



AT THE FOREFRONT

**UChicago  
Medicine**

# **Faculty Advisory Committee - Update**

**2023-2024 Co-Chairs:**

**Sandy Valaitis, MD (Slate A: Patient Care/Training)**

**Xin He, PhD (Slate B: Basic Biological Research Slate)**

**Neda Laiteerapong, MD, MS (Slate C: Clinical/Translational)**

**May 13, 2024**

# BSD Faculty Advisory Committee (FAC)

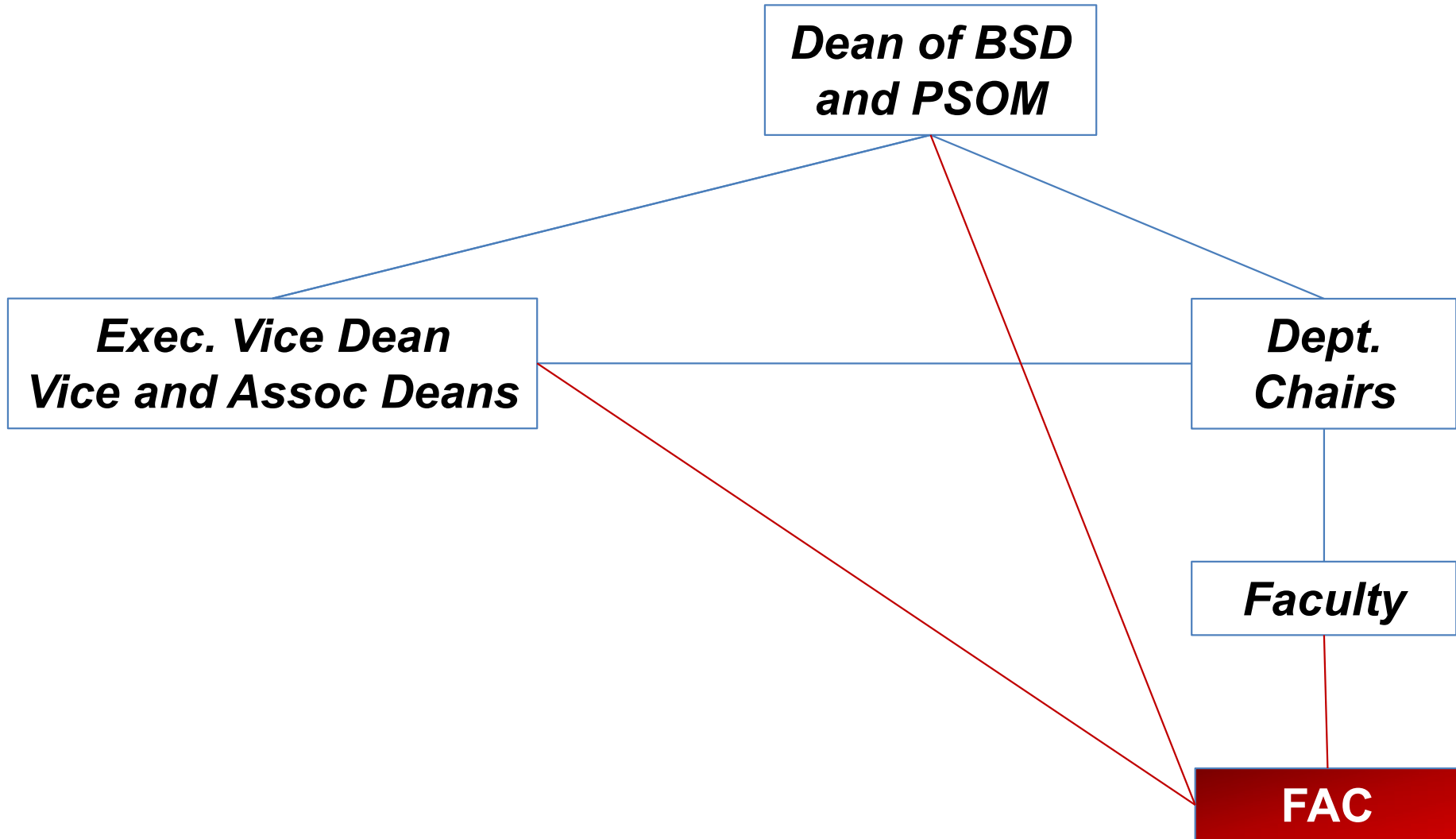
- Established 2010

- Mission:

*Serve as a forum for Deans and faculty to discuss major issues and impending decisions, and impact on research, teaching, and scholarship*

<https://biologicalsciences.uchicago.edu/about/faculty-advisory-committee>

# Placement of FAC in Organization



# FAC Faculty Members

- 18 total and 3 alternates
  - 2 per year
  - 3-year term
- Elected along 3 slates in March each year
  - Basic Biological Research
  - Clinical/Translational Science
  - Patient Care and Training

