

The Weekly ReCAP

Week of March 24, 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!

Thank you to everyone who was able to participate in our APP Council meeting this past week with the Q&A session with our senior leaders. I want to take this space to address some of the questions submitted that we did not have time to get to and clarify some other points.

Compensation is the hottest topic, of course. While we do not have an exact date that changes will be implemented, the work starts this next week with our next planning meeting with Chartis. We also have our steering committee of 30 APPs across professions and specialties to help guide this work, and our first meeting will be in the coming weeks. There will be a lot of analysis that goes into the total ask for our compensation changes, and once that final package is determined, we can best understand how to implement these changes.

Benefits are a big question, and we will continue to review what we can do to improve our total compensation package, including things like health benefits, PTO, and child care. Some of these are things that are needs that are beyond just APPs, so may not be able to be tackled fully in the scope of this project in a reasonable timeline.

Space is an extremely difficult topic within the institution as we continue to grow at a rapid rate. This topic includes space for parking, as well as having adequate space for work. Under the topic of parking, we are always looking for opportunities to fast-track our APPs to have better parking. Unfortunately, we do not have the opportunity to create more spaces, so we are very much limited

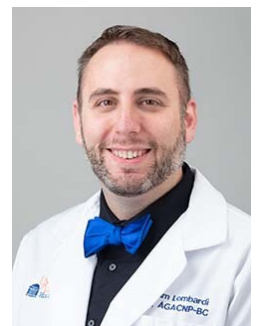
in our capabilities to equitably offer close in spaces for people. We do have the opportunity review if we have the people that need rapid access to the hospital the most in those fast-track categories.

As far as work space, there are many options being explored to have more office work space for APPs. To obtain this, it will be a domino effect of other people vacating spaces. As a system, work is being done to prioritize office space on site for people who need to be attached to the medical center and not regularly working remotely. Job categories who do not have clinical components may be moving to offsite office spaces. While this may not allow for our APPs to get private office spaces, we can at least start securing spaces that can be shared and used as landing spaces when work needs to be done.

These are all really hard issues to solve and none of them come with easy solutions and quick answers. It is going to take continued work to make sure that we keep making progress on this. We have made a lot of progress over the past few years, but keep asking these questions so that we do not lose sight of where we still need to go. I appreciate how much you all invest in ensuring that we continue to grow to be the leading APP center in the nation.

Have a great week!

- Bill



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APP Wellness Corner

One area that we feel that we can improve as a Center is to enhance access to wellness and wellbeing programs and services for our team members. UVA has an array of resources available for team members, but keeping track of these various resources and how to access them can be challenging. We hope to highlight these programs for you and help you understand how to access them for your own personal wellbeing and resilience.

The first thing we want to share is a video from a conversation this past month between U.S. Surgeon General, Dr. Vivek Murthy, and UVA Associate Professor and Director of the Compassionate Care Initiative, Dr. Lili Powell. (<https://youtu.be/ZAOb3kVPcGk?si=IMdNoVix1vCFwRxh>) We hope you take time to watch this video and think about what solutions you can think of to help yourself on a personal level, as well as what systems should be in place to help our providers across the system as a whole.

Also, please explore the following sites that have resources to aid you in your wellness journey.

- ♦ Compassionate Care Initiative [CCI Home](#) • [UVA Nursing Compassionate Care Initiative \(virginia.edu\)](#)
- ♦ Contemplative Sciences Center [Contemplative Sciences Center | \(virginia.edu\)](#)
- ♦ UVA Mindfulness Center [Mindfulness Center - University of Virginia School of Medicine](#)

Recognition Corner

Congratulations to Kierah Barnes-Vaval NP and Jeanel Little NP on publication of their article “Improving cultural competency in advanced practice providers at an academic medical center” in the *Journal of Nursing Education and Practice*. This scholarly work emphasizes how cultural competence in healthcare providers can impact the quality of care we provide and lead to improved patient outcomes. Please find the link to the article here -> <https://www.sciedupress.com/journal/index.php/jnep/article/view/25294> . Congratulations, Kierah and Jeanel!



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News You Can Use

Protocol Order Changes

- ♦ Medicare requires that all diagnostic services (both imaging and lab tests) be signed by an LIP before the test is performed. Non-LIPs may pend orders for LIP signature, but cannot sign these by themselves.
- ♦ Protocols may be created that must be initiated by an LIP that can allow non-LIPs to enter these orders. These protocols must be approved by the system and cannot be created locally.

Joint Commission Compliance Updates

- ♦ Please review the following four tip sheets related to TJC compliance
- ♦ <https://www.dropbox.com/scl/fi/ub1oifavenk07pyxkhbm/TJC-Documentation-and-Consent.docx?rlkey=e1ohgv660fgjspubj2uysvqrh&dl=0>
- ♦ <https://www.dropbox.com/scl/fi/dd0dln4nier7h5mbpjowg/TJC-Infection-Control-and-Medication.docx?rlkey=dkdqrmggtc8y7nhjxofqxdbck&dl=0>
- ♦ <https://www.dropbox.com/scl/fi/wpfxn90egl47f83mzlwm8/TJC-Procedural-Tips.docx?rlkey=hbezkh3xfomt9mthmfywqpuan&dl=0>
- ♦ <https://www.dropbox.com/scl/fi/7uqzlfrrl5216t4pqw2pi/TJC-Procedural-Tips-2.docx?rlkey=xfantah31wez9qyjqg5t0bmtd&dl=0>

Conference Opportunity

- ♦ The HCDI's 6th Annual Trainee Diversity and Inclusion Conference will be on Saturday 4/13 from 8am—3pm. The focus will be on housing insecurity and its impact on health outcomes.
- ♦ Please register for the event [here](#)

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.
- ♦ Tuesday, April 2 | 9 a.m.- noon
- ♦ Thursday, April 11 | 11 a.m. - 2 p.m.
- ♦ Wednesday, April 17 | 10 a.m.- 1 p.m.
- ♦ Friday, April 26 | Noon - 3 p.m.
- ♦ Monday, April 29 | 9 a.m. - noon
- ♦ If you want to film a video, reach out to Chelsea Santana (XAR4QA) to schedule