December 2018

TO: UVM College of Nursing and Health Sciences Faculty and Staff
FROM: Patricia Prelock, Dean

“Forward Together”

INTRODUCTION

I hope everyone had a very blessed and happy Thanksgiving with family and friends. I can’t believe the semester is ending soon and there will be some time for a holiday break. I wish you and your families a very happy holiday and a healthy new year.

In this publication I am happy to share our continued efforts in expanding our educational innovations and celebrating the scholarship success of our faculty. I hope you will continue to find this information useful in our ongoing discussions and celebrations of the achievements of our faculty, staff and students.

EDUCATIONAL EXPANSION AND INNOVATION

Upcoming Events for Interprofessional Education: For LCOM/CNHS Faculty, there will be a Lunch and Learn series on Wednesday, Jan. 31, 2019 from 12-1 p.m. “Team Science” will be presented by Reuben Escorpizo, DPT faculty and Amy Nickerson, Nutrition faculty.

For Students/Faculty: The Student Interprofessional Education Leadership Committee has been very active and is planning to continue to offer monthly Family Network discussions and also high school visits. They are considering doing a health fair in an elder community if they have faculty support. Please consider supporting these efforts in your classes by giving extra credit or using student attendance for make-up assignments. The dates and times will be available early next semester.

The NH 396 - Fundamentals of Critical Inquiry: Evidence-Based Practice is coming together and will launch spring 2019. This is a graduate-level course for DPT, DNP, RD, SLP and MLS students. A faculty retreat on December 12 will flesh out more details. Faculty have been very excited to launch this effort and are working through the logistics with patience and optimism.

CNHS Orientation Day 2019: This is be held September 13, with two sessions of 2 1/2 hours each. The faculty is considering a replacement for the panel of professions that will more accurately demonstrate teamwork. We hope that all the courses that required their students to attend will do this again for fall 2019.
Nancy Lemieux and Danra Kazenski will be taking over for Mary Val Palumbo to direct our IPE activities for the spring semester while Mary Val is on sabbatical.

**Integrative Health:** We currently have 46 students enrolled in our UG Certificate in Integrative Healthcare. The Post-Bac and UG Integrative Health and Wellness Coaching proposals are currently under review at the Curricular Affairs Committee of the Faculty Senate. Upcoming events that might be of interest include:

- **The Integrative Community Practitioner Forum**
  - 12/6/18: Panel on Trauma Informed Care with Jay Gleason, M.S., LCMHC, LADC, NCC, CMT; Eva Simon, counselor, MACP, LCMHC, and Kira Krier, LICSW
  - 1/9/19: Beyond Opioids: Non-Controlled Pharmaceuticals for the Management of Chronic Pain with Clayton English, Pharm.D.

- **Laura Mann Integrative Healthcare Lecture Series**
  - 2/8/19: Jeff Dusek, Ph.D. - Effectiveness of Integrative Medicine Interventions Provided to Hospitalized Patients for Pain
  - 4/29/19: Tim Cunningham, D.Ph., M.S., RN - Compassionate Care,

**STUDENT SUCCESS**

Contemporary advising: Using UVM’s new advising software, Navigate (formerly known as EAB): Professional advisors began using Navigate in August 2018. By the start of the fall 2019 semester all UVM faculty and professional advisors will have access to this new software. Secure and internet-based, Navigate offers a modern, intuitive software interface that we anticipate you will like! Advising notes are easy to enter and can be accessed from anywhere with an internet connection. And, unlike shared-drive-based advising folders, Navigate records cannot be accidentally moved, overwritten or deleted.

CSD and BHSC faculty are training to use Navigate for a January start. RMS and Nursing will join the following semester. OSS advisors will be happy to help anyone who would like assistance as they begin using Navigate. OSS advisors have noticed many benefits, and a few caveats, that new users may be interested in knowing, and will be attending CSD and BHSC department meetings in January to share tips.

Advising tracking software gives us the opportunity to think about modern advising practices, as well. For example:

- Email advisees at the start of every semester to welcome them back and remind them of your office hours and how to schedule an appointment with you. Do this again six weeks into the semester and remind them that you are interested in supporting them in any way(s) they need.
- Email advisees who receive academic alerts. Rather than saying, “Let me know if I can help,” invite them to meet with you on a specific day and time. (Tip: look up their class schedule and propose a time that you know they don’t have an academic conflict.)
- De-emphasize transactional advising (course selection), and prompt advisees to think and talk about their goals, growth and development:
o Ask them what they are doing differently this semester. Ask them what habits they are trying to form, and what unhelpful habits they’re trying to leave behind. Ask them what their vision of success is.

o As they talk, make a short list of ideas for easy/first steps they could take: referrals, points of contact, recommendations, opportunities.

o Offer parting words of encouragement. Instead of saying “Good luck with all that,” think about how to motivate and affirm. Perhaps: “I can see you have real insight into what you need to do. Even though it will mean changing some habits, I believe you can make these changes. Come back and tell me about the next success you have, OK?”