# FAC Roles

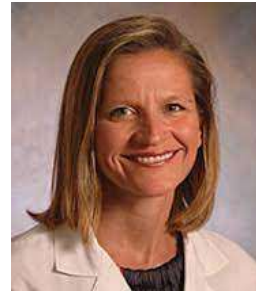
- 2 way communication
- Mirrors Council Senate
- Members are meant to represent faculty interests, not departmental interests

# Responsibilities and Time Commitment

- Responsibilities
  - Contribute ideas
  - Agenda-setting with Deans
  - Review BSD Faculty Award nominations
- Time Commitment: Monthly 1-hour meetings
  - Virtual FAC only meeting every other month
  - Hybrid meeting with Deans every other month

# FAC Co-Chairs

- 1 co-chair per slate
  - 2-year term
  - Eligible after 1<sup>st</sup> year

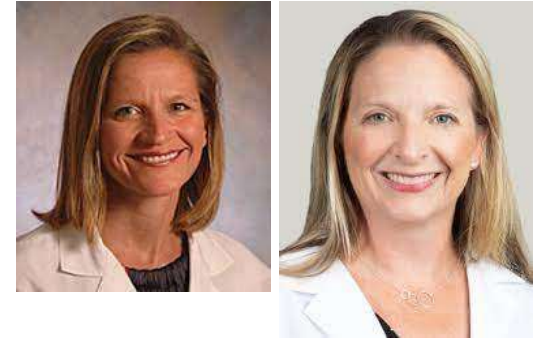


- Responsibilities
  - Lead meetings with FAC with and without Deans
  - Meet as a Co-Chair group with Vice Dean every other month
  - Record-keeping
  - Update award nomination materials and criteria
  - Orient new FAC members

# A. Patient Care and Training (Valaitis)

## 2021 - 2024

- Sandra Valaitis (Ob-Gyn)
- Bree Andrews (Pediatrics)



## 2022-2025

- Michael O'Connor (Anesth/Crit. Care)
- Carina Yang (Radiology)



## 2023-2026

- Stephen Estime (Anesth/Crit. Care)
- Sonali Paul (Medicine)



Alternate - Shilpa Iyer (Obstetrics & Gynecology)

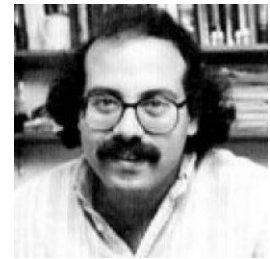




# B. Basic Biological Research (He)

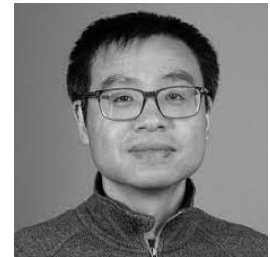
## 2021 - 2024

- D. Allan Drummond (Biochem/Mol. Bio)
- Aaron Fox (Pharm./Physio. Sciences)



## 2022-2025

- Lev Becker (Ben May Dept for Cancer Res.)
- Xin He (Human Genetics)



## 2023-2026

- Yuan Ji (Public Health Sciences)
- Anthony Kossiakoff (Biochem/Mol. Bio.)



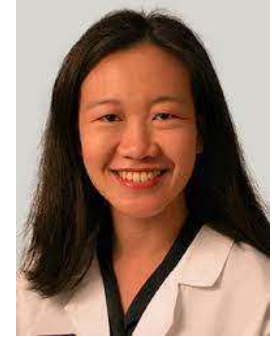
Alternate: Yun Fang (Medicine)



# C. Clinical/Translational Science (Laiterapong)

## 2021-2024

- Neda Laiterapong (Medicine)
- Erika Claud (Pediatrics)



## 2022-2025

- Sandeep Gurbuxani (Pathology)
- Ivan Moskowitz (Pediatrics)



## 2023-2026

- Elizabeth Blair (Surgery)
- Elbert Huang (Medicine)



Alternate: Soma Das (Human Genetics)



# 2024-2027 New Members

## Patient Care and Training

- Lawrence Gottlieb (Surgery)
- Anjana Pillai (Medicine)
- Alternate: Kirti Kulkarni (Radiology)



## Basic Biological Research

- Yun Fang (Medicine)
- Daniel McGehee (Anes/Crit Care)
- Alt: Evgeny Izumchenko (Med)



## Clinical and Translational Science

- Christina Ciaccio (Pediatrics)
- Jessica Ridgway (Medicine)
- Alternate: Michael Bishop (Med)



# Ex Officio FAC Members (Deans)

- ***Dean:*** Mark Anderson
- ***Executive Vice Dean:*** Iris Romero
  
- ***Dean for Clinical Affairs:*** Aytekin Oto
- ***Vice Dean for Basic Science Research:*** T. Conrad Gilliam
- ***Vice Dean for Clinical Science Research:*** Scott Oakes
- ***Vice Dean for Faculty:*** Jayant Pinto
- ***Vice Dean for Education:*** Vineet Arora
- ***Vice Dean for DEI:*** Doriane Miller
- ***All Associate Deans***

