care organizations as mandated by the Dean of the College of Medicine - Jacksonville.

3.2 Your faculty appointment and salary is funded through “soft” money, e.g., contracts and grants, sponsored research funds, grants and donations trust funds. Funding for this position may be eliminated or reduced as a result of conditions beyond the control of the University of Florida, which may result in termination of your employment, with ninety (90) days advance written notice. The applicable notice period shall be calculated from the date the notice is given to the date that employment will end, without regard to your appointment period. You are required to provide the University with at least ninety (90) days written notice prior to resigning from employment. No further notice of cessation of your employment will be provided.

The Foundation for The Gator Nation

An Equal Opportunity Institution

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4. **Restrictive Covenant**

4.1 By signing this Offer Letter, you represent that either you do not have a preexisting non-compete agreement with any other individual or entity, or you have disclosed the existence and substance of such agreement to the College of Medicine's Office of Administrative Affairs. If a preexisting non-compete agreement does exist, this offer is conditioned on said agreement being resolved to the satisfaction of the College of Medicine's Office of the Dean.

4.2 Upon termination of your employment with the University, whether through your resignation, your retirement from employment with the University, or the non-renewal or termination of this or any succeeding agreement, you agree that, for a period of one year from your last day of employment with the University, you will not, individually or as part of any organization in which you are a shareholder, partner, employee or agent, engage in clinical practice within a radius of 25 miles from any location which has been the site of your major faculty clinical assignment within the two years preceding the date of termination. By accepting this offer you also acknowledge that you are familiar with restrictive covenants of this nature, that this covenant not to compete is fair and reasonable, that this covenant is a material inducement to the University of Florida to enter this agreement, that this covenant applies to any and all of your renewal, reappointment or any succeeding employment agreements (unless specifically mentioned and superseded) with the University. You further agree that the University of Florida is entitled to seek injunctive relief and other such remedies that may be available to the University in the event of breach of the terms of this covenant.

5. **Duties and Responsibilities**

Your duties and responsibilities in your faculty position will include providing patient care at UF Health locations, in addition to teaching, research or administration as assigned by your department chair and/or division chiefs. Your effort will be assigned among the following missions: 80% patient care and 20% clinical teaching. Your duties and responsibilities, and clinic assignment are subject to change based upon the needs of the College of Medicine – Jacksonville, and your department or division.

6. **Performance and Personnel Decisions**

6.1 As set forth in University Regulation 6C1-7.010, which is available on the University's website at: <http://regulations.ufl.edu/chapter7/>, you will be evaluated in writing at least once annually by the department chair based on an assessment of your total performance in fulfilling your duties and responsibilities to the University and fulfilling effectively those responsibilities attendant to membership in the University community.

6.2 In making personnel decisions, the university will consider such criteria as your total value to the university and of your potential for the future as evidenced by your record; your fulfillment of your assigned duties and responsibilities; a broad scale evaluation of your fitness to fulfill effectively the responsibilities attendant to membership in the university community; and your understanding of the concepts of academic freedom and academic responsibility and their close relationship.

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7. Promotion

The University's College of Medicine faculty are granted tenure and promoted pursuant to the College's Tenure and Promotion Guidelines, available on the College of Medicine website at: <http://facultyaffairs.med.ufl.edu/faculty-resources/tenure-promotion/2012-2013-com-guidelines-new/>.

8. Benefits and Rewards Package

8.1 College of Medicine clinical faculty are eligible to participate in the benefit programs offered by both the University of Florida and the State of Florida. An overview of these benefits can be found at <https://med.jax.ufl.edu/administrative-affairs/fringe-benefits/>. Enrollment in insurance programs is not automatic. You must enroll within 60 days of your hire to be covered. A representative from the office of Administrative Affairs will be available to answer benefits and enrollment questions prior to your arrival, and during your faculty/HR orientation within the office of Administrative Affairs. For information on time away, including vacation, holidays, sick leave, and more, please visit the Time Away/Leave website at <https://med.jax.ufl.edu/administrative-affairs/leave/>.

