

Tulane Resident and Fellow Congress
Meeting Minutes
November 4, 2021, 17:00-16:02

I. Call to Order

- a. See attendance on final page of minutes

II. Old business

- a. Status updates

- i. Bylaws committee report (Mary Jenkins, Andrew Pham, Edgar Acuna):

- 1. Planning to have by-laws ready to be presented to the committee for approval by December meeting. Need to define elections and language about meetings TRFC are involved in.

- ii. Budget updates

- 1. Andrew Pham (President) brought up budget to GMEC, every dept has own budget. Residents looking for funding for activities should go to their individual programs for funding first. Intentions for use TRFC budget still unclear, will continue to follow up with GMEC leadership and TRFC.
 - 2. There have been concerns expressed from residents about how to seek out funding from their departments and what funds are available for resident use.
 - 3. Plan for Rhonda to attend next meeting to help clarify funding resources.

- b. TMC Resident Fellow Lounge, led by Dr. Mauldin, CMO of TMC.

- i. Luncheon today to celebrate opening of new resident lounge, but unfortunately not open yet due to awaiting furniture arrival. Lounge located on left side before Walgreens. Plans to take snacks from trash room for lounge. May plan to use TRFC funding to help with lounge

- c. We need more GMEC resident volunteers

- i. Current president & VPs part of GMEC. Currently have 3 additional volunteers. Please let Andrew Pham know if you are interested.
 - ii. Meets weekly on Wednesdays at 4-5 pm currently, may eventually move to monthly meetings depending on need. NDA may be required if reviewing documents related to ACGME.

III. New Business

- a. Approval of Website Contents

- i. Approved

- b. Nominations/process for president-elect

- i. Per by-laws, President-Elect needs to be elected by end of November to serve as the following academic year's TRFC President (should be junior "not imminently graduating" member)

- ii. Please contact Leslie Miller (Secretary) if you are interested in running for President-Elect or would like to nominate another TRFC member.
- iii. Motion to delay deadline until January 2022.
- iv. Seconded.
- v. Motion approved.
- c. Formation of Budget Committee
 - i. Chair: Blake Winston
 - ii. Volunteers: Jemimah Chen, Alison Key
 - iii. Please email Leslie Miller or Andrew Pham if interested in participating in this committee.
- d. Formation of EDI committee, standing committee
 - i. Volunteers: Jemimah Chen, Elora Apantaku
 - ii. Please email Leslie Miller or Andrew Pham if interested in participating in this committee.
- e. Announcement of EDI Grand Rounds with Bennetta Horne (Director of EDI office)
 - i. GME would like TRFC to co-sponsor
 - ii. Andrew Pham (President) is working with Bendetta Horne to coordinate.

IV. Open floor for TRFC ideas

- a. Leslie Miller (Secretary): Please update your contact information at: https://wvavet.tulane-my.sharepoint.com/:x:/g/personal/lmiller12_tulane_edu/EbAU_nW3I2BArXharl3NuyUBr71rrF07RE4BoCo6yEVpGg?e=jPdnNT
 - i. First tab is TRFC rep contact information. please update your information.
 - ii. Second tab is a list of existing TRFC sub-committees, please add your name if you'd like to join a committee.
 - iii. Third tab is a list of faculty contacts, please add faculty contacts that may be helpful in accomplishing TRFC initiatives.
- b. Mary Jenkins (VP): Questions regarding salary and retirement planning concerning inflation. Staff after 2 years have access to retirement plan and residents do not. Dr. Cox recommends contacting Margaret Bell from Human Resources and Dr. Gladden about this. Leslie Miller recommends advocating for financial education at initial intern orientation specifically relating to retirement plan options and process. Additional concerns brought up about the fact that interns do not get paid in the first month of intern year which leads to significant financial stress. Dr. Cox encourages the committee to advocate for payment of interns to be paid in their first month.

Separate note from your secretary: *Regarding retirement plans for residents, **if residents would like to contribute to retirement savings other than a Roth IRA during residency, Tulane offers an option for full-time employees called a 403(b).**

A 403(b) is an investment-based retirement program in which retirement savings are deducted from the paycheck *before* the paycheck is taxed, thus reducing the amount of tax you pay on your initial wages.

An employee can open a 403(b) at any point during the year, not just during the open enrollment periods for other employment benefits.

The retirement contribution is automatically deducted from the paycheck before the taxes are taken out and the rest of the check is deposited as usual.

When you complete your employment at Tulane, the account can be rolled over into another retirement account once one is set up through your future employer.

You will need to have your Social Security number handy to apply.

If anyone would like to open one, instructions can be found here:

<https://hr.tulane.edu/benefits/how-enroll-staff-retirement-plan>

IGNORE Step #2. Instead, email Glenda Williams at gwilliams3@tulane.edu (504-247-1703) and she will send you the form you need to fill out for the payroll deduction

- c. Jemimah Chen: Question about necessity of signing an NDA in order to participate in GMEC. Pham reports NDA is required to review documents related to ACGME citations. Would expect other GMEC members to also have to sign NDA but will reach out to Dr. Gladden for clarification. Dr. Cox confirms that NDA necessary due to involvement of litigation.
- d. Sensei group will be coming back to interview more residents in order to get a larger sample of resident feedback. Sensei is going to try to contact individual programs to plan times during protected didactics so more residents may participate.
- e. Mary Jenkins (VP) brings concern about process of resident and fellow body communicating with TRFC members to bring concerns. Current plan is to send TRFC member list to the community and have a member list available on the website. Plan for individual representatives to follow up with residents who bring concerns to them about how the committee is addressing concerns. Will also plan to publish quarterly newsletter to communicate committee activities to community.
 - i. Leslie Miller (Secretary) requests TRFC members to help create content for newsletter. Ideas for columns are appreciated. Will plan for first publication in January 2022.
- f. Mary Jenkins (VP) will pass on final recommendations from ACGME and Sensei Town Hall meetings for TRFC representatives to share with their respective residencies. Reported below.
 - i. The importance of documentation of meeting minutes of the GMEC
 - ii. The importance of knowing and adhering to ACGME requirements
 - iii. ACGME is concerned about resident education and protection
 - iv. DIO and GMEC need to be knowledgeable of their role and carry it out
 - v. The cooperation between the DIO and the GMEC is paramount

V. Adjourn at 1802

VI. Attendance (43 members):

- a. Andrew Pham
- b. Leslie Miller
- c. Blake Winston
- d. Cade Picou
- e. Stephanie Goddard

- f. Barley Halton
- g. Elora Apantaku
- h. Katherine Cox
- i. Mary Jenkins
- j. Alison Key
- k. Robert Limbaugh
- l. Jemimah Chen
- m. Nina Hein
- n. Mark Rocco
- o. Julia Accetta

VII.