# BSD Awards





# BSD Awards



Distinguished  
Leader in Diversity  
and Inclusion



Distinguished  
Investigator



Distinguished  
Clinician



Distinguished  
Leader in Program  
Innovation



Distinguished  
Educator and Leader



Distinguished  
Community Service  
and Advocacy



Michael Reese  
Lectureship



Francis Straus  
Mentorship Award

# FAC Accomplishments (2022-2024)

- Establishing collegial relationship with Leadership
- Mission, Vision, Values → focus group
- Website <https://biologicalsciences.uchicago.edu/about/faculty-advisory-committee>
- Awards → standardized criteria
- Doctoral students → engaged in discussions with leadership
- Lactation policy

## Related ...

Distinguished Faculty Awards

Access meeting minutes, charter, and mission statement (CNET required)

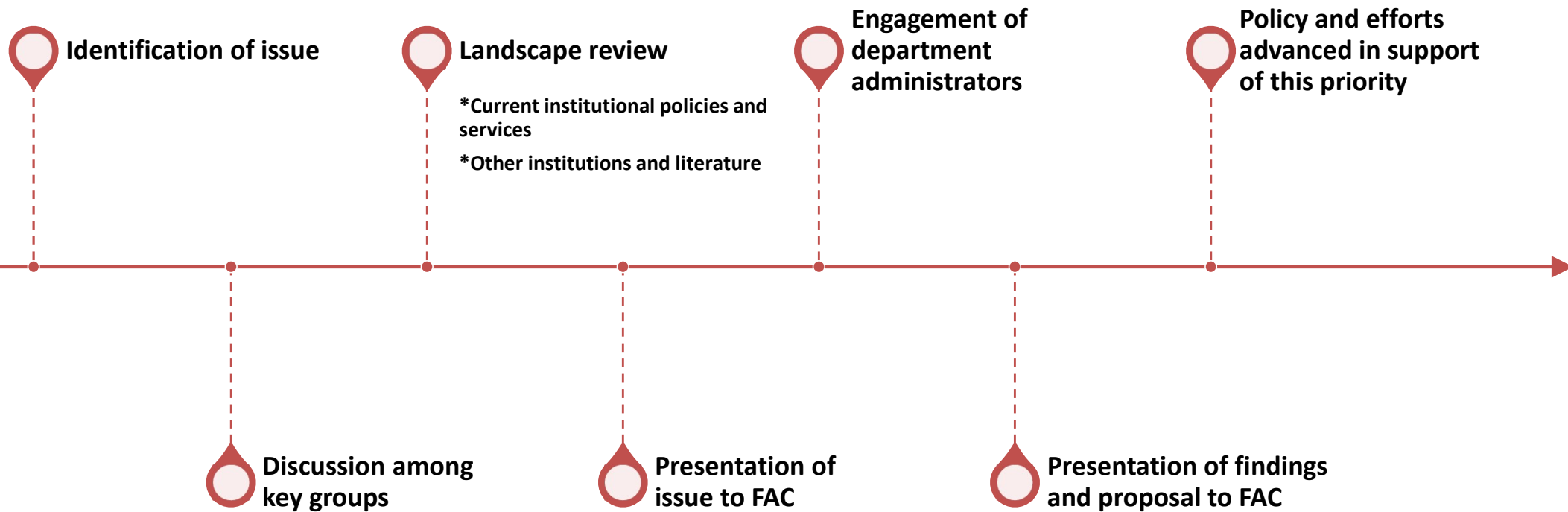
# Case Study: Lactation Support Policy

- Women's Surgeons Committee, Dept of Med Women's Committee and Women in Pediatrics
- Initiative led by:
  - Anna Volerman, MD
  - Sarah Shubeck, MD
  - Julie Oyler, MD
  - Rebeca Ortiz Worthington, MD





# Case Study: Lactation Support



# Case Study: Lactation Support

## Critical role of lactation support for faculty:

- Peripartum concerns consistently noted as opportunities for supporting, retaining, and recruiting women faculty
- Lactation support identified as an advocacy priority for multiple women's groups in BSD
- Current accommodations, guidelines, and policies exist but are limited
- Workplace challenges: inadequate time, schedule inflexibility, and insufficient space

# Case Study: Lactation Support

## Lactation Accommodations - Current HR guidelines:

### Nursing Mothers in the Workplace Policy - U706 June 2011

#### PURPOSE:

To provide guidance regarding break time and locations for nursing mothers to express breast milk while in the workplace.

#### POLICY:

Supervisors, colleagues, and co-workers should be supportive, respectful, and sensitive to an employee's choice to nurse. The University will provide suitable private locations and reasonable break time for employees to express breast milk. The University prohibits discrimination against and harassment of nursing employees who exercise their rights under this Policy.

#### GUIDELINES:

1. An employee who plans to express milk during the workday should discuss her plans with her supervisor or the department/unit Human Resource Administrator (HRA) in advance to allow adequate time to plan and identify a suitable private location.
2. Reasonable break time will be provided for expressing milk. Employees may use their regular rest and meal break time for this purpose. Employees should discuss scheduling with their supervisors, and supervisors are encouraged to be flexible.
3. The supervisor or HRA will identify a private room or other suitable location, other than a restroom, in close proximity to the employee's work area for the employee to express milk. The supervisor or HRA should contact HR – Employee Relations if assistance is needed to identify a suitable private location.
4. Employees may report any concerns related to this policy to their supervisor, HRA, Human Resources (staff employee related), or the Office of the Provost (faculty or other academic appointee related).