8.2 College of Medicine clinical faculty members are compulsory participants in the State University System Optional Retirement Program (ORP) and the University's J. Hillis Miller Health Center 403(b) (also referred as the Academic Enrichment Fund (AEF) retirement plan). Both retirement programs are defined contribution plans where participants decide how to allocate the money in their account among available investment companies and funds. The retirement contribution rate is comprised of an employer contribution rate (5.14%) and a mandatory employee contribution rate (3%). You can also participate in Voluntary Savings Plans. Employees may contribute to both a University 403(b) plan and State of Florida 457 Deferred Compensation plan, up to each plan's separate IRS limit. The employer does not contribute to these plans. Enrollment in retirement programs is complete when the proper enrollment forms have been submitted and contracts have been issued by a provider company. Contributions for retirement programs are made through biweekly payroll deductions. For complete information on retirement plans, please visit <https://med.jax.ufl.edu/administrative-affairs/retirement-plans/>.

8.3 If you have questions about benefits, leave, and/or retirement. Please contact UFCOM-J Benefits at (904) 244-3471, email ufcomjaxbenefits@jax.ufl.edu or UFHR Benefits at (352) 392-2477, email benefits@ufl.edu.

9. Moving Expenses

9.1 The College will defray all reasonable relocation expenses (up to \$30,000 per household) associated with your move. The University of Florida follows federal guidelines regarding household moves, as well as limiting moving expenses to the cost of packing, shipping and storage of household goods. The University of Florida has a process for such moves, and a representative from your department will be assigned to provide assistance to you. Please be advised that as a result of The Tax Cuts and Jobs Act passed by Congress in December 2017, all University payments for employee moving expenses (whether paid directly to the vendor or reimbursed to the employee) will be taxable on the employee's paycheck and included on the employee's Form W-2 for the year. For more information about moving guidelines and limitations, visit <https://procurement.ufl.edu/wp-content/uploads/2018/01/UF-Moving-Guide.pdf>.

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9.2 Should your employment not commence because you are unable to meet the terms and conditions set forth in this offer, or if your employment should be terminated for any reason during your first 12 months of employment, you will be required to immediately repay such moving expenses, in full, to the University. Furthermore, the University reserves the right to set off any payments from the University to which you may otherwise be entitled.

10. **Background Check Statement**

Please note that this offer of employment is contingent upon completion of a successful pre-employment screening which includes a review of criminal records, reference checks, and verification of education. In conjunction with the verification of your education, an official copy of the transcript of your highest degree must be submitted prior to the start date of your employment. The official transcript must be delivered in a sealed envelope, or emailed directly from the institution to the department. A transcript will not be considered official if a designation of "issued to student" is visible on the documentation.

11. **Professional Liability Insurance**

11.1 Florida law affords immunity from personal liability for UF healthcare providers when their care and treatment of patients becomes the subject of a claim or lawsuit, provided certain criteria are met. Specifically, UF healthcare providers will not be held personally liable for medical negligence, if the negligent act or omission occurred while the healthcare provider was acting within the scope of the provider's UF employment. In practical terms, this means that, when a UF Healthcare provider is performing duties within the scope of the provider's employment with UF, and the provider's care is alleged in a claim or lawsuit to have been negligent, the provider will not be held responsible personally for any monetary damages that might result from the claim or lawsuit. The State of Florida and, in particular, the University of Florida Board of Trustees are, as a matter of law, the proper defendants in any claim or lawsuit alleging medical negligence on the part of a UF healthcare provider. The University of Florida Board of Trustees is protected for its professional and general liability through the University of Florida College of Medicine Self-Insurance Program ("UFSIP"), created by the Florida Board of Governors pursuant to Section 1004.24, Florida Statutes. The liability of the University of Florida Board of Trustees is limited to \$200,000 per claim and \$300,000 per occurrence, in the absence of a claims bill. Should you be assigned by your college to an out-of-state activity, and should it be found that Section 768.28 of the Florida Statutes does not apply while performing within the course and scope of your assigned activity, you are protected by the University of Florida Self-Insurance Program (UFSIP) at limits of liability up to \$2,000,000 per occurrence. In addition, you are afforded personal professional liability protection in amounts not exceeding \$500,000 per occurrence for claims/actions arising from your acts as a Good Samaritan or your involvement in community service work that has been pre-approved by your departmental chair and/or the dean of the College of Medicine - Jacksonville. All protection underwritten by the UFSIP are on an occurrence basis, i.e., the coverage is triggered at the time of the incident giving rise to a claim; not when the incident is reported to the UF SIP. Any questions you may have regarding these matters should be addressed to the UFSIP at (352) 273-7006.

