

Charleston Women In Medicine
Chat with our Institutional Leaders
An Opportunity to Reflect and Reset
July 8, 2022

- I. Review of WIM Mission
 - A. To support meaningful culture change: recognizing and eradicating all types of sexism in this hospital system
 - B. To support women and their unique needs to promotion in their faculty and academic pursuits, including research, teaching, mentorship, and service
 - C. To elevate women to meaningful leadership positions and decision-making roles in the hospital organization
 - D. To advocate for the things women need to succeed in academic medicine, including those related to family-work balance
- II. Updates on progress for WIM Scholarship
 - A. Trauma Informed Care project ; Dr. Lasky PI
 - B. Gender Equity Culture Survey project ; Dr. Luzier PI
- III. Faculty Development Meetings each month
 - A. 2021-2022
 - 1. Sept 3, 2021 **WIM Core Council** WIM
Vision and Goals
 - 2. Oct 1, 2021 Kathleen Bors and All
Charleston Women in Medicine
 - 3. Nov 5, 2021 Melissa Poulos/Suzanne Crandall*
Leadership*
 - 4. Dec 3, 2021 Tiffany Lasky * Trauma
Informed Care*
 - 5. Jan 7, 2022 Jess Luzier*
Advocacy*
 - 6. Feb 4, 2022 Amy Deipolyi* Faculty
Research*
 - 7. Mar 4, 2022 **WIM Core Council**
Semi-annual Planning Meeting

8. Apr 1, 2022 Rayan Ihle*
Financial Planning*
9. May 6, 2022 Karinna Andrews*
Self-Care, Health and Well-being*
10. June 3, 2022 Beth Emrick*
Women in Leadership: FLEXPEDS*

B. 2022-2023

1. **July 8, 2022 Jess Luzier and Kathleen Bors* Family
Care Resources / Focus Group*
2. Aug 5, 2022 **WIM Core Council**
Semi Annual Planning Meeting
3. (Possible Guest Speaker in place of Core Council meeting – WVU HSC
Faculty Mentoring – TBC)
4. Sep 2, 2022 WE LEAD/ Kathleen Bors* OhioHealth
Women Leadership Group
5. Oct 7, 2022 Rayan Ihle Topic TBA -
Invite residents/fellows?
6. Nov 4, 2022 Mary Ann Maurer Topic in
progress (It's a great idea!) - TBC
7. Dec 2, 2022 Weisenmuller/Witsberger
Transgender Health topic - TBC
8. Jan 6, 2023 Suzanne Crandall
Leadership Development - TBC
9. Feb 3, 2023 TBC
10. Mar 3, 2023 **WIM Core Council**
Semi-annual Planning Meeting
11. Apr 7, 2023 **Charleston WIM Group WIM**
Workshop: Festival of Talents - TBC

IV. Efforts for Formal Recognition

- A. Bors / Luzier offered to spearhead ; no response from CAMC HR as of this date
- B. Bors / Luzier met with Drs. Knutson and Linton to discuss in May 2022
- C. WIM members met with WE LEAD team in May 2022

V. Free space to discuss issues of import and hear from institutional leaders Drs. Knutson and Linton

From Dr. Helmick

Dr Jessica Amos/ Amna Anees/ Sara Henley / Adina Bowe. They each have young children.

From CAMC employed faculty member:

1. Especially in the age of COVID, it would be VERY helpful to have more PTO, as it's almost impossible to arrange for last-minute care when a center closes due to an outbreak, or an employee has personal illness in the family (my little one and five of her classmates have COVID currently)
2. It would also be beneficial to have a hospital-affiliated childcare program with extended hours and fewer closures for weather, teacher trainings, etc. (For instance, this summer alone, there are three weeks during which there are gaps in my three-year-old's childcare coverage- between school ending and summer program beginning, teacher in-service, and a break between summer session and school resuming. Then, the first week of school is a partial week, with early dismissals and short orientation visits. It's very difficult to hire someone to provide care for just those few weeks.)
3. Our maternity leave/family leave policies are lacking. We get paid only for personal illness, and only if we've elected short-term disability benefits PRIOR TO becoming pregnant (at least, to my understanding).
4. I have a close colleague with a child fighting cancer right now, and she's having to work part-time through it, unpaid, in order to keep her job. It shouldn't be this way, in my opinion. I also know someone who was threatened with termination, due to having to leave work too many times to pick up sick children from school. When we are on FMLA, we get paid only for days we work. Maximum time off covered under FMLA is 12 weeks, during which your job is protected, but this is unpaid. So for instance, my colleague's child will be receiving chemotherapy for six months, but the mother can only have half that time off. I truly cannot fathom leaving my sick infant in the hospital and returning to work. She will get paid the weeks she is here working, but doesn't have the option to take more time, unpaid or otherwise.
5. A PTO sharing plan might also be useful, so those who have extra could give to someone in need, during periods of childcare issues or family emergency.