# Case Study: Lactation Support

## Lactation Accommodations - Current space and services:

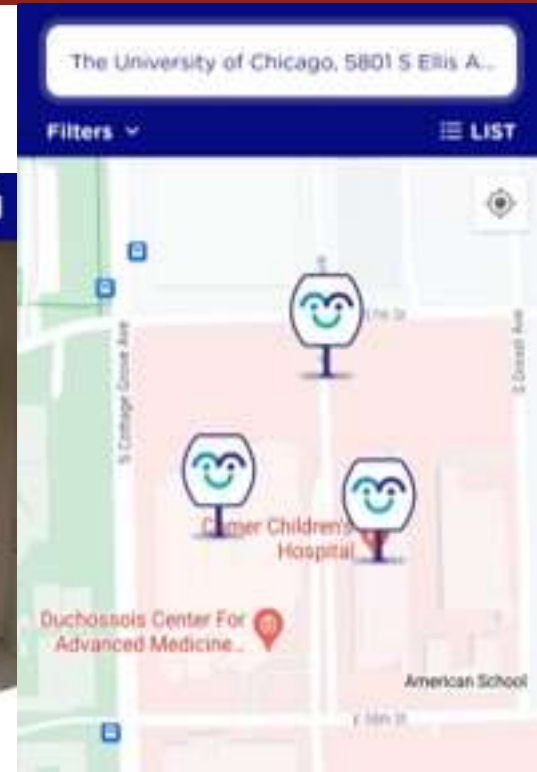
- Lactation Spaces
  - Mamava Pods (DCAM, Comer, CCD)
  - CCD - 2 slots
  - Several other lactation rooms across health system
- Support services
  - **Currently no outpatient lactation services at University of Chicago**



Mamava Pod  
For building accessibility information, please visit:  
<https://map.uchicago.edu/>

NOTE: All lactation rooms have a chair, sink, and electrical outlets.

- 1 Center for Care and Discovery - West  
5700 S Maryland Ave  
Floor 7, Room T8
- 2 Center for Care and Discovery - East  
5700 S Maryland Ave  
• Floor 3, Room 621  
• Floor 4, Room 621
- 3 Comer Children's Hospital  
5721 S Maryland Ave  
Floor 2, Room 223
- 4 Mitchell Hospital  
5815 S Maryland Ave  
Floor 2, Room TC - 275
- 5 Rubloff ICU Tower  
5815 S Maryland Ave  
• 1st Floor, Room D - 102  
• 4th Floor, Room D - 450  
• 5th Floor, Room D - 550  
• 6th Floor, Room D - 650
- 6 Armour Clinical Research Building  
5815 S Maryland Ave  
Floor 4, Room S - 444



# Case Study: Lactation Support

## Lactation Accommodations - Current policies

- UChicago Surgery policy in place for trainees
- Focus on opportunities to express milk in different settings for trainees – in wards, in clinic, in conference



University of Chicago Department of Surgery  
Guidelines for Wellness of Lactating Surgical Trainees  
Sarah Shubeck, MD, MS  
June 13, 2022

### 1. Introduction

The University of Chicago Department of Surgery Residency Program has developed this guideline based on the University of Michigan Guidelines for Wellness of Lactating Surgical Residents in order to support the wellness of our lactating surgical trainees. Our department is committed to protecting the health and wellbeing of our diverse residency and have prepared this document to serve as a guide and show of support to lactating trainees in the Department of Surgery.

### 2. Challenges faced by lactating surgical trainees

- Health and wellness of lactating trainee
  - Infrequent or insufficient milk expression can result in plugged ducts, mastitis, or decrease in milk supply
  - Emotional issues and stress regarding significant time spent away from young child
- Trainee commitment to clinical obligations
  - Clinical duties potentially result in infrequent or insufficient milk expression
  - Inability to schedule lactation times in advance given unpredictable nature of clinical practice
  - Limited lactation spaces available without prior arrangement/reservation

### 3. Responsibilities of lactating trainee

- Ongoing commitment to patient care and careful consideration for clinical continuity when determining appropriate times to express milk
- Advanced notice to program director and each rotation coordinator if they will require time to express milk upon return from parental leave
- Clear communication with team members regarding needs for lactation accommodation (time interval, specific concerns)

