

The Weekly ReCAP

Week of March 31, 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!

It is that time of year again! Annual evaluation time has started at UVA. This process is an important touchpoint each year to ensure that you and your leaders are aligned in the work that you are doing and the value that you are bringing to the team and our patients.

A lot of people become anxious when completing their self-evaluation. We are often our own worst critics and fixate on the things that we could have done better or that project that we didn't quite finish this year. We are all overachievers, and that is the downside of that personality type. While it is important to acknowledge those areas that we can continue to improve upon, also remember to highlight all of the things that you did well this past year. While it may not always seem overly impactful to you or you may think of it as just a routine part of the job, the truth is that it could have been life changing for the patient. Don't undersell how meaningful your contributions are each and every day.

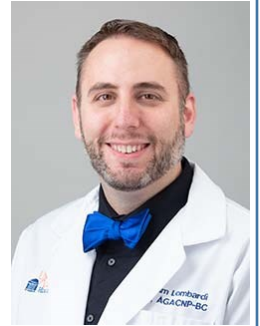
For the things that you could improve upon, consider turning that into your goal for the year. If you are not confident in managing a certain condition, make your goal to complete CME specifically on that topic. Your exceeds metric could be providing a lecture to your peers on it. If there is something in the system that frustrates you on a regular basis, consider a goal that focuses on developing better workflows or efficiencies for that. This is a great opportunity to reflect on the previous year and consider how you can make next year better.

Most importantly, think about how your manager

and those of us in the Center for Advanced Practice can help support you as you continue to grow professionally. The entire purpose of this Center is to support you and the work that you are doing. During your evaluation with your manager, make sure you talk about this and advocate for what could help you in your practice. This feedback helps us as we develop our own goals for the upcoming year.

Have a great week!

- Bill



TJC Compliance Corner

If your patient is unable to consent for themselves for their procedure, there must be an associated capacity form completed to document that the patient could not sign. The form shows the medical declaration that the patient is not able to complete the informed consent process.

To ensure that the appropriate person does provide consent, the reverse side of the capacity form has a worksheet that outlines the Virginia rules on surrogate decision making. This should also be completed to show that the proper assessment was done as to the proper legal medical decision-making surrogate for the patient.

The capacity form can be found here: <http://www.healthsystem.virginia.edu/docs/manuals/forms/clinicalforms/clinical-forms/clinical-forms/certification-of-adult-patient-capacity-to-consent-to-treatment>

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Recognition Committee Corner

The recognition committee is happy to invite you to our spring APP Get Together at Random Row Brewing. We had a great turn out last year and hope to have more opportunities for connection with our colleagues.

We will provide a clickable link for RSVP in upcoming newsletters.



DEI Committee Corner

Black Maternal Health Week starts next week. To support the needs of our community, please consider participating in the diaper drive in the flyer below. Drop off bins are conveniently located in many areas!

Celebrating Black Maternal Health Week April 11-17



We Are Collecting 10,000 Diapers!

The UVA Health Office of Diversity & Community Engagement and UVA Department of Obstetrics and Gynecology are partnering with Birth Sisters of Charlottesville (birthsistersville.org) and Stepping Stone Charlottesville (steppingstoneville.org) to collect 10,000 diapers in a week!

Please join the growing movement of diaper bank leaders, advocates, and individuals who are drawing attention to the issue of diaper needs in the U.S.

Donate full or open packs of diapers (preemie to 6T), pull-ups (2T to 6T), and wipes.

Bins are available in the following locations:

- OBGYN Clinics on Grounds and Northridge
- Main and West Cafeterias
- School of Medicine Office of Diversity, Equity & Inclusion (HS Library, Suite 2512)
- Or call/email and we'll pick them up!



Office of Diversity & Community Engagement



For information

contact Jackie Martin at jgm9u@uvahealth.org or 434-243-8352, Jennifer Horton at jch6z@uvahealth.org or 434-924-1858, or Dr. Claire Scrivani, ps4ac@uvahealth.org.

Recognition Corner

Congratulations to Anita Sites NP on being a part of the WINA Morning News this past week. She discussed the Living Donor Transplant Center at UVA and many topics related to transplantation and donation. If you want to hear more about her work and her fantastic representation of our programs, use the following link to listen to the segment -> [Anita Sites - Cville Right Now](#). Congratulations, Anita!



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News You Can Use

Annual Evaluations

- ♦ Annual Evaluations are now open in Workday. Please go in and complete your self-evaluation by the due date of 4/30. If not completed, it will be automatically advanced to your manager with no opportunity to add in your own narrative.
- ♦ After your self-evaluation, your manager will complete their portion and schedule time to review your evaluation with you.
- ♦ As part of our Magnet requirements, everyone should complete 2 peer reviews per year. Please work with your manager on your team's process for completing this.
- ♦ Please ensure that you have included a personal development goal. This should be something measurable with specific metrics to determine whether you met or exceeded the goal. Metrics could be things like "meets if completed by May, exceeds if completed by March" or "meets if completes 1 project, exceeds if completes 2".

Conference Opportunity

- ♦ The HCDCI'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.
- ♦ 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