

Tulane Resident and Fellow Congress
Meeting Minutes
December 7, 2021, 5pm

I. Call to Order

- a. See attendance on final page of minutes

I. Guests Dr. Gladden and Rhonda Coignet

- a. January 11th ACGME Re-evaluation. GMEC and PDs meeting weekly to prepare. Dr. Gladden asks for feedback and leadership in representing our departments and communicating with GMEC about resident concerns.

b. Congratulations on TUMC Resident Lounge.

- c. Resident fellow town hall 12/16/21 at 6 pm. Request TRFC reps help encourage participation. Will be held on Zoom.
- d. GMEC heard from residents about payment before arriving for orientation. GMEC willing to talk to HR about changing payroll to biweekly rather than monthly. Concerns about how that would effect individual's personal budgeting.
 - i. Mary Jenkins: Point of clarification. Residents start in June for orientation and concern is that interns arrive and don't get paid for entire month, possibly 2 months. If changed to biweekly, would orientee's get paid.
 - ii. Rhonda responds that GMEC is discussing orientation pay separately. Biweekly payment would not address orientation pay and would still start July 1st.
 - iii. Leslie Miller: Agree primary concern that was brought up was orientation pay.
 - iv. Rhonda will send biweekly payment calendar.
 - v. Mary: If biweekly payment would increase chances interns will get paid earlier, many people may support.
 - vi. TRFC to discuss biweekly option and discuss with individual departments.
- e. Rhonda working on **TRFC website**. Leslie Miller will work with Rhonda to share content already created and work toward production.
- f. Shannan Immel inquires about any plans for **resident retirement plans**.
 - i. Ian Watson shares that we may email Glenda to sign up for a 403(b).
 - ii. 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.
 - i. **An employee can open a 403(b) at any point during the year**, not just during the open enrollment periods for other employment benefits
 - ii. **Contact: Glenda Williams, Benefits Specialist,**
gwilliams3@tulane.edu, Office: 504-247-1703
- g. Mary Jenkins met with Dr. Robin McGoey about **resident salaries**. LCMC looks at average resident salaries in Southern US. Recent pay increase was due to falling below average and subsequent decrease in annual increase was due to

being above average for Southern US. LSU and Tulane are on same pay scale. Also discussed meal stipends and possibility of pulling salary money for meal stipends and determined this would likely not be favorable.

- h. Mary Jenkins brings up that several residents have filed **professionalism complaints** and have not yet heard back in over a month despite listing their contact information. Per Rhonda, there is a staffing delay, and someone has been hired to help address this. Asks we communicate that GMEC is working on this and concerns will be addressed as soon as possible.
 - i. Barret Hawkins asks if we have a plan to send a “Bug Report” when complaints are received. Per Rhonda, a case number is sent and can be entered into website to follow status of report. GMEC working on ways to improve communication.

II. Guests Dr. Guidry (General Surgery) regarding Wellness Committee

- a. Starting Well Champs: Resident from each department to be wellness advocate. Plan for reps to come together 2-3 times per year to share wellness activities and ideas.
- b. Please send Dr. Guidry (cguidry@tulane.edu) nominations for your department or if you'd like to volunteer. Also send her ideas for ways to advocate for resident wellness.

III. Old business

a. Bylaws Update

- i. Committee has been working on reviewing current Bylaws. Will share revised version.
- ii. Plan to clarify language of committee roles. Updates and elaboration of election process including expanding to 2 Vice Presidents. Discussion of clarifying language in Budgeting & Funding section that budget is intended to be used to items that benefit all residents and leftover funding can be used per sub-committee discretion for smaller events. Will need to have at least one General TRFC meeting with all residents and fellows.
- iii. Inquiry on definition of quorum in bylaws, 30% of 43 members would be 13 members. Discussion of writing in separate minimum requirements for meeting attendance and voting. Encourage fellow TRFC members to engage with meetings and voting. Will plan to send out revised bylaws and send out vote for decision of minimum of meeting quorum and vote quorum.

b. Budget Update

- i. Blake Winston plans to meet with TRFC budget subcommittee 12/8 and will report back to TRFC executive committee in January/February meeting

c. Subcommittee updates: GMEC subcommittee contacts were discussed and distributed to the TRFC executive committee as below

- i. EDI (GMEC contact Wendell Cole)
- ii. Wellness (GMEC contact Mandy Weidenhaft)

- iii. Professionalism (GMEC contact David Yu)
- iv. Discussion from Jenkins, Lerner, Pham that it is appropriate and approved by GME to recruit talent from any resident/fellow for subcommittee participation.
- d. TMC Resident Fellow Lounge**
 - i. New lounge at TUMC was opened earlier this week, TRFC exec committee encouraged to relay the information to their coresidents and provide feedback to TRFC for continued improvement of this space
- e. Update of EDI grand rounds with Bennetta Horne**
 - i. Andy Pham plans to reach out to Bennetta Horne to plan for a January EDI grand rounds for the entire SOM, date TBD
- f. Website status update**
 - i. Leslie Miller to reach out to Rhonda Coignet as above to discuss and publish TRFC website
 - ii. **Website published!** <https://medicine.tulane.edu/graduate-medical-education/resident-and-fellow-congress-trfc>
- g. President-elect process**
 - i. November Meeting decided to delay deadline until January 2022 to accommodate for bylaws update before deciding to go forward with president-elect process.

IV. Open floor for New Business

- a. Mary Jenkins brought up her meeting with UMC and Dr. Robin McGoey. Of note her meeting included a discussion of **B-safe**: Malignant charting, threatened B-safe is improper and residents should B-SAFE the malignant BSAFE. Remember to BSAFE in outpatient setting. Potentially TRFC /GME/professionalism subcommittee should address creating culture on BSAFE, consider patient safety reporting education of MDs and RNs.
- b. Dominique Cross: Med-Peds resident concern RE: research, Med-Peds and many programs have no staff statistician to aid with research. Cross requested more information for access to statistician vs hired statistician vs collaboration with Tulane undergraduate department of statistics for resident research. This train of inquiry will be brought to GME/Dr. Gladden

V. Adjourn

VI. Attendance (43 members):

- 1. Andy Pham (TRFC President)
- 2. Mary Jenkins (TRFC Co- VP)
- 3. Megan Lerner (TRFC Co- VP)
- 4. Leslie Miller (TRFC Secretary)
- 5. Blake Winston (TRFC Treasurer)
- 6. Paul Gladden (guest), Murphy Building 15th Floor, cell: 904-252-3526, pgladden@tulane.edu

7. Chrissy Guidry (guest) – Wellness Committee
8. Rhonda Coignet (guest) Murphy Room 1533, Office: 504-988-2663,
rhondac@tulane.edu
9. Barrett Hawkins
10. Edgar Acuna
11. Ian Watson
12. Jemimah Chen
13. Mark Rocco
14. Nina Hein
15. Shannan Immel
16. Stephanie Goddard
17. Dominique Cross