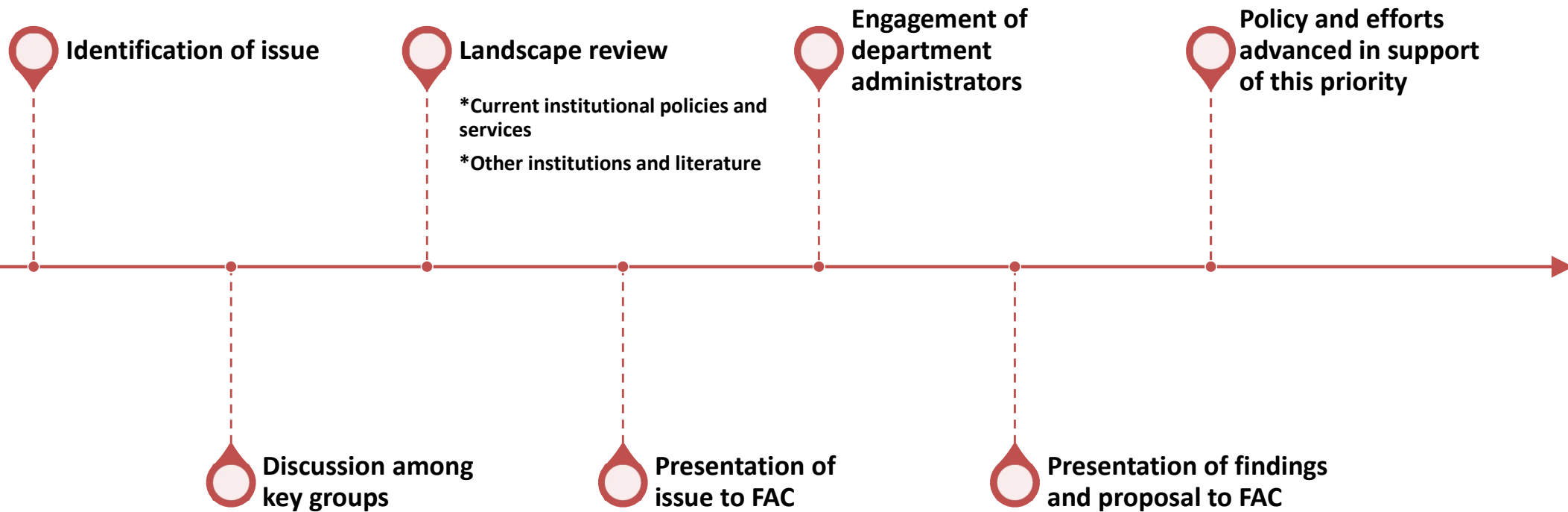
### 4. Opportunities to express milk

- Trainee on ward
  - Service specific call rooms (or other appropriately equipped location) will be designated and prioritized as a daytime lactation room (8AM-5PM) for any team with a lactating trainee
  - Clear communication with team members (trainees, PA, NPs) regarding milk expression needs
- Trainee in clinic
  - Lactating trainee will be allowed to leave clinic to express milk at reasonable interval
  - Lactating trainee will not leave clinic during an individual patient encounter
- Trainee in operating room
  - Lactating trainee will notify attending surgeons on each service that they will require time for milk expression during prolonged procedures
  - Lactating trainee will minimize interruption to operating team by expressing before or after cases whenever possible and will not leave during critical portions of the operation
  - Lactating trainee will reach out to available team members to serve in their absence and will minimize their time out of operating room
- Trainee in conference
  - Lactating trainees are allowed to leave mandatory teaching conference for milk expression if necessary

### 5. Departmental Support

- The University of Chicago Department of Surgery strives to create a welcoming and inclusive environment for our diverse work force.
- The department commits to distribution and posting of this "Guideline for Wellness of Lactating Surgical Trainees."
- If issues or concerns arise regarding a lactating trainee's ability to express milk, the Program Director will lead conflict resolution to define and meet the lactating trainee's specific needs.

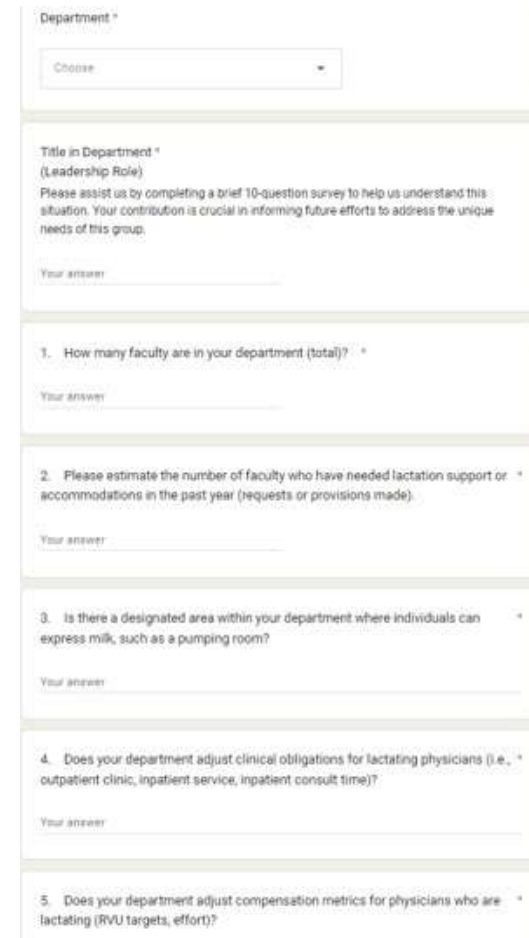
# Case Study: Lactation Support



# Case Study: Lactation Support

## Recent Lactation Survey

- 10-item survey completed by BSD department executive administrators
- N = 18 dept representing total estimated faculty of 1471
- Avg 82 faculty members per department (range 10-340)
- 56 faculty requesting lactation accommodations in the last year



Department \*

Choose

Title in Department \*  
(Leadership Role)

Please assist us by completing a brief 10-question survey to help us understand this situation. Your contribution is crucial in informing future efforts to address the unique needs of this group.