11.2 While providing services pursuant to your UF appointment, should a patient suffer an injury as a consequence of your acts, the acts of any UF provider, or the acts of a UF student or resident under your supervision, you must report the incident to the UFSIP by calling (352) 273-7006.

Barbara Knox, MD

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11.3 Please note that any practice of medicine (if approved) outside the College of Medicine - Jacksonville Faculty Practice Plan or your University appointment is not a part of your assigned function at UF and is not covered through the UFSIP. Therefore, you agree that under this appointment, you will not represent to any party that your personal practice of medicine is in any way related to UF, or that you are an agent of UF or its Board of Trustees for any clinical or contracting purposes, except as described above.

12. **Immigration**

This offer of employment and your continued employment with the University of Florida is contingent upon your eligibility to work under the provisions of all applicable immigration laws and regulations including the Immigration Reform and Control Act of 1986. Under the Immigration Reform and Control Act of 1986, the University of Florida is required to verify the identity and work authorization of all new employees. As a federal contractor, the University of Florida also participates in E-Verify, the federal on-line verification system. To comply with these requirements, on or before your first day of employment, you must complete Section 1 of Form I-9. Additionally, you must present documents that verify your identity and work authorization within the first three business days of your start date. Should you fail to provide the appropriate documentation by the end of the third business day as required by law; your appointment will be terminated until you can provide such documentation. A list of acceptable documents to establish identity and employment eligibility can be found online at <http://www.uscis.gov/i-9-central/acceptable-documents/acceptable-documents>.

13. **Licensure/Privileges**

Your effective date of employment is contingent upon your receipt of a valid Florida Medical License or Medical Faculty Certificate, a federal drug enforcement registration reflecting a state of Florida current and valid address (if required by scope of practice or licensure), and credentials at UF Health Jacksonville Hospital. It is your individual and sole responsibility to obtain and maintain an unrestricted license to practice medicine in the State of Florida and to obtain and maintain unrestricted clinical privileges at the institution(s) to which you are or may be assigned. Your failure to obtain and maintain appropriate licensure or clinical privileges will be considered just cause for revocation of this offer or immediate termination of your employment.

14. **Federal Healthcare Programs**

As a condition of your employment, you must remain eligible to participate in Federal healthcare programs or in Federal procurement or non-procurement programs. If you are at any time excluded, debarred or otherwise declared ineligible to participate in Federal healthcare programs (other than through the College of Medicine approved "private contracting" arrangement) or in Federal procurement or non-procurement programs, or are convicted of a criminal offense related to the provision of healthcare items or services, this offer may be revoked or your employment may be terminated immediately.

15. **Medicare and Medicaid Obligations**

15.1 Your signature below affirms that you have diligently inquired and to your knowledge you have no outstanding Florida Medicaid credit balances that you incurred prior to your employment with the University of Florida that would in any way bar or delay Florida Medicaid reimbursement for your services rendered with the University of Florida. Please be aware that if any such credit balances are revealed at

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anytime and result in the University of Florida being unable to collect from Florida Medicaid reimbursement for services you render on behalf of the University of Florida, you will be considered to have failed to effectively maintain eligibility with that program, which is a condition of your employment. Should such an event occur and should you fail to promptly resolve the credit balance issue to the satisfaction of the University of Florida, you will be subject to immediate termination of your employment with the University of Florida. The Medicaid claim department is available to provide assistance to you (800-289-7799).

15.2 If you have practiced medicine in a state other than Florida and your Medicare billing and collection benefits were assigned to your employer, you or your prior employer must file a CMS-855R, Reassignment of Medicare Benefits, to terminate your reassignment of Medicare benefits to that employer. Please note that, if you fail to ensure that a CMS-855R has been filed, and you relinquish your medical license in that state, or allow it to lapse, the Medicare contractor in that region could revoke your Medicare billing privileges for failure to report the loss of licensure, which will, in turn, result in the Florida Medicare contractor revoking your billing privileges. If your Medicare billing privileges are revoked, you must notify the University of Florida immediately. Such revocation may be appealed, but the time for the appeal is limited. In the event your billing privileges are revoked and an appeal is not successful, your employment with the University may be terminated immediately.

