

## September 14, 2020 – Peds Faculty Meeting Recap

### Chair Update | Dr. Kimberly Boland

- New faculty welcomed: Mary Lou Dryer & Sidra Maqsood-Cardiology, Kayla LaRosa-Child Psych, Jennie Green-Forensics, Amanda Farris-Neonatology
- A virtual new faculty orientation/happy hour is being planned
- Congrats to Kerry Caperell, Named Peds Emergency Medicine division chief eff Oct 1
- Congrats to Debbie Davis, Award University Scholar appt eff Sept 1
- Congrats to Michelle Stevenson, Names chair of the SOM PAT Committee
- Congrats to Lori Devlin, co-author of new nat'l IDeA Grant study on Neonatal Opioid Withdrawal Syndrome
- Congrats to 2020 Peer Mentor Award Recipients:
  - Outstanding Peer Mentor Award - Kim Boland, Jan Sullivan, Vicki Montgomery, Sara Multerer
  - Faculty Peer Clinician – Teacher Excellence Award for Established Faculty - Suzanne Kingery, Gary Marshall, Sara Multerer, Amber Pendleton, Kristina Bryant, Sandy Herr
  - Faculty Peer Clinician – Teacher Excellence Award for Mid-Career Faculty - Scott Bickel, Sara Watson, Brit Anderson
  - Faculty Peer Clinician – Teacher Excellence Award for New Faculty - Jamie Furlong-Dillard, Rebecca Hart
- Division chiefs annual review surveys will be distributed Sept 15, Due Oct 15
- Fellowship interviews are in progress via Zoom, going well, the fellowship program videos for recruits is going well, several fellowship directors thanked Dianna Stover for her support of the Zoom platform for the interviews and for the work on the videos
- Several NCMG Medical Directors were appointed, Klint Schwenk-Med/Surg, Tamina Singh –NCH NICU Medical Director & Keri Marques-NCH NICU Assistant Medical Director, and Deanna Tzanetos-CICU
- Children's Hospital Foundation fundraiser connected to the Snowball is ongoing, Kay Howard stated that the Dept of Pediatrics/Novak Center/NCMG goal is to sell 200 of the 12,000 tickets for the Home and BMW raffle this, currently 20 tickets sold, they are \$100 per ticket, Jessica McKay in the Novak Center and several others are championing the event, feel free to reach out to [kay.howard@nortonhealthcare.org](mailto:kay.howard@nortonhealthcare.org), if do not want the car or home it can be donated back to CHF
- Be mindful of personal verbal communication with families and in written chart notes related to primary care pediatricians and mutual patients, several recent incidents were cited that were harmful and may damage relationships, take the time to consider what presented in the primary care provider's office may be different than what is presently acutely, check back with the referring and/or primary care pediatrician, use the opportunity to teach if you can, working with a few interested faculty to put a faculty development session together, several faculty were appreciative to hear this and noted removing the "blame" is good and to consider what "we" are modeling to our learners
- It is flu shot season; more communication to come on documentation for providers
- There are still some outstanding UofL COVID Awareness Certificates and Self-Assessment Forms, please send to Kimberly Whitt in the chair office

### Ron Paul | SOM Faculty Affairs

- provided an online overview of how Folio works by going through the logon and various screens showing the data that is pre-populated, how to enter data, how to upload data from PubMed; he noted that UofL frequently has to develop reports for LCME, RRC that can be pulled from this program; only data for 2020 is currently needed; admin support can assist with this and the Peds faculty affairs staff will assist with larger divisions in getting the profile info loaded; this can be used for the annual review reporting and that is under development and he is hopeful that the Dean will accept this for the annual review; one caveat for SOM faculty when entering data that requires a semester to be entered, use Spring Semester for Jan – June and Fall Semester for July – Dec; there are online videos/training sessions and another training session scheduled for tomorrow

#### Sara Multerer | Residency Program

- recruitment will be virtual using Zoom with an altered timeline (end of Oct – late Jan), different schedule and shorter interviews using pre-recorded welcome videos, program overview, virtual tour, benefits, some recorded conferences; each applicant will do a 15-minute interview with the program director and two 20 minute interviews with a faculty member, there will be interview time slots in the AM and PM
- upcoming faculty development sessions are September 21 at Noon for the PIRATs ScholarSHIP: Research in Progress; October 7 at Noon Cultural & Racial Responsiveness: Creating and Inclusive Teaching Environment; and coming soon, two sessions in the Fall and Spring on Quality Improvement and Understanding DMAIC; working on a Teams or Sharepoint page for recorded sessions, links to HSC Faculty Development and a better calendar of events; working on developing a more formal mentoring program starting with new faculty as they join and expanding to mid-career faculty and near-peer for established faculty
- Will discuss Mistreatment Process and Policy at next faculty meeting due to time constraints

