

# Marshall School of Medicine

## Faculty Council Meeting

September 25, 2018

Name	Attendance
James Denvir, PhD	✓
Emine Koc, PhD	Excused
Melissa Lester, MD	✓
Katherine Steele, MD	✓
Matthew Curry, MD	Excused
Charles Meadows, MD	
Bisher Mustafa, MD	
Vikrim Shivkumar, MD	✓
Jared Brownfield, MD	
Charles Francis, MD	✓
Tom Reinsel, MD	Excused
Alysia Browne, MD	
Jennifer Gerlach, MD	✓
Jack Stines, MD	✓
Hillary Porter, MD	Excused
Paul Brown, MD	

### MINUTES:

#### I. Welcome, Introduction

Dr. James Denvir called to order the Faculty Council Meeting, and moved to approve the minutes. There was a second and the approval of the minutes from August 28, 2018.

#### II. Wellness Committee Update (Dr. Charles Francis)

Dr. Francis said the Dean has approved \$50,000 for the wellness committee budget. Unlikely to have a wellness director within the first year, but hiring consultants who could help develop policy, mission statement, and what needs to be approved in order to hire a director. Dr. Francis is considering Deb Koester as a very helpful consultant, she is going to give him a quote for an hourly rate and it will move forward from there. The \$22,000 budget for Wellness Director/Consultants Wages is a part time position budget; in the future, the director position may need to be a Full Time position. The budget would need to reviewed and edited because a Full Time position may require benefits, at the time of looking into benefits HR will be a great help.

Dr. Larry Dial has been very helpful when forming the budget, the Wellness Event budget was set at \$3,000 due to the cost of food and other event necessities. However, Dr. Dial did say that if the hospital hosts the event the hospital would likely pay for the event, and that would help save our budget.

Wellstream Personal Health Assessment is a flat rate and the ideal situation would be to provide this for every physician and PhD every year, every 2 years at most.

What kind of enrollment should the program have? Rolling Enrollment or a certain enrollment period. Dr. Francis thinks that an enrollment period would be beneficial because then after the deadline there would be a set amount of participants, and you would be able to budget the program better based on number enrolled.

Dr. Francis would like to take this committee to the next level in the near future, which would include different subcommittees that will help make the Wellness Program as great as it can be. The subcommittees will be comprised of members of Human Resources, Marketing directors, public affairs and others who can add to the success of the program. Dr. Francis will report from the Wellness Program Committee to the Faculty Council on a quarterly basis.

\$15,000 towards incentives for program completion, based on 20% faculty completion rate, it seemed agreed upon it may be an ambitious completion percentage. However if this budget is exceeded regarding incentives that would be a good problem! Incentive would be \$200-\$300 reimbursement. This includes going to many locations to be active 2 or 3 times a week (YMCA, The Studio, Orange Theory, Rec Center, Brown Dog, etc.) A system will need to be in place to make sure that attendance data is recorded. Mind Body app suggested keeping track of attendance because many locations in Huntington/Barboursville use this app.

Dr. Indramohan is involved in a yoga apprenticeship in Boone, NC and that program is \$4500, Dr. Dial said he will cover \$2500 and the wellness program will pay the remaining \$2000. The hope is that through this apprenticeship Dr. Indramohan will return and teach classes for the faculty through the Wellness Program. Yoga mats and a speaker will be purchased to complete the ambiance and necessary equipment for Yoga and will be available during the classes she will teach.

WELCOA (Wellness Council of America), well-recognized council, this budget will cover the membership of two people.

Send out quarterly wellness newsletter to let everyone know different events, offerings and phone numbers. Dr. Francis is waiting to hear back from Sheanna Spence regarding cost. A Wellness Program website would also be helpful; Dr. Denvir suggested getting in touch with Brian Patton regarding creating a wellness page on the JCESOM Website and part of Brian's salary comes from various grants money in helping with their website.

A question raised about those people who already go to the gym and do not feel comfortable in a one on one setting with a personal trainer or group class. Dr. Francis stated that their incentive would be a little different and they would

need to keep track of exactly what they do each time they attend the gym. Dr. Denvir suggested starting with faculty who are not part of a gym already and need to get started and once the program is running then add variations and expand further down the road.

Main goal of the program is to study the outcomes.

Dr. Francis has commitments from about 15 people, but they are having difficulty finding a date for everyone to attend. They are talking to Matt in IT in order to work out a Zoom conference so everyone may conference in from their various locations. Dr. Francis ideally wants to have introduction of the program in early November.

Dr. Denvir moved to pass the budget for the Wellness Program, second, passed.

Dr. Francis would like to remind everyone to find a Wellness Champion in each of his or her departments to be the go-to contact from the Wellness Program.

### **III. Election of Vice-Chair**

Dr. Denvir did not receive any nominations. The council nominates Dr. Jennifer Gerlach, she has accepted.

### **IV. Structure of Faculty Council Discussion**

Big question is if Faculty Council should remain as an advisory committee for JCESOM or if it should move to more of a governing body and oversees the other major committees (admissions, by-laws, research, budget, medical education, student affairs, etc.) and have more control over policy. The council wants to find out what the hierarchy includes when a committee proposes something. The Faculty Council would like to invite Dr. Darshana Shah to the next meeting to inform them on the decision making process of JCESOM.

### **V. Adjourn, Final Remarks**

Please share the name of the Wellness Champion for your department at the next meeting.

Dr. Denvir adjourned the meeting at approximately 6:20 PM.