The relationships advisors form with advisees are helpful when students experience adversity. With an existing foundation of trust and rapport, students feel safe disclosing difficult information, which allows advisors to make the right referrals. This web of care and support contributes to CNHS students feeling that our College is their home. Thank you, advisors, for all you do!

INCLUSIVE EXCELLENCE ACTIVITIES

The CIE partnered with the University’s 405/ADA Coordinator, Facilities Design & Construction and the Physical Plant Department to finalize a transition plan for accessibility modifications of Pomeroy and Rowell buildings. Modifications are based on the environmental assessment completed by our DPT students and their faculty mentors Nancy Gell, and Barb Tschoepe.

The CIE is working with the Center for Teaching & Learning on a workshop focused on Universal Design for Learning in curricular design/ modification. Anticipated timeline for the workshop will be in the spring/fall of 2019, so be on the lookout for this information.

There is a continued effort involving comprehensive document review. The committee reviewed university, CNHS, and CNHS department policies and documents for language of inclusivity, diversity, and inter-professionalism. The committee has identified recommendations for departments/offices.

Update on the Professional Development Series: (Check out https://www.uvm.edu/cnhs/diversity-college/)

- Health Disparities Research Round-up was held Nov. 28 from 12-1 p.m.
- Privilege & Accountability for Aspiring Allies workshop series is scheduled for Jan. 7, 9, 14 & 16 from 8:30-10:30 a.m.
- Between the World and Me book discussion with Dr. Nancy Gauvin is scheduled for Jan. 11 from 12-1 p.m.

Search for Director of Diversity and Inclusive Excellence: There were nearly 45 applicants for the position and the search committee is now involved in phone interviews. They have six candidates for phone interviews and will conduct on-campus interviews with three to four candidates by the end of January.

RESEARCH EXCELLENCE
Congratulations are due to Janet Kahn, Ph.D., LMT, in the Department of Rehabilitation and Movement Science, who has been awarded the Military Family Research Institute's annual award for Excellence in Research on Military and Veteran Families for her amazing work supporting integrative post-deployment healing.

As of September 30, 2018 YTD results for grants in FY19 indicate CNHS has 15 active grants with a total value of more than $3.2 million: seven in Biomedical and Health Sciences, five in Nursing, and three in RMS. We also have 28 grants pending with a value of approximately $8.6 million across all four departments and the Dean’s office. This compares to FY10 (my first year as Dean) with only four active grants totaling a little more than $900,000 and nine proposals pending with a value of $2.9 million. Congratulations to all faculty contributing to our scholarship of discovery.

SERVICE TO THE COMMUNITY

We had 36 first-year DPT students attend and participate in the Women's Health and Cancer Conference. Three groups of students presented on the following topics: "Benefits of physical activity and wellness," "Benefits of resistance training" and "Exercise prescription for survivors of cancer." Three groups performed vital signs, balance and strength and flexibility screenings. There was a very positive response from both students and conference attendees! A big thank you to our DPT students and their faculty lead, Justine Dee, for their contributions to our community. (View the photos: https://photos.app.goo.gl/5YShhRBNHkDrzNPc8.)

BUDGET UPDATES

In a leadership update, the Provost shared the following:

“Current projections indicate that revenue growth in FY20 will not be adequate to cover the expense growth driven mainly by salary increases, health insurance increases and needed investments in deferred maintenance. Consistent with our commitment to affordability and financial accessibility, and our pledge to control Support Center (SC) expenses, all SCs will be required to make modest budget reductions in FY20. At this point in the planning process, we anticipate any necessary reductions will be modest. . . The necessity of budget reductions in Responsibility Centers (RCs, i.e., colleges/schools) will depend on the individual circumstance of each RC vis-à-vis its revenue and expense projections. It is likely that some RCs will be able to develop FY20 budgets that will not require reductions. Others will require modest reductions.”

We should continue to be mindful of how we steward our dollars and prepare for decreases in enrollment that are inevitable across campus. This is a time also for departments and programs to think strategically about your incentive dollars so that you invest them wisely to support your recruitment and retention efforts and in areas that could lead to possible growth and reinvestment.

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