6. Employees, especially exempt employees at the provider level, should not have to take PTO for short-duration absences, such as two hours here or there for a medical appointment. (I believe this policy varies department to department, according to manager preference.)
7. PTO also gets used up when there are holidays or insufficient patient volume to support productivity requirements. For example, if there's a storm and many patients cancel, some staff have to go home and take PTO in order to offset the loss of billable units.

Another WVU Faculty member:

1. Is it possible for CAMC to partner with a local group instead of administering the program? My sister works for Merck; their childcare center is run by an outside group but is open to Merck employees only. Bright Horizons has a specific "product line" for healthcare, if you'd like to see below. <https://www.brighthorizons.com/industries/healthcare>
2. Is it possible to work on a study of similarly-sized academic institutions to find out about their childcare solutions? Christiana in Delaware comes to mind.
3. Is it possible to partner with any other community educational programs? My university had a daycare back in the day (still does). While it is staffed with professional early-childhood educators, it is used as a practical site for ECE students. This could also fulfill a community mission of lifting up the community, training people who will stay in the area and who will contribute to the local economy.
4. Aside from "it lost money," what are CAMC's perceived barriers in exploring this? (Reminder that it takes more than 100k to recruit and onboard a new physician. According to MGMA, an open full-time FM position represents a little more than half a million dollars of lost revenue, and a specialist opening in that same time is likely more than a million!) Link here from MGMA demonstrates that child care / elder care resources are one of the top ten benefit improvements for medical practices this year. <https://www.mgma.com/practice-resources/human-resources/the-10-most-common-employee-benefit-improvements-f>

Another faculty member gathered resources from similar-sized academic healthcare institutions, intentionally including a few that are not affiliated with a SOM/HSC:

1. Bright Horizons is the group that owns / operates a daycare across the street from Christiana and also in Upper Gwynedd / West Point for Merck.

<https://child-care-preschool.brighthorizons.com/de/newark/christiana/our-center>

About Bright Horizons at Christiana , Newark, DE

Your child's safety is our top priority. And our enhanced, industry-leading COVID-19 protocols are informed by experts, supported by child-friendly communication, and created to be a seamless part of your child's positive experience at our center.

child-care-preschool.brighthorizons.com

They have a specific "product line" for healthcare, if you'd like to see below.

<https://www.brighthorizons.com/industries/healthcare>

Healthcare Employee Benefits | Bright Horizons®

Bright Horizons offers solutions designed for healthcare employees and trusted by the nation's top providers to reduce absences, reach BSN levels, build talent pipelines, and stay operational in a weather crisis.

www.brighthorizons.com

2. Here is a link to Thomas Jefferson Hospital (another amazing Philly institution).

They address right on their web page! (Bonus, info on lactation lounges)

<https://hr.jefferson.edu/support/child-family-care.html>

Child & Family Care - Human Resources

A child care center is available for Jefferson employees, located on Jefferson's Center City campus. Operated by KinderCare Education at Work, the center is licensed for 56 children, ages six weeks to five years, and is supported by Jefferson Administration in its operation, developmental programs, and continued enhancements.

hr.jefferson.edu

3. Carilion Clinic offers a childcare discount as a benefit to employees. (click on "Your Wallet")

https://jobs.carilionclinic.org/content/TotalRewards/?locale=en_US

TotalRewards - Carilion Clinic

Carilion Clinic is an affirmative action and equal opportunity employer. We embrace a diverse workforce and provide equal employment opportunities to all qualified candidates without regard to Race, Color, Religion, Sex, National Origin, Protected Veterans status, Disability, Sexual Orientation or Gender Identity.

jobs.carilionclinic.org

4. And finally, WVU Medicine has partnered with Bright Horizons and offers . . .
Drop In Care!!!

https://medicine.wvu.edu/News/Story?headline=child-care-available-at-child-development-center_0

Charleston WIM Focus Group on Child and Family Care Resources on Fri, July 8, 2022 from 12-1 pm by zoom.

Join Zoom Meeting

<https://zoom.us/j/7506913595?pwd=ODFIUWJYZ2wxbFAvMWJ0Rm0vbll5UT09>

[\[zoom.us\]](https://zoom.us)

Meeting ID: 750 691 3595

Passcode: Trauma911!