

All Staff Meeting

Pathology and Immunology
June 29, 2020

Outline

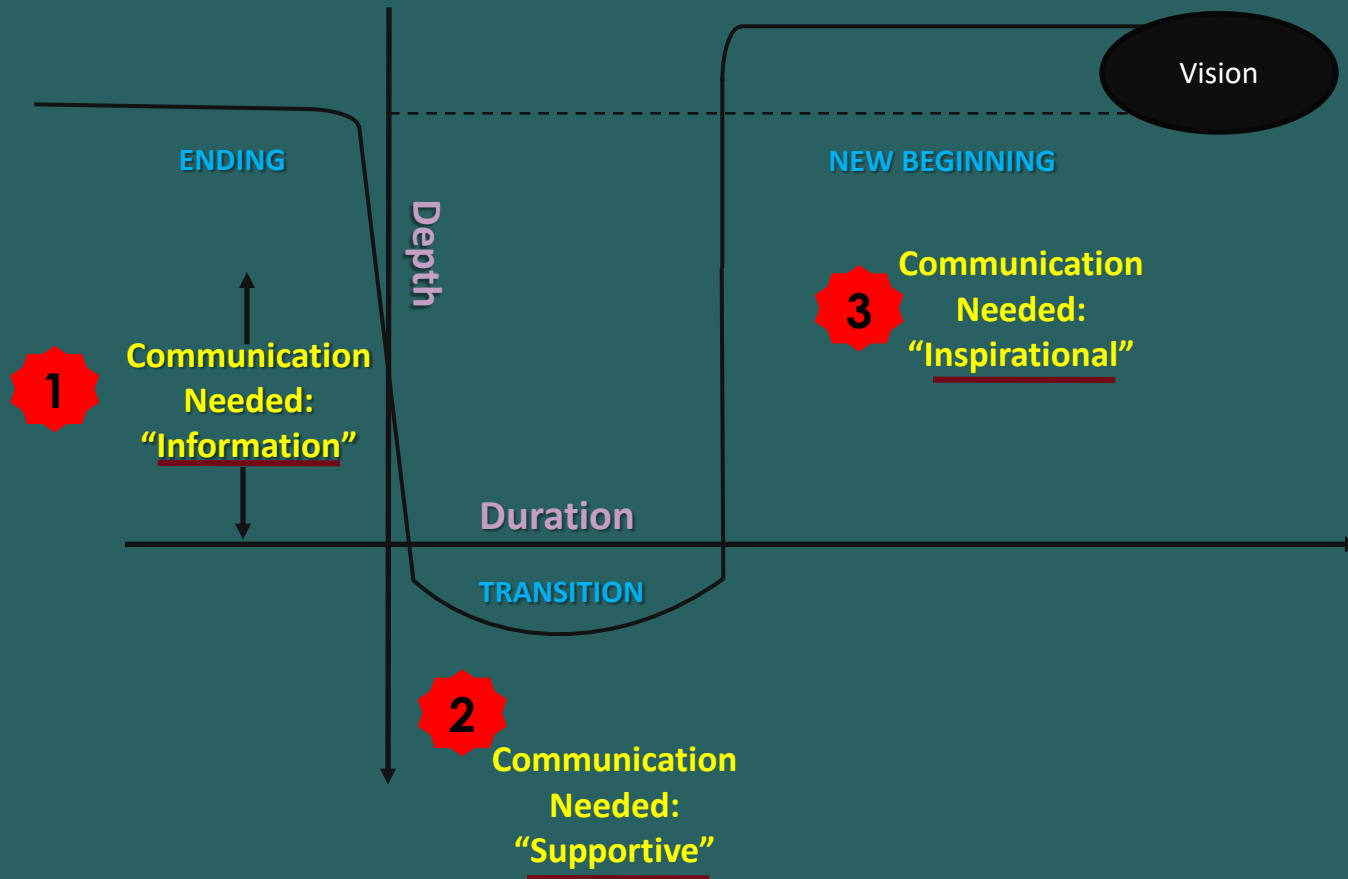
- Welcome
- Moving to the “next normal”
- What We Did On Our Spring Break in Quarantine
- Employee Retention and Development
- Where do we go from here?

Moving to the “Next Normal”

- How do we move forward from this crisis?
- We are still in the process- we are still experiencing the virus/current situation.
- We must become adaptable in order to respond to a changing world with new demands and new needs.
- How do we build resilience- within ourselves and within the institution?

Curve of Change

Pritchard and Associates and William Bridges



What We Did On Our Spring Break in Quarantine



Andwele Jolly- Executive Director

- Celebrated daughter Sheridan's 4th birthday with some cool friends!



Lauri Thienes- Director, Billing Operations

- Celebrated her daughter's graduation from SEMO!



Amanda Martsof- Supervisor of Insurance Billing & Collections



- Enjoying the outdoors as much as possible and upcycling a playhouse!

Rosa Montileone- Billing Team Lead of Operations



- Spending time with her great nephew, going on Jeep rides and getting snow cones with family!

Yiyi Kong- Insurance Billing & Collections Representative

St. Louis Chinese Christian church had Farewell Parade for this young couple and their one year old baby Jessie went to Taiwan for the ministry. My daughter Annie and I participated this meaningful and special Farewell Parade at this special time



Cari Senn- Billing & Collections Analyst



- Son Sammy playing on his new at-home splash pad!

Tandra Johnson Johnson – Billing and Collections Analyst



Spending
time with her
grandbaby
Aralee who
comes to visit
every
Tuesday

June Huang- Certified Coder



“Just want to share a sunrise picture with our team.
That is best way for me to stop my little one from sleeping in on me someday.”

JoAnne Humphries- Director, Business Operations



Social Distancing at its best!

Spent her quarantine at "Porcho Myarda" tubing with her grandson and crafting!



Vicky Fuehne- Research Administrator

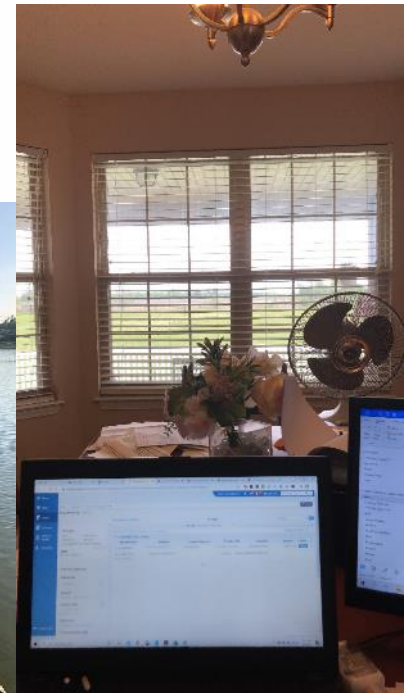


Spending
time with
some of her
nearest and
dearest!