#### Jennifer Porter | Diversity

- Shared the SNMA annual fundraiser info and encouraged participation; also mentioned the food program

#### Faye Jones | Inclusive Excellence

- Will discuss CARA (antiracism framework) at the next mtg
- A virtual talk is scheduled this Thu, Sept 17 @ noon as part of Research!Louisville, the flyer will be sent out
- Kim Boland noted the Perlstein Lectureship on October 23 will be presented by Dr. Jean Raphael from Baylor College of Medicine, titled “Elevating the Discourse on Health Inequities, Racism, and Bias in Pediatrics; Faye made the connection to this speaker

#### Sarah Korte | Student Education

- There is a new LCME requirement for the School of Medicine/Undergraduate Medical Education annual review material that all faculty will have to do; this will be tracked and processed through Sarah as the department’s medical student coordinator

#### Jan Sullivan | Research

- Work continues on research integration with NHC
- Research Conferences are set with Michelle Stevenson running them
- The contest to name the conference and scholarship was won by Amber Pendleton: PIRATs ScholarSHIP

## October 12, 2020 - Pediatrics Faculty Meeting Recap

### In Kim | Executive Vice Chair Update

- Work continues with Qualify Improvement and the Norton clinical effectiveness group; encouraged participation in the upcoming sessions with Mark Johnson regarding Understanding DAMAIC noted on the faculty meeting slides
- Welcome to new faculty Adam Isacoff (Emergency Medicine), Trish Todd (Dermatology), and Natalie Slone (Hematology/Oncology)
- Very busy with recruitment; there are 13 active virtual visits in process that Ashley is working on; we may need help with these getting these set; these need to get done several days in advance of the visit however some are not getting complete until right before the visit; getting feedback now that many centers are not hiring or delaying hiring, word is out that we are in a hiring mode, we are seeing a large number of applicants

### Dr. Kimberly Boland | Chair Update

- An email went out regarding the WHAS Crusade for Children Grant Applications; Letters of Intent are due November 13; send to Ruby Keith, copy Kim Boland; the Departmental Grants Review committee, made up of your peers will meet to review all submissions; all will be submitted through Children's Hospital Foundation (CHF); the Crusade funds clinical related projects, not research; the Crusade was appreciative that a coordinated effort was made last year for the submission; the Children's Hospital will also submit grants through the hospital but they may review them all together and coordinate with the CHF; they have different tax ID's
- The Faculty & Staff Recognition Grab & Go Luncheon is set for Friday, October 30 on the 1<sup>st</sup> floor of KCPC; Their will be box lunches and individually wrapped desserts prepared by the chair office staff;
- please RSVP for planning purposes for the food order; it is hard to have fun with COVID however please come by and thank you to all for everything through these difficult times
- Don't forget about Open Enrollment for benefits for both UofL and Norton
- A few faculty members have reached out; all are encouraged to vote in the upcoming election
- Regarding virtual meetings, for smaller meeting with 5 – 10 participants, please turn on your video and microphone so you can be seen and heard; this is very helpful to all participants; this is hard to do in larger meetings like this one however please do so in the smaller meetings; 60 to 70% of the nuance is lost without being in person
- With emails, especially if there is a lot of emotion, call as opposed to sending an email that may be misunderstood without the tone and inflection of your voice; if have a really long email with a lot to say, literature says most rarely read past the first paragraph; a call is generally more productive and preferred
- For work assignment changes that require a contract change, we are trying to get those changes in by the end of October; legal and compliance have to review and this takes time; there is a new form that the SOM faculty affairs office is requiring us to use; there is work being done to get clarification regarding service, specifically academic work focused in the clinical realm; for this year, put this in the non-clinical service part; for the future leaning towards promotion on "service"; more to come on this
- Dr. Ells in the Provost Office and said the Annual Reviews must be done via Folio this year; we had made our form smaller in previous years; essentially the last two pages will have to go into Folio; everyone will need to get their data in by Jan 1, 2020; the only section then left to complete will be the planning section to add in goals, and things like area of work, interest, etc.; Ron Paul will talk at the December faculty meeting about this; if Folio is kept up-to-date then it should only about 20 minutes to do the goals part for the annual review; admin staff can be given a proxy to help get data added; logging into Folio will help all to see how it is set up and very helpful
- There is required COVID testing by the University that needs to be done in next 2 weeks; see email or UofL Today for info/link to sign up

