February 2019

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

“Forward Together”

I hope everyone enjoyed an excellent start to the semester and our ‘wintery’ weather. The snow is beautiful and, although it’s cold, there have been lots of blue skies.

In this publication, I am happy to share our continued efforts in academic excellence, create some excitement about our Admitted Student Visit days, and remind you to think about nominating students and colleagues for Dean’s awards as we celebrate the accomplishments of our incredible community. A specific reminder to all to consider nominating alumni for the Dean’s Distinguished Alumni Award, which recognizes professional accomplishment, service and/or career achievement. Submit a nomination >>

I will be happy to talk further about any of the issues discussed here in our college meeting on Feb. 25.

DATES TO PUT IN YOUR SCHEDULES

**Faculty Meeting**
*When:* February 25, 9:30-11:30
*Where:* Davis Center, Livak Room 417

**Honors Tea**
*When:* Friday, April 19, 3:30 – 5:00 pm
*Where:* Larner classroom - COM

**Honors Day**
*When:* Friday, May 17, 9:30 am – noon
*Where:* Memorial Lounge – Waterman 338

EDUCATIONAL EXPANSION AND INNOVATION

Interprofessional Education: The IPE Steering Committee is working to provide continuing Faculty Development opportunities in IPE. On April 3, 12:00-1:15 p.m., we will host a workshop on
“Learning Together to Teach Together.” Details are forthcoming. Future IPE Faculty Development Workshop topics are likely to include:

- IPE and IPCP – Teaching the Culture of Compassionate Care and Resilience to Interprofessional Student Teams in Classroom and Clinical Settings
- IPE - Team Science Series Learning Together to Teach Together

These events are open to all health professions program faculty at UVM, including Dietetics, Nutrition and Food Sciences and programs in the Larner College of Medicine and the Albany College of Pharmacy Colchester Satellite faculty.

The IPE Steering Committee is investigating methods for improved dissemination of information (e.g. upcoming faculty and student events, committee initiatives, etc.). Look for a Newsletter that will be published every 2 months.

The inaugural IPE research course **NH 396 Fundamentals of Critical Inquiry** is currently underway this spring semester. (Link to news story [https://www.uvm.edu/cnhs/news/art-inquiry-course-examines-interprofessional-problem-solving](https://www.uvm.edu/cnhs/news/art-inquiry-course-examines-interprofessional-problem-solving)) This hybrid course involves 86 graduate students in five different majors learning about foundation principles of evidence-based practice and practice-based evidence that will guide their decision-making in the health care. The course encompasses nursing, communication sciences and disorders, dietetics, biomedical and health sciences, and physical therapy. Teaching faculty include eight core members from the involved programs and four others from UVM libraries and the Graduate Writing Center. Graduate students will present their evidence-based practice project critical appraisal of evidence during the final week of the semester.

You are invited to LCOM Teaching Academy **Mud Season Education Retreat** on Friday, March 29, 2019 from 8:00am-4:30pm at the Doubletree Hotel and Conference Center. Although the sessions are specifically designed for LCOM faculty, much of the information is transferable to other learning/teaching practices. Follow this link to view agenda and register: [https://teachingacademy.wufoo.com/forms/zyq0v8i1oeyod7/](https://teachingacademy.wufoo.com/forms/zyq0v8i1oeyod7/)

**Integrative Health:** The Post-Bac and UG Integrative Health and Wellness Coaching Certificates have been officially approved by the UVM Board of Trustees and we will start enrolling students in Fall 2019.

**Dean’s Faculty Innovation in Teaching Award.** Please consider nominating one of your colleagues for the Dean's Innovation in Teaching Award on or before **March 1.** This award recognizes teaching that engages students in an experiential manner, develops their reflective thinking and is responsive to CNHS strategic goals for integrating clinical simulation, internationalization, interprofessional education and integrative health. [Submit a nomination >>](#)

**STUDENT SUCCESS**

Behavioral economists know that nudging is easy, cheap and effective. As Erica reminds me, we all receive reminder nudges via mail, text or phone for haircut appointments, oil changes, dentist and ophthalmologist visits and pending credit card or cell phone bills. A nudge is a simple attempt to steer behavior and, when done right in a teaching or advising setting, is perceived as personal,
helpful and caring. It can be fairly non-specific while still helping students feel seen and valued.