16. **Federal Payment Levy Program (FPLP)**

The Taxpayer Relief Act of 1997, Section 1024, authorized the Centers for Medicare & Medicaid Services (CMS) to reduce certain federal payment, including Medicare and Medicaid payments, in order to allow collection of an employee's overdue federal debts. Please be aware that if any such overdue federal debts are revealed at any time during your employment with the University of Florida resulting in the university being unable to collect Medicare or Medicaid reimbursement for your services, you will be considered to have failed to effectively maintain eligibility with that program, which is a condition of your employment. Should such an event occur and should you fail to promptly resolve the personal overdue debt issue to the satisfaction of the University of Florida, you will be subject to immediate termination of your employment with the University of Florida.

17. **Outside Activity/Financial Interest Reporting and Industry Conflicts of Interest/Industry Academic Relations**

17.1 As a condition of your employment, you are required to disclose in the UF Online Interests Organizer (UFOLIO) any activity you do for an outside entity that is not part of your assigned UF duties but is related to your UF expertise, or a financial interest in an entity that could create a conflict of interest. The UFOLIO system will guide you through the process of disclosing reportable outside activities and financial interests, or allow you to confirm you have nothing to disclose. Log in to UFOLIO at <https://ufolio.compliance.ufl.edu> and select "Create Disclosure" even if you have no activities or interests to disclose. The University's Policy on Conflicts of Commitment and Conflict of Interest can be found at <https://coi.ufl.edu/wordpress/files/2020/04/UF-COI-Policy-2020.pdf>. Additional resources can be found at <https://coi.ufl.edu/resources/>.

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17.2 Outside clinical activity by a faculty physician within a fifty-mile radius of the site of the faculty physician's major clinical assignment is not authorized. The University recognizes that outside clinical activity within a fifty-mile radius would have a negative impact on the University's College of Medicine teaching programs at the major affiliated hospital and/or clinic, impair the operation and quality of its affiliation and erode the patient population and economic base necessary to support the mission of the University's College of Medicine.

17.3 Recognizing that there are legitimate and necessary interactions between faculty, residents, staff and students and the Industry, it is the goal of the College of Medicine Policy on Pharmaceutical, Medical Device, and Biotechnology Industry Conflicts of Interest to increase transparency respecting Industry interactions and to eliminate or mitigate conflicts of interest created by these interactions. All interactions between COM personnel and Industry must be consistent with the policy. This policy is an extension of the University's COI policy with the narrower focus on industry-academia relationship with emphasis on ensuring and preserving physician professionalism. The College of Medicine policy is available at: https://facultyaffairs.med.ufl.edu/wordpress/files/2021/12/UF_COM_COI_Policy.pdf.

18. **Intellectual Property**

As a condition of your employment, you are required to follow the University's Intellectual Property Policy which is available on the University's website at: <http://www.research.ufl.edu/otl/pdf/ipp.pdf>

19. **Patient Records**

The University of Florida will be the owner of all medical or patient records generated by the practitioner.

20. **Mandatory Training**

20.1 As a condition of your employment, you are required to complete online training that will include HIPAA & Privacy General Awareness, Blood Borne Pathogen Biomedical Waste, and Maintaining a Safe and Respectful Campus. Directions and information to take these trainings on-line through MyUFL will be sent to you in a 'welcome email' after your signed offer letter and demographic form is received. The Blood Borne Pathogen Biomedical Waste training will need to be completed prior to scheduling your pre-employment health appointment for clearance of patient contact.

20.2 As a condition of your employment, you are also required to (1) complete the online Module A/C courses in the web-based HealthStream Learning Center, and (2) review the New Employee Orientation materials on the compliance website within sixty (60) days of your first day of employment. New Employee Orientation materials can be found at <http://www.hscj.ufl.edu/college-of-medicine/compliance/New.aspx>. Please feel free to contact your departmental compliance leader or the Office of Compliance, (904) 244-2158 with any questions you may have regarding billing compliance.

21. **Pre-Employment Health Clearance**

21.1 As a new faculty member, whose job duties will involve patient care, animal care, or

Barbara Knox, MD
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contact with human blood or other potentially infectious material, you are required to participate in a confidential pre-placement/pre-employment health screening program administered by the University of Florida's Occupational Medicine Program. Participation in this program is mandatory and will minimize any occupational risks to you and will insure that you can safely perform the essential functions of your new position. Your failure to obtain medical clearance from the University before beginning **Contact With Patients, Human Blood or Other Potentially Infectious Material** duties will be considered just cause for revocation of this offer or immediate termination of your employment.