- Cardinal Anti-Racism agenda is moving forward, slowly. There was a report that CODRE (the Commission on Diversity and Racial Equality) submitted to the President; there were about 120 people on the committee for that report which was a draft so the next step is that the same committee which is broken up into 5 subcommittees which is faculty, staff, students, administrators and trainees who will look at all the things sent in as a draft and decide on priorities and timelines which was the next step; even though the University has not heard back on this, the work is ongoing and that should be coming soon; there are many recommendations and some can some can and some cannot be done; it will be a collaborative effort throughout the University
- In mid-October we will get a survey called Cultural Wellbeing; this is coming from the Strategic Planning Committee on the Cardinal Principles and they are asking everyone to please fill this out as it will help develop goals for the Cardinal Principles with what we expect everyone to be able to say yes, I can do this; there are a set of set of 8 Cardinal Principles, a question will be is 8 too many or right amount, and for each, how will we actually show them; that survey will be coming out; typically during the fall, the second half of the University Climate Survey comes out however, with all the other things going on, this will not happen until early Spring
- Another initiative for our department we're we are still working on details, is to have a discussion and more longitudinal discussion on picking a book, discuss and have an action plan as well, be on the lookout for this as well

#### Vicki Montgomery | Patient Safety

- There were a couple medication infusion mistakes; one reached a point of root cause analysis; there has been an uptick with ED to med-surg admission with emergent transfer to the ICU; 2 were neonates and 2 respiratory distress patient; SHERLOCK reviews happening around those patients; requesting mindfulness of acuity levels and thinking about things that could go wrong; 1 retained foreign body surgical event
- There are 26 days since a central line bloodstream infection which has been a nemesis, there is an uptick in Pressure Injury; most all are devices related, mostly respiratory or IV skin injury; for hospital-based folks take a look round for devices and skin and that will help the nurses; 35 days since surgical site infection; 2 days since unplanned extubations, overall maintaining a low number; 19 days since last MSRA bacteremia; now are tracking employee injuries through NCMG they are starting to develop some work around to prevent employee injuries
- For those serving on Team Safety around NCH, they are looking the safety program and maybe revamping some of it and branding; for those on the team you should have received an email with a survey and after this is complete she will be reaching out to those who may be interested, particularly new faculty who have joined us and especially if you have a hospital presence with an interest in safety and want to serve, feel free to email her and she will add to roster
- From Solutions for Patient Safety, it is a national North American network looking at harm events in children's hospital and that work now includes employees; we have 3 posters that will be presented at the fall virtual meeting --Antimicrobial Stewardship, Mislabeled Specimens and CLASBSI; their focus continues to broaden but the primary focus for 2021 will be for CLABSI, employee safety/injuries, unplanned extubations, pressure injuries, overall safety culture
- For hospital-based providers, Cisco phones are going away and Vocera is coming, highly encouraged those who have the Cisco phone to take the training, 2 weeks from the switchover
- The Engagement/Safety Survey is in process
- The peripheral IV infiltrates and extravasations nurse training starts this week
- A new writing team formed for Guideline for management of iso, hypo, and hypernatremic dehydration, the first meeting is this month
- The NICU is considering forming a writing team around steroid use
- The pediatric surgical verification program virtual site visit will happen before end of the current year
- She echoed In's comments about the DAMAIC training; it is the custom improvement methodology that Norton has used for a number of years; very robust and a very good tool; if free to take to training she urges all to take

the training whether inpatient or outpatient because it applies to both; if you are not able to do it for clinical reasons or otherwise and want to learn more, she is happy to talk to you to help figure something out

- Other items bubbling up are communication between teams leading to hiccups in care, delays in care, diagnostics and transport of patients to behavioral care facilities is painstakingly slow and most happen with ambulance service in Jefferson County and they get backed up which sometimes leads to multi-day delays and sometimes we lose the bed, this is system-wide problem and the system folks are looking in to that including looking at options to using our own transport
- She is happy to hear of any concerns or questions
- Kim Boland plugged getting involved with a QI projects, she is on the IV Fluid Group