A good student nudge is:
- a brief communication that you notice them
- a kind tone showing that you have their best interest in mind
- an empowering or educational reminder to make a good choice

Examples of good nudges:

- I noticed you missed class today and I wanted to check in and see how you are doing. Let me know, ok?
- It seems like you are quiet in class, but I have a hunch that you have a lot to say. Please feel free to speak up. I think others would appreciate your questions and insights! See you next week.
- Last semester was a little rough (alternately: a pretty good semester, grade-wise) for you. I would love to check in, in person, and hear how this semester is going so far. My office hours are____. Can you stop by early next week?

You can also send group nudges:

- Folks – I can tell that you are feeling the effects of the various illnesses that are going around right now. I care about each of you, so please consider this heartfelt advice: use this weekend to focus on personal health and academic balance. Rest, read, repeat.

You’re not alone if you’re not in the habit of communicating with students this way. But faculty and advisors who have adopted this approach report that students are highly responsive (even relieved) to receive nudges. Even if you don’t get a response the first or second time, they know you’re paying attention, which on its own helps shape student behavior. Give it a try!

**Outstanding Undergraduate Student.** The Dean gives an outstanding undergraduate student award each year and I hope you will consider nominating one of your outstanding students on or before **March 1**. This award recognizes a student who has demonstrated exemplary professional growth and contributions during their tenure at UVM. [Submit a nomination]>

**Outstanding Graduate Student.** The Dean also recognizes a graduate student who has demonstrated exemplary professional growth and contributions during their tenure at UVM. Please consider a nomination of one of your students for this award on or before March 1. [Submit a nomination]>

Let’s make our Admitted Student Visit Days the best ever! Engage with families about the unique experiences we can provide, ignite the enthusiasm of our newly admitted students with your own, and follow-up with those students and families who had questions. Remember our goal for yield this year is minimally **30%** for the College with each program setting stretch goals to yield those who have been admitted and are seriously considering UVM. Go Cats Go!

**INCLUSIVE EXCELLENCE ACTIVITIES**
Continued good work is happening with our CIE. Two student ambassadors for the CNHS Diversity & Inclusion Student Leadership pilot program have been hired for the spring. The CCV/UVM Articulation agreement is being reviewed and updated by Biomedical & Health Sciences, Communication Sciences & Disorders, CALS/CNHS, Admissions, and the Registrar’s Office as it relates to the Pathway Proposal. Work is continuing with Physical Plant and Facilities, Design, and Construction on modifications to both Pomeroy and ROWell building to ensure accessibility in both buildings over the next few years. The 2nd year DPT students in Nancy Gell’s Health Promotion’s course are working with Amber Fulcher (ADA/405 Coordinator) and Kate Coffey (Facilities architect) to create a training module for UVM Staff on ADA Compliance this spring. Thank you, Nancy, for helping to make this happen.

**Dean’s Award for Inclusive Excellence.** Consider nominating one of your colleagues for the Dean's Inclusive Excellence Award on or before March 1 which recognizes a student, faculty or staff member who has made a major contribution to create an environment of social justice, inclusion and equity. [Submit a nomination >>]

**RESEARCH EXCELLENCE**

A call for Abstracts for the Ziegler Conference will be posted in the next week, as well as the RFP for the CNHS Incentive grant. Please look for these opportunities to share your research and do pilot projects.

Consider nominating individuals for the **Dean’s Faculty Excellence in Research Award** on or before March 1. This award recognizes innovation in moving from basic science to practical applications that enhance human health and wellbeing. [Submit a nomination >>]

**BUDGET UPDATES**

Shari Bergquist, our Assistant Dean for Business Operations, is a member of the Incentive-Based Budgeting (IBB) Steering Committee. She has participated in some critical meetings during the past year as the campus prepares for implementation of IBB 2.0. Shari has provided the following valuable information regarding the committee’s review of the current budget model which included campus-wide feedback to determine which algorithm(s) should be reassessed.

The majority of the feedback identified three algorithms that needed to be refined:
1. Algorithm 1: SCH weighting
2. Algorithm 6: Facilities and assignable square footage
3. Algorithm 7: Headcount assessment

Based on additional data and feedback obtained through many focus groups and brown bag lunches, the IBB Steering Committee proposed the following recommendations to President Sullivan:
1. Eliminate the SCH weightings in Algorithm 1, but maintain the 85/15 split;
2. Revise the headcount methodology such that the part-time faculty/staff assessment is half the full-time assessment;

In addition, the committee recommended no changes to Algorithm 6.
The president accepted these recommendations with an effective date of FY20. The next review of the model will occur in FY24. Additional information on IBB may be found at:
http://www.uvm.edu/~provost/IBB/

Webpage: www.uvm.edu/cnhs

Twitter: www.twitter.com/UVMDeanPrelock