Your answer \_\_\_\_\_

1. How many faculty are in your department (total)? \*

Your answer \_\_\_\_\_

2. Please estimate the number of faculty who have needed lactation support or accommodations in the past year (requests or provisions made).

Your answer \_\_\_\_\_

3. Is there a designated area within your department where individuals can express milk, such as a pumping room? \*

Your answer \_\_\_\_\_

4. Does your department adjust clinical obligations for lactating physicians (i.e., outpatient clinic, inpatient service, inpatient consult time)?

Your answer \_\_\_\_\_

5. Does your department adjust compensation metrics for physicians who are lactating (RVU targets, effort)? \*

Your answer \_\_\_\_\_



# Case Study: Lactation Support

## Recent Lactation Survey (N=18 departments)

*Designated area within your department where individuals can express milk:*

- Yes 5 (28%) / No 13 (72%)
- Faculty offices often used as non-designated areas

*Department adjust clinical obligations for lactating physicians:*

- Yes 10, No 1, N/A 7

*Department adjust compensation metrics for physicians who are lactating:*

- Yes 1, No 7, N/A 9

*Department suggestions for effective strategies, specific measures, or helpful resources:*

- BSD policies for compensation and production target adjustments during leave and lactation
- BSD policies for clinical time adjustments for lactation
- More dedicated lactation spaces near where faculty work, particularly clinical areas
- Funding to maintain lactation spaces
- Protocol for direct communication between HR and department admin when faculty need lactation accommodations
- Real-time way to locate open lactation spaces
- Milk storage refrigerators
- Policies for all BSD employees, not just faculty



# Case Study: Lactation Support

## Recent Lactation Survey

*Q3 “Is there a designated area within your department where individuals can express milk, such as a pumping room?”*

- Yes 5 (28%) / No 13 (72%)
- Only department 1 with designated area had faculty (n=16) requesting accommodations in the last year
- Faculty offices often used as non-designated areas

*Q4 “Does your department adjust clinical obligations for lactating physicians (i.e. outpatient clinic, inpatient service, inpatient consult time)?”*

- Yes 10 / No 1 / N/A 7

Department \*

Choose

Title in Department \*  
(Leadership Role)  
Please assist us by completing a brief 10-question survey to help us understand this situation. Your contribution is crucial in informing future efforts to address the unique needs of this group.

Your answer

1. How many faculty are in your department (total)? \*

Your answer

2. Please estimate the number of faculty who have needed lactation support or accommodations in the past year (requests or provisions made).

Your answer

3. Is there a designated area within your department where individuals can express milk, such as a pumping room? \*

Your answer

4. Does your department adjust clinical obligations for lactating physicians (i.e., outpatient clinic, inpatient service, inpatient consult time)? \*

Your answer

5. Does your department adjust compensation metrics for physicians who are lactating (RVU targets, effort)? \*

Your answer

# Case Study: Lactation Support

## Recent Lactation Survey

Q5 “Does your department adjust compensation metrics for physicians who are lactating (RVU targets, effort)?”

Response	N	Representative comments
Yes	1	Yes, and it is built into the compensation plan. We discount for ramp down and ramp up related to FMLA (one extra month) in addition to another 5% reduction of clinical production targets for the first year. This annual 5% discount can be renewed as requested.
No	7	<ul style="list-style-type: none"><li>• Compensation not based on production</li><li>• RVUs/production for the year is lower</li></ul>
N/A	9	<ul style="list-style-type: none"><li>• Newer faculty on salary guarantee</li><li>• Non-clinical faculty</li></ul>
Other reported adjustments	1	<ul style="list-style-type: none"><li>• 20-30 minutes; clinical templates blocked (time at provider preference)</li></ul>

# Case Study: Lactation Support

## Recent Lactation Survey

*Q6 “Please share any effective strategies you have developed and any areas you believe could be improved.”*

*Q7 “Please share any specific measures the BSD can implement to effectively support lactating faculty in your department.”*

*Q8 “What resources would be most helpful to you to support lactating faculty?”*

Representative themes:

- BSD policies for compensation and production target adjustments during leave and lactation
- BSD policies for clinical time adjustments for lactation
- More dedicated lactation spaces near where faculty work, particularly clinical areas
- Funding to maintain lactation spaces
- Protocol for direct communication between HR and department admin when faculty need lactation accommodations
- Real-time way to locate open lactation spaces
- Milk storage refrigerators
- Policies for all BSD employees, not just faculty

# Case Study: Lactation Support

## Recent Lactation Survey

*Q9 “Are faculty members required to make up clinical work before or after parental leave?”*

- No (n=18)
- Work compression not accounted for

*Q10 “Does your department budget annually to cover faculty members who require leave?”*