21.2 Enclosed you will find a BBP Training and Vaccine form (**Attachment A**), a pre-placement screening medical review form (**Attachment B**) and a N95 form for fit testing (**Attachment C**). Please complete these forms and take them with you to your health clearance appointment prior to beginning your employment with the University of Florida. Please be aware that your medical history information will be kept confidential and will not be shared with your department. It would be beneficial to have your primary care physician complete, sign and stamp the last page of the pre-placement screening form regarding your immunizations (Attachment B) as this would greatly assist with expediting the medical review process.

22. **Choice of Law**

During the term of your employment, both you and the University of Florida are subject to the constitution and laws of the state of Florida, and the rules, regulations and policies of the Florida Board of Governors and the University of Florida Board of Trustees, including the College of Medicine - Jacksonville Faculty Compensation Plan.

23. **Practice Plan Statement**

In accordance with UF Board of Trustees' policy, the appointee waives all rights he/she may have in any collected or any un-collected patient fees charged or billed as a result of clinical teaching and related activities in his or her role as a University of Florida employee.

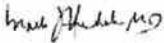
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March 1, 2022
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Assuming that the terms of this offer are acceptable to you, please sign where indicated below. Retain the original for your records and return a fully executed signed copy of this letter no later than March 14, 2022. If we do not receive the letter by this date, we will assume that you have declined and this offer will lapse.

We are enthusiastic about your joining the University faculty, and look forward to a long-lasting and mutually beneficial relationship in the years ahead.

Sincerely,

EAC


Mark L. Hudak, MD
Professor & Chair


Linda R. Edwards, MD
Dean, College of Medicine – Jacksonville

I understand and accept the conditions of this letter of offer.

Accepted: Barbara Knox MD 3/1/22
Barbara Knox, MD Date

Along with returning the signed letter of offer, please return the following:

- New Hire Demographic Form (Attachment D) and a copy of your social security card

Please complete and bring attachments A-C with you to your Medical Review appointment at the Occupational Health Office as referenced in section 21. You will be contacted to coordinate this appointment.

Attachment A: BBP Training and Vaccine Form
Attachment B: Pre-Placement Medical Review Form
Attachment C: N95 Form for fit testing
Attachment D: New Hire Demographic Form



**Children's Hospital
and Health**

**MEDICAL
COLLEGE
OF WISCONSIN**

Children's Specialty Group

August 14, 2019

Frank J. Genuardi, MD
Chairman, Search Committee
Department of Pediatrics (Box L-16)
University of Florida
College of Medicine – Jacksonville
653-1 West 8th Street
Jacksonville, FL 32209

Dear Dr. Genuardi,

Recommendation for hire re: Barbara L. Knox, MD, FAAP

This letter is in support of the hiring of Barbara L. Knox, M.D. As her Curriculum Vitae indicates, she has a long record of excellence in child abuse pediatrics leadership, teaching and clinical service.

I have had the pleasure of knowing Dr. Knox since she became the medical director of the child abuse program at University of Wisconsin Children's Hospital in 2006. As an academic colleague, friend and fellow medical director, she has shared many of the same challenges in developing a relatively new program as I have. We have worked together on multiple projects to improve the care for maltreated children in Wisconsin. Dr. Knox has demonstrated excellence in clinical skills while also being remarkably productive of impactful and high-quality scholarly work. I have had the pleasure of witnessing her development into a nationally and internationally recognized leader in child maltreatment who has advanced the relatively new pediatric subspecialty of child abuse.

Dr. Knox is recognized in the community, in the state, regionally and nationally as an expert and physician leader in child abuse pediatrics. She has been the primary child abuse medical provider at UW since 2006, and in this capacity, she has provided excellence in clinical care and responsiveness to community needs that have supported the growth and development of the UW Child Protection Program (CPP). Although she has trained several of the UW physicians to help cover the clinical demands, she has often carried the bulk of clinical responsibilities herself. Despite the overwhelming workload, she has remained highly productive from both academic and clinical perspectives.

