

# The Weekly ReCAP

Week of March 10, 2024

**CAP Mission:** Transforming health through meaningful connections.

**CAP Vision:** To be the most innovative advanced practice center driving connections that elevate clinical practice, research, education, and leadership.

## Hi APPs!

I am very happy to announce the first change in our total compensation and benefits for our APPs. Our Director of Diversity and Development, Kierah Barnes, and I have been working hard to determine better ways to support career development of our APPs. We know that the cost of travel and conferences has continued to escalate. With our budget development process for the new fiscal year complete, we can officially say that starting July 1st for fiscal year 2025, the annual professional development reimbursement offered through the CAP will increase to \$3,500 per year. This is a 40% increase from previous and puts us ahead of the national average of \$3,000.

The funding for this comes from the Center for Advanced Practice and will be available to all APPs hired through the Medical Center and UPG. For now, the MC-employed APPs will continue to process reimbursements through PeopleSoft, and UPG-employed APPs will process through a paper-form submission. We are actively working on a “one method” solution that will work for all APPs regardless of entity and ensure expedited reimbursements.

We know that some of our APPs are very active in their professional organizations, and may give presentations, lead panels, or act as a board member. This may mean attending multiple conferences or having to travel for other meetings. To meet this need, Kierah is working on developing a program for those team members to apply for extra funds. This is still in the workshop phase, and expect more to come over the next few months. We want to ensure that whatever is

created is sustainable and is administered in an equitable way.

This is only the first, and admittedly easiest, step in our compensation journey. I had an initial planning meeting with Chartis for the full scope of their work with us (includes both compensation and role optimization), and I am looking forward to diving into this work with them. Keep an eye out this upcoming week to sign up to be a part of the compensation steering workgroup.

Have a great week!

- Bill



## TJC Update Corner

Our triennial Joint Commission survey window is now open through September 1st. As APPs, one of the biggest areas for us to impact compliance is in documentation.

Consents are required for all procedures that are not a part of routine care for our patients. A consent is not considered complete unless all blank spaces are filled. If you have a patient sticker attached to a form that contains the patient's date of birth, and there is a field contained within the form for date of birth, you still need to complete that field.

The most common blank field is PIC number. Even if all other fields are correct, leaving that blank is non-compliant. When completing a consent, please review the entire form, both front and back, to ensure full completion.

# The Weekly ReCAP

## Recognition Corner

Scott Darrah, Kim Elgin, Susan Ketcham, Kristi Kimpel-Wilkins, and Kathleen Rea represented UVA Health at the National Association of Clinical Nurse Specialists annual conference in New Orleans last week. In addition to collaborating with CNSs from 48 states and Canada, they presented on a variety of topics including sepsis screening, CNS scope of practice, and ketamine in acute care. We are immensely proud of this team who are at the forefront of driving innovative CNS practice and paving the way for other CNS teams. Congratulations, team!



Congratulations to Leah Wayner, NP on the publication of her article “Promoting Independent Advanced Practice Nephrology care: New Care Models to Advanced Kidney Health.” This is a bit late in congratulations as it was published a few months ago. This is a great review of the value that APPS provide in specialty care and the impact that they have on both operational efficiency and patient outcomes. Congrats, Leah!



Finally, a quick shout out to our Genetic Counselors, whose profession was recently highlighted in a US News and World Report Article “The 15 Best Jobs You’ve Never Heard Of” (15 Best Jobs You’ve Never Heard Of | Careers | U.S. News ([usnews.com](https://www.usnews.com))). They ranked as #2 overall, and the top healthcare-related profession in the list. They were highlighted because of the expected profession growth due to the increases in genetic testing, their ability to connect with patients and interpret findings, and their role as collaborative members of an interprofessional team. While we at UVA know the amazing impact these professionals have, we still have work to do to help the public understand what this profession is and how they transform the health of our patients.

# The Weekly ReCAP

## News You Can Use

### EPIC Hyperdrive

- ♦ This spring (April through May), EPIC Hyperdrive will rollout throughout the health system.
- ♦ This will be a new browser-based method of accessing EPIC that will come with some new features and accessibility
- ♦ There are a lot of training materials that will be coming as go-live approaches, but please use the following 3 links to learn more about what to expect
  - ♦ 3 minute video: [What is Hyperdrive?](#)
  - ♦ Connect article: [Get Hyper Excited – Hyperdrive is Coming!](#)
  - ♦ Top changes video: [Hyperdrive Top 6 Changes](#)

### Conference Opportunity

- ♦ The UVA School of Nursing is presenting the conference “2024 Protecting Health in a Changing Climate: Rising Heat & Health in Virginia” on April 13th from 8 am–3 pm
- ♦ Please follow the link to learn more and register: [2024-Protecting-Health-in-a-Changing-Climate-Brochure-2024-04-13.pdf \(virginia.edu\)](#)

### APP Headshots

- ♦ Please see the dates below for times that the photo studio will be open. No appointment is needed. The photo studio is located in McKim G-045-A.
- ♦ Thursday, March 21 | 1:30 – 4:30 p.m.
- ♦ Tuesday, March 26 | 9 a.m. – noon
- ♦ If you want to film a video, reach out to Chelsea Santana (XAR4QA) to schedule