- 2-3 have a standing mechanism to over-budget annually to account for faculty needing leave
- 1 if know ahead of time can discount but often do not know in time

# Case Study: Lactation Support

Key opportunities for lactation support for BSD faculty:

- Official policies to guide administrative staff, protect faculty, and allow equitable application of accommodations
- Protocol for direct communication between administrative staff and HR to allow proactive and timely application of policies
- Improved space availability/access of appropriately equipped locations for milk expression adjacent to the work environment for clinical and research faculty
- Individual clinical productivity target adjustments for lactation needs
  - Specifically addressing work compression
- Individual compensation that can account for, and not be penalized by, time taken for lactation needs
- Department funding to anticipate faculty requiring leave and maintaining lactation spaces
- Opportunity to elect to have time blocked for milk expression during clinical responsibilities

# Case Study: Lactation Support

## UChicago Lactation Support Expansion and Goals

On behalf of Women Surgeons Committee, Department of Medicine Women's Committee, and Women in Pediatrics, we request the following considerations for lactation support programming from the BSD including:

- Demonstrated support for those opting to lactate with appropriate modification of duties for up to 2 years following parental leave (American Academy of Pediatrics, 2022).
- Normalization of lactation needs of BSD Faculty

# Case Study: Lactation Support

## UChicago Lactation Support Program Goals

### Clinical Obligations

- Individual faculty may elect to have time for milk expression during their clinical responsibilities (ex: reserved clinic slots, time away from procedures as required)
- The specific frequency and duration of time for milk expression will be coordinated by the faculty member and section chief and administrator (ex. 20 min q3 hours, etc)

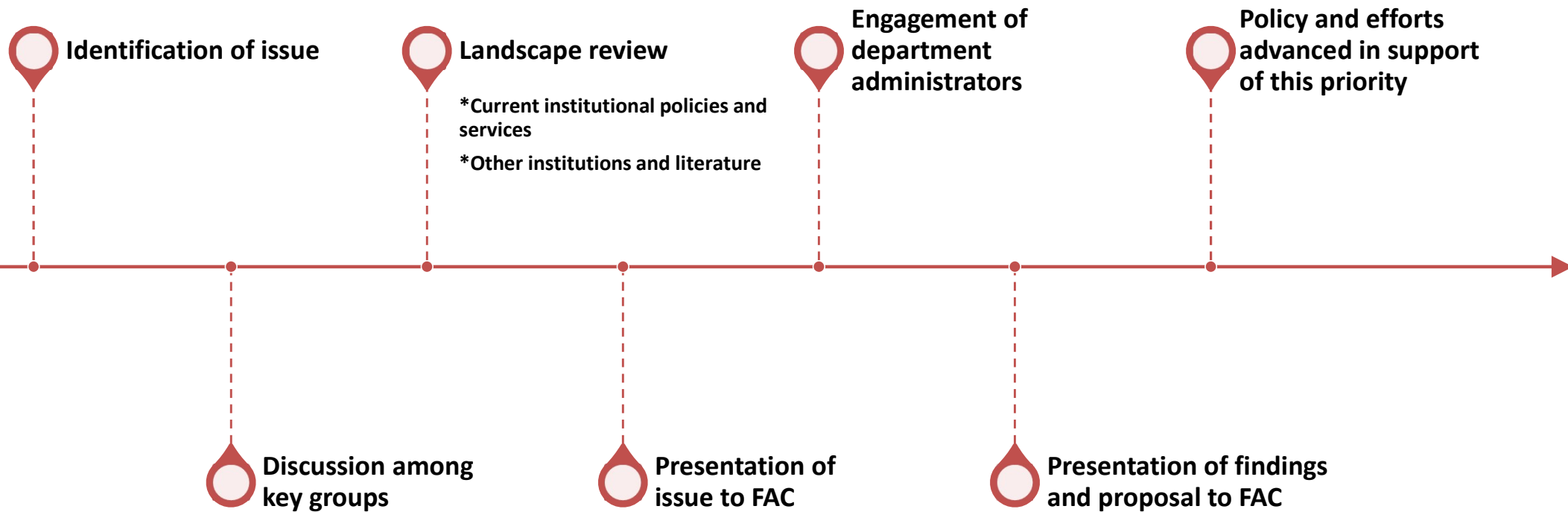
### Compensation

- Individual faculty compensation (FTE, RVU) should account for, and not be penalized by, time taken for lactation needs for up to 2 years post-parental leave

### Program Implementation

- Faculty will be provided information if taking parental leave about the lactation support program.
- Faculty will notify their section chief and administrator if time for milk expression will be required upon return from parental leave and opt-in to the program.
- Faculty will communicate with team members when taking time to express milk and ensure safe coverage for patient care as needed.