After years of advocacy, she successfully solicited support for a designated CPP social worker and advanced practice provider; she subsequently trained both professionals. Throughout her tenure at UW, she has appropriately sought peer review from the Milwaukee program and other national experts in order to ensure excellence in quality of care. In this capacity, I have been able to directly observe her clinical skills on many cases. She is an expert clinician with superior clinical judgment and diagnostic skills. When appropriate, she has the expertise and confidence to diagnose child abuse and advocate effectively for her patients; she is astute in her recognition of medical conditions that can be mistaken for child maltreatment. Her strong communication skills and commitment to excellent care for her patients make her a superb child abuse clinician. She successfully completed the Child Abuse Pediatrics certifying exam in 2011 to become board certified in Child Abuse Pediatrics. She is nationally and internationally known for the development of a systematic clinical approach to the one of the most severe types of child physical abuse, child torture. In this realm, she has developed definitional guidelines for diagnosis and promulgated those through her writings and presentations.

I am aware that state and regional community partners who rely upon child abuse expertise highly regard her work for its clarity and high quality. Her ability to build a new program at UW is a testament to her excellence in clinical care and program development. She has worked hard to disseminate education to other pediatricians through her publications, presentations and professional organizations.

Dr. Knox also has made significant contributions to the specialty through her teaching activities and publications which is truly admirable given her extensive clinical responsibilities. I have worked with Dr. Knox on a project,

the Wisconsin Child Abuse Network or WI CAN, which is the first statewide network in Wisconsin to bring multiple disciplines together to improve access to high quality medical information when child maltreatment is suspected. The activities of the network involve development of educational materials and coalition-building. I have also worked with Dr. Knox in developing educational presentations at the state and national levels as we have been co-presenters on several occasions. At some conferences, I have had the opportunity to hear her as a speaker on a variety of topics including both of her areas of special expertise, child torture and child burns. Her educational sessions exemplify excellence and are impactful to the audience participants. She has excellent oral and written communication skills and a style that promotes learning by attendees of different backgrounds and expertise. Our shared work on WI CAN is already improving the medical sophistication of police and child protective social workers throughout Wisconsin.

Dr. Knox is most recognized, regionally, nationally and internationally for her expertise on pediatric burns, child sexual abuse, abusive head trauma and child torture. Her published work on child torture has led to multiple regional, national and international speaking engagements and she has consulted on multiple cases of suspected torture throughout the United States and Canada. Overall, her work is regarded highly and has significantly advanced the field.

If hired by your organization, Wisconsin would be losing one of its best child abuse pediatricians and leaders, I am strongly supportive of Dr. Knox's application for hire.

Sincerely,



Lynn K. Sheets, MD, FAAP
Professor, Department of Pediatrics, Medical College of Wisconsin
Section Chief, Child Advocacy and Protection
Medical Director, Child Advocacy and Protection Services, Children's Hospital of Wisconsin
PO Box 1997
Milwaukee, WI 53201
P: 414-266-2090
F: 414-266-3157
Email: lsheets@mcw.edu

Mission:

To protect, promote & improve the health of all people in Florida through integrated state, county & community efforts.



Ron DeSantis
Governor

Scott A. Rivkees, MD
State Surgeon General

Vision: To be the Healthiest State in the Nation

August 18, 2019

Frank J. Genuardi, MD
Chairman, Search Committee
Department of Pediatrics (Box L-16)
UF College of Medicine – Jacksonville
653-1 West 8th Street
Jacksonville, FL 32209

RE: Barbara Knox, M.D. – Letter of Recommendation

Dr. Dr. Genuardi:

It is a pleasure to write a letter of recommendation for Dr. Barbara Knox who is applying for a position in the Department of Pediatrics with the University of Florida College of Medicine – Jacksonville. I have come to know Dr. Knox over the past several years as we have presented at some of the same conferences. She is a widely acclaimed speaker on topics related to child abuse and neglect with an already impressive body of academic work. Dr. Knox is nationally recognized as an expert in the field of child maltreatment, to the extent that she holds a contract as a consultant for the Federal Bureau of Investigation.

In addition to her clinical and academic work, Dr. Knox is an outstanding teacher as demonstrated by the invitations she receives to speak at many national meetings. She would be an important enhancement to UF – Jacksonville's Child Abuse Pediatrics fellowship. Her addition to the program's faculty would likely prove to be important to the continued success of that program.

In summary, Dr. Barbara Knox is an outstanding clinician, researcher and teacher who would be a valuable asset to the University of Florida's faculty. I recommend her to you with enthusiasm and hope that you will be able induce her to join you. Please feel free to contact me if you require any additional information. I can be reached at (904) 629-5592.