#### Sara Multerer | Residency Program

- Thanks to all, very quickly able to fill the faculty interview slots for October and November and you should receive an email for scheduling December and January
- For resident grand rounds (RGR), we are working in this virtual environment and they are trying to get feedback to the residents on the presentations so if you are contacted by the chief residents and asked to kindly fill out an evaluation we would appreciate it, even if you do not receive an email that have been putting the information in the chat function so if you fill a resident would benefit from feedback please complete
- This week is Appreciation week; in February we had a successful Resident Appreciation week and had planned for a Faculty Appreciation week in March then COVID delayed that; the one this week is for both residents and faculty; it is mostly grab & go snacks in the Novak Center or the Scheen Conference Center; have Virtual Trivia night on Wednesday if anyone want to dethrone Klint Schwenk; there will be a grab n go lunch in the resident Grand Round slot; please RSVP for planning purposes; check email from Tara, also sign up for snack slots
- There are two upcoming faculty development sessions on Quality Improvement, Understanding DMAIC given by Mark Johnson, System Director for Clinical Effectiveness and Quality for NHC; October 30 and November 30 at Noon, Virtual on MS Teams
- Working on a mistreatment policy and process for handling; 2 years ago had an event around residents treatment of a medical student; we have learned a lot about what best practices should be; talked with students and members of our Diversity and Inclusive Excellence Committee; we need a safe space for people to report events as they happen, a consistent and transparent process, a timeline for action and follow-up; this policy is not intended to replace existing UofL policies, it is an initial department level action with hopeful resolution before it escalates further; this is the first communication of many with a general overview; part of the process an electronic reporting form has been created accessible from the website which will be routed to the appropriate leader (program director, clerkship director, division chief or clinical or staff lead); there will be safe advocates who have volunteered if they are not trusting that the form will be truly anonymous or they would rather discuss the event in person; there will be an action plan and a timeline for action and for communication back to the person reporting the event; the logistics are being worked on, the initial form did not work too well and was getting blocked on NHC computers; creating communication for reaching out to safe advocates; Drs. Multerer and Jones will be meeting with division chiefs regarding their role and responsibility what the next steps might be should an event come up, and they will have a clear visual outline of the process; hopeful we will not have to use this very often but when we do we can use the same process every time
- Faye Jones said that we are doing around this in our department, other departments would like to see this and implement in their departments
- Kim Boland said that upon reviewing the ACGME surveys for all 72 residencies and fellowships we have at UofL, in general most answer these questions in positive way to receive good feedback and not be at risk for a problem; the reality is that the biggest problem was that people did not feel comfortable with the process of reporting mistreatment, issues with professionalism either with colleagues or attendings; she noted appreciation of the work on this initiative; feedback has to be able to be given and no one should be mistreated and all need to be professional

## Jan Sullivan | Research

- Work continues on research integration with NHC; there is one item the leadership is still working on to get the agreement signed; subcommittees are meeting and getting things moving forward
- Research conferences are going incredibly well; the next one is on October 19; feedback has been great. We encourage all faculty, fellows and residents to attend; Michelle Stevenson has taken the lead for this conference; she is working with NHC to provide CME starting in January
- Sara Watson is taking over as the medical director of the research unit assuming some of Jan's responsibilities; you will see her copied on emails related to studies and the research unit.
- Most activities that we do are in the NHC facilities, in the hospital or Novak; if any portion of what you are doing is in a NHC facility, the Norton Healthcare Research Office (NHRO) must be added to your IRB submission, even if it is a case report, QI, etc. Please do that up front; it is much harder to add later; Please reach out to Sarah King or Dr. Sullivan if you have questions or need assistance.

## Jenn Evans | Clinical Operations

- Aware we are short staffed in clinics, down about 20 % in staff; some are furloughs, some elected to leave, some open positions; in the hospital at 70% capacity, budgeted nurses; they are working on this; Kim Boland noted that this is also going on at other institutions, there are challenges especially for those with school age children
- Faculty comments are valued so please complete the safety and engagement survey regarding safety and culture
- Kim Boland noted that it is amazing how much we have accomplished in this time with the challenges