# Case Study: Lactation Support





# Case Study: Lactation Support

Next steps / In process:

- Expansion and upgrades to lactation rooms
- Formal policy for faculty lactation support
- Centralized resources for faculty and administrators

Upcoming  
faculty discussion  
Sponsored by BSD  
Women's Committee

July 12, 2024  
12-1pm  
via Zoom

## UChicago Lactation Rooms Medical Center Centric Map

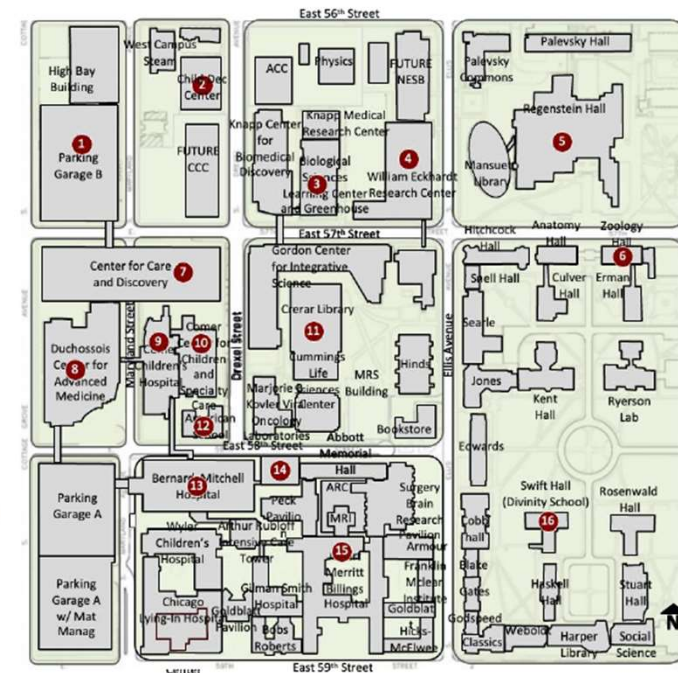
For building accessibility information, please visit: <https://maps.uchicago.edu/>

### On-Campus

- |   |   |  |
|---|---|--|
| 1. Medical Campus Parking B<br>5656 S Maryland Ave<br>Room EDZ1012F                     | 6. Zoology<br>1101 E. 57th St<br>Room 115   | 11. John Crerar Library<br>5730 S Ellis Ave<br>Floor 1, Room 105                             |
| 2. UChicago Child Development<br>Center - Drexel<br>5610 S Drexel Ave,<br>Room 129      | 7. Center for Care and Discovery<br>5700 S Maryland Ave<br>03621, 04621, 07118, 07460A                    | 12. American School Building<br>850 E. 58th St<br>Room 213                                   |
| 3. Biological Sciences<br>Learning Center (BSLC)<br>924 E 57th St<br>Floor 3, Room 333A | 8. Duchossois Center for<br>Advanced Medicine<br>5758 S Maryland Ave<br>SB709, 4616B                      | 13. Bernard A. Mitchell<br>Hospital<br>5815 S Maryland Ave<br>Floor 2, Room TC275            |
| 4. William Eckhardt<br>Research Center<br>5640 S Ellis Ave<br>Floor 1, Room 113         | 9. Comer Children Hospital<br>5721 S Maryland Ave<br>2 <sup>nd</sup> Floor, Rooms K223, K237              | 14. Arthur Rubloff Intensive<br>Care Tower<br>5841 S. Maryland Ave<br>D152, D450, D550, D650 |
| 5. Regenstein Library<br>1100 E 57th St<br>Rooms B51, S516,<br>S518                     | 10. Comer Center for Children and<br>Specialty Care<br>5730 S Drexel Ave<br>1 <sup>st</sup> Floor, F1100A | 15. Albert Merritt Billings Hospital<br>950 East 59th Street,<br>Room S444                   |

### Notes:

1. All lactation rooms have a chair, sink, and electrical outlets.
2. Maroon = On Campus, Blue = Near Campus, Black = off-campus

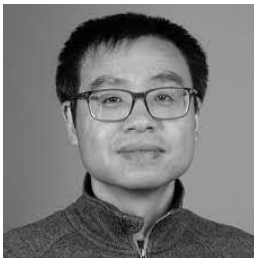


# FAC Agenda (2024-)

- Lactation policy → support changes
- SOM promotions → understanding challenges and advocating solutions
- Research support → understand new FST (post-award software) and provide feedback
- Doctoral students → providing feedback on new pathway and advocating for more students
- FAC communication → increasing communication to faculty
- To be set by you and the rest of FAC!

# How to Communicate Your Ideas to FAC

1. FAC co-chairs will review and reach out for details
2. FAC co-chairs will discuss with the FAC
3. If FAC agrees, the FAC co-chairs will invite you to present at a FAC meeting
4. If consensus exists, the FAC co-chairs will discuss with the Dean and next steps will be determined



Xin He, PhD



Carina Yang, MD



Elbert Huang, MD

# How to Communicate Your Ideas to FAC



1. Talk to FAC Member



2. FAC Discusses



3. FAC Co-chairs Talk to Vice D Romero



4. Everyone Discusses





AT THE FOREFRONT  
**UChicago  
Medicine**



**Suggestions, Comments,  
Questions?**



[FAC@bsd.uchicago.edu](mailto:FAC@bsd.uchicago.edu)