Sincerely,

Bruce J. McIntosh, M.D.
Statewide Medical Director for Child Protection



Lehigh Valley Reilly Children's Hospital

August 15, 2019

Frank J. Genuardi, MD
Chairman, Search Committee
Department of Pediatrics (Box L-16)
University of Florida
College of Medicine – Jacksonville
653-1 West 8th Street
Jacksonville, FL 32209

Dear Dr. Genuardi,

It is a pleasure to recommend Dr. Barbara Knox for the position of Medical Director of the Jacksonville Child Protection Team.

Six years ago, the American Professional Society on the Abuse of Children asked me to co-present an all day preconference training institute on Advanced Sexual Abuse with a physician of my choice at the International San Diego Conference on Child and Family Maltreatment. I chose Barbara. We presented together for 5 years. It has been an honor and a pleasure working with Barbara. For this conference and initiated by Barbara, we developed novel teaching materials that are extremely sought after in this field. In addition, she is an outstanding presenter and our sessions were well attended and very much appreciated. As such, we were asked to present in Butte, Montana. Again, to a "packed" medical professional audience with outstanding evaluations.

Barbara is best known for her work as the Division Chief of the Division of Child Abuse Pediatrics and Bioethics. In addition to providing medical consultations, she serves as a supervisor, a developer of curricula, guidelines and protocols, and an initiator of campaigns aimed at reducing physical punishment – "Hitting Hurts" and the UW Health "No Hit Zone." She is continuously respected by students, residents and faculty, as well as by many of us in Child Abuse Pediatrics for her diligence and compassion.

Barbara is especially known through her work with the AAP Section of Child Abuse and Neglect, the Ray Helfer Honorary Society, APSAC, the International Society for Prevention of Child Abuse and Neglect and the Academy on Violence and Abuse. She was the lead author that medically defined, for the first time, child torture as a form of child abuse. This definition was crucial to the child abuse field. It not only allowed child abuse physicians to better protect these child victims but enabled more appropriate prosecution of perpetrators of this devastating form of abuse as well. Barbara has also authored many publications in refereed journals and has presented regionally, nationally,

and internationally, confirming her as a leader in the Child Abuse Community.

Also very noteworthy is that Barbara was appointed and served on National Organizations that are partners in the multidisciplinary child abuse prevention community. Her work with the US department of Justice's Office on Violence Against Women and the National Association of Prosecuting Attorneys again lends credence to her expert reputation.

Barbara is an outstanding clinician, an excellent teacher, and a leader in the field of child abuse through her published work and myriad of presentations. I highly recommend her for CPT Medical Director not only because of her aforementioned work but based on personal observations as well.

Sincerely,

Debra Esernio-Jenssen

Signed electronically for email transmission

Debra Esernio-Jenssen, MD, FAAP
Professor of Pediatrics
Morsani College of Medicine USF Health, Tampa, Florida
Chief, Child Protection Medicine
Lehigh Valley Reilly Children's Hospital

July 16, 2019

Mark Hudak, MD
Chair, Department of Pediatrics
[UF College of Medicine-Jacksonville](#)
3rd Floor, LRC
653-1 West 8th Street, L16
Jacksonville, FL 32209

Dear Dr. Hudak,

I am applying for the Professor of Forensic Pediatrics and Child Protection position at the University of Florida College of Medicine-Jacksonville. I am currently a Professor of Pediatrics and Division Chief of Child Abuse Pediatrics at the University of Wisconsin School of Medicine and Public Health. I am also the Medical Director of the University of Wisconsin Child Protection Program at the UW American Family Children's Hospital and am certified by the American Board of Pediatrics in General Pediatrics and Child Abuse Pediatrics. I believe that I am uniquely qualified for this academic medical director position given my 14 years of experience in child abuse pediatrics. I am very excited to interview for this position because the University of Florida-Jacksonville Child Protection and Forensic Pediatrics Division is the leader in the State of Florida. I also value the level I trauma centers associated with this program. Additionally, I have a strong interest in teaching and believe I could contribute to the Child Abuse Pediatrics fellowship program.

Please feel free to contact me via phone at [REDACTED] or email at [REDACTED]

Sincerely,

Barbara L. Knox, MD

Barbara Knox MD