

AMPC Minutes April 8, 2022      In person at the Spring 2022 Delegate Assembly

Attendance: Doreen Day, Mindy Heath, Jessica Boulia, Steve Grassl, Paul Stasior, Greg Threatte, Bruce Kube, Carolyn Kube, Kim Johnson, Guirong Wang, David Norton, Nancy Balkin, Geoffrey O'Connor, Daniel Braun, Miriam Vincent, Tom Melendy, Phil Glick, Mike Lyon, Mary Taber, Cassie Zieno, Darryl McGrath

Written report to the DA:

In December 2021, the Academic Medical Programs Committee (AMPC) agreed to form two subcommittees: the Academic Health Professionals Subcommittee chaired by David Curry and the Health Sciences Center Concerns subcommittee convened by Ray Dannenhoffer.

Both subcommittees met virtually in late January. The charge of the committee was reviewed and priority issues were identified. Both subcommittees agreed that staffing shortages, salaries, and funding were priority issues that could be addressed by Contract Negotiations and Budget Advocacy.

There were no further meetings until the DA due to lack of participation.

The AMPC met yesterday and was attended by 18 members and three UUP staff. This attendance was double the attendance of the virtual Zoom meetings. Healthcare professionals, medical faculty, facilities maintenance, nurses, and physicians were represented. Member open discussions revealed numerous common problems that amplified by the COVID-19 pandemic.

Those included the aforementioned staffing shortages, funding, and salary inequities. Examples included the effects of traveler's pay on the morale of hospital staff employees, being mandated double shifts and expected to be back at work in eight hours or less, being exposed to COVID-19 and getting ill or dying, being ordered back to work if asymptomatic due to staffing needs, shortcomings with policies, excessive workload demands during regular shifts (additional tasks), etc.

A culture of blame and intimidation prevails, from patients and family members, member-on-member, and upper management. Despite market analyses and salary adjustments to attempt to retain and hire staff, burnout is rampant and many healthcare professionals are still considering leaving.

Our members deserve:

- more appreciation and recognition for their service;
- personal time and space to decompress, e.g. protected breaks and relaxation area;
- defined professional obligations and protected time for healthcare providers for billing and documentation;
- more transparency and accountability from leadership;
- and continued advocacy efforts to fund additional staff and program support.

The next step for this committee is to meet again virtually soon and with a focus on:

- Increasing committee participation in the virtual meetings (every attendee bring another person)
- and possible solutions and approaches to achieve them

[this was my written report to the delegation, I paraphrased to emphasize the important message that "money alone is not going to solve these problems" since much of what was is contained in this report had been mentioned prior to the Committee Reports on the DA Agenda]