

**Faculty Council**
**Meeting Specifics**

<b>Purpose</b>	<b>Cadence</b>	<b>Executive Sponsor</b>
Regularly Scheduled	Third Tuesday of the Month	Dean DiPaola
<b>Date</b>	<b>Time</b>	<b>Location</b>
Tuesday, June 16, 2020	5:00-6:00 p.m.	Zoom

**Committee Chair(s) and Members**

<b>Basic Science Members</b>	<b>Clinical Science Members</b>
<input checked="" type="checkbox"/> Blonder, Lee X.	<input checked="" type="checkbox"/> Ballard, Hubert (Vice Chair)
<input checked="" type="checkbox"/> Hatcher, April R. (Chair)	<input checked="" type="checkbox"/> Deep, Kristy S.
<input checked="" type="checkbox"/> McFarlin, Jessica	<input checked="" type="checkbox"/> Fragneto, Regina
<input checked="" type="checkbox"/> Mellon, Isabel	<input checked="" type="checkbox"/> Gabriel, Gaby E.
<input checked="" type="checkbox"/> Spear, Brett	<input checked="" type="checkbox"/> Hays, Lon R.
<input checked="" type="checkbox"/> Whiteheart, Sidney	<input checked="" type="checkbox"/> Stevens, Julia C.

**Visitors and Standing Guests**

<input checked="" type="checkbox"/> Adams, Quinn (Standing Guest)	<input checked="" type="checkbox"/> Ross, Shavonna (Standing Guest)	<input checked="" type="checkbox"/> Tannock, Lisa (Standing Guest)
<input checked="" type="checkbox"/> Sanger, Matthew (Standing Guest)	<input checked="" type="checkbox"/> Sawaki Adams, Lumy (Standing Guest)	<input checked="" type="checkbox"/> White, Stephanie (Guest)
<input checked="" type="checkbox"/> Jones, Davy (Guest)	<input checked="" type="checkbox"/> Greathouse, Lauren (Guest)	<input checked="" type="checkbox"/> Grider, Jay (Guest)
<input checked="" type="checkbox"/> Geddes, Jim (Guest)	<input checked="" type="checkbox"/> Fay, Amberlee (Guest)	<input checked="" type="checkbox"/> Lang, Angie (Guest)
<input checked="" type="checkbox"/> Neiport, Emily (Guest)		

<b>Agenda Item</b>	<b>Presenter/Facilitator</b>
Call to Order	April Hatcher
Declaration of Quorum	April Hatcher
Approval of Minutes April 27, 2020 Special Faculty Council Meeting May 11, 2020 Special Faculty Council Meeting May 19, 2020 Faculty Council Meeting	April Hatcher
Endorse Committee Membership Changes	Matthew Sanger
Provider Engagement Results	Jay Grider
AAMC Restorative Justice Program	Stephanie White
Next Meeting <ul style="list-style-type: none"> <li>July 21, 2020 – Zoom</li> </ul>	

<b>Notes</b>	
<b>Topic</b>	<b>Discussion</b>
Opening Remarks	<ul style="list-style-type: none"> <li>• Meeting called to order by A. Hatcher.</li> <li>• Quorum declared at 5:01 p.m. (twelve (12) members present).</li> <li>• Minutes from April 27, 2020, Special Faculty Council meeting accepted and approved.</li> <li>• Minutes from May 11, 2020, Special Faculty Council meeting accepted and approved.</li> <li>• Minutes from May 19, 2020, Faculty Council Meeting accepted and approved.</li> </ul>
Endorse Committee Membership Changes	<ul style="list-style-type: none"> <li>• Matthew Sanger, the college's Executive Director and Chief of Staff, presented specific College of Medicine committee membership changes.</li> <li>• An election process occurred for the Admissions, Medical Student Curriculum, Scholarship, and Student Progress and Promotions Committees. Individuals were elected to serve on each of these committees and their terms begin July 1, 2020.</li> <li>• Dean DiPaola asked Faculty Council to endorse the individuals elected to these committees; Faculty Council accepted and approved the elected individuals.</li> <li>• A comprehensive list will be shared with Faculty Council at the July 21, 2020, Faculty Council meeting. Faculty Council will also identify a Faculty Council designated representative for each committee, which is noted in the Rules of the Faculty.</li> <li>• M. Sanger asked Faculty Council to put out a call for nominations for two faculty members to serve on the Committee for Instructional Vision, one faculty member to serve on the Faculty Form F Overload Committee, and two faculty members to serve on the Research Vision Committee.</li> <li>• A call for nominations will go out to faculty by Friday, June 19, 2020, with descriptions of each committee.</li> </ul>
Provider Engagement Results	<ul style="list-style-type: none"> <li>• Jay Grider, DO, UK HealthCare's Interim Chief Physicine Executive, presented the UK HealthCare 2020 Provider Engagement Survey results. The Press Ganey Workforce looks at evaluating teams around engagement and resilience and high quality patient care and experience. The survey excludes residents and fellows.</li> <li>• There is a leadership domain, which looks at perceptions of administration and/or department leadership, an organizational domain that looks at the state of the perceptions of the organization and the institution, a department domain, which looks at the perceptions of key departments within the organization/institution, and a staff domain, which looks at the perceptions of key staff members within the organization/institution.</li> </ul>

- Dr. Grider presented to Faculty Council the results for the leadership, organizational, and department domains.
- As an overview for the model of Provider Engagement, Provider alignment is the extent to which providers feel a strong connection with leadership and a shared vision of how to execute the mission and vision of an organization.
- Provider engagement is the extent to which providers feel an emotional attachment to and identification and involvement with an organization.
- In regards to UK HealthCare’s overall performance, the Overall Engagement improved from the 18<sup>th</sup> percentile to the 28<sup>th</sup> percentile. Overall Alignment improved from the 17<sup>th</sup> percentile to the 25<sup>th</sup> percentile. Physicians remain slightly lower than APPs for engagement and alignment (but are closing the gap), and we had no items score below the 2019 survey.
- In regards to higher performance themes, we scored higher than the national average in patient care. We believe in the future success of the hospital and are satisfied with job security. Individuals are also satisfied with the communication with their nursing staff.
- As we are improving our provider engagement, we are beginning to get to the things that are truly enterprise level, which is how well we are able to move patients through our system.
- Our score for engagement was 3.84 and for alignment it was 3.40, which are both improvements from 2019 and put us in roughly the 25<sup>th</sup> percentile nationally. This is a significant improvement from 2016 when we were in the first percentile.
- The biggest movers in engagement were Psychiatry (+.44), Surgery (+.43), Emergency Medicine (+.31), Radiology (+.29), and Pathology (+.24).
- The biggest movers in alignment were Surgery (+.5), Psychiatry (+.4), Neurosurgery (+.24), and Radiology (+.22).
- The sense of community at UK, finding meaning in work, high-quality care, and confidence in the hospital success in the future all drove the scores in engagement.
- Due to the workflows within Epic, UK HealthCare’s new EHR, it will be important for faculty to appropriately train and devote the necessary time to become familiar with the system. Due to its mobile accessibility features, if a provider does not reroute their workflows before vacation, their phone will be constantly going off. Given resiliency and the need to disconnect from work, this is a feature they need to work with the colleagues on.
- Provider recommendations were given based on our provider engagement results, and the presentation will go out with the Faculty Council June 16, 2020, meeting minutes.

<p>AAMC Restorative Justice Program</p>	<ul style="list-style-type: none"> <li>• Stephanie White, MD, the college’s Associate Dean for Diversity and Inclusion, introduced the AAMC Restorative Justice Program.</li> <li>• The AAMC collaborated with David Karp, Director of the Center for Restorative Justice, and is working to expand this approach to academic medicine. They saw it as a way of addressing issues of mistreatment and grievances that can sometimes be in the “gray zone” of not being a Title IV or EEO complaint, but yet they impact the way people experience work and how they belong.</li> <li>• The AAMC launched a call for applications for five pilot sites to undergo a six-month training to support restorative justice programs in academic medical centers.</li> <li>• The University of Kentucky College of Medicine was selected as a pilot site. With COVID-19, this training went from in-person to virtual.</li> <li>• Given the national issues of racist violence and unnecessary deaths of black men, as well as the death of Breonna Taylor in our UK family, there was a need to show that as a college, we were already planning efforts to strengthen our diversity, equity, and inclusion initiatives and to build a more inclusive climate that is respectful, equitable, and offers opportunities for all.</li> <li>• We felt the need to announce the AAMC Restorative Justice Program and talk about what it may look like, knowing we will need to have follow-up conversations once we learn more information on how this program will be implemented and what the timeframe is.</li> <li>• Restorative justice is a complicated approach to understand until you experience it. It is based on three tiers, one of which is community building. It aims to acknowledge past harm in a way that allows both parties to move to a place of compromise.</li> <li>• It provides the opportunity to have and promote crucial conversations to create an environment of mutual respect and belonging.</li> <li>• The current working group that will meet to implement the College of Medicine’s Restorative Justice project includes: Lisa Tannock, Emily Neiport, Donna Wilcock, Tukea Talbert, and Bill Verble.</li> <li>• We will provide more information once available.</li> </ul>
<p>Other Business</p>	<ul style="list-style-type: none"> <li>• The next Faculty Council meeting is scheduled for July 21, 2020, at 5:00 p.m.</li> <li>• Meeting ended at 5:58 p.m.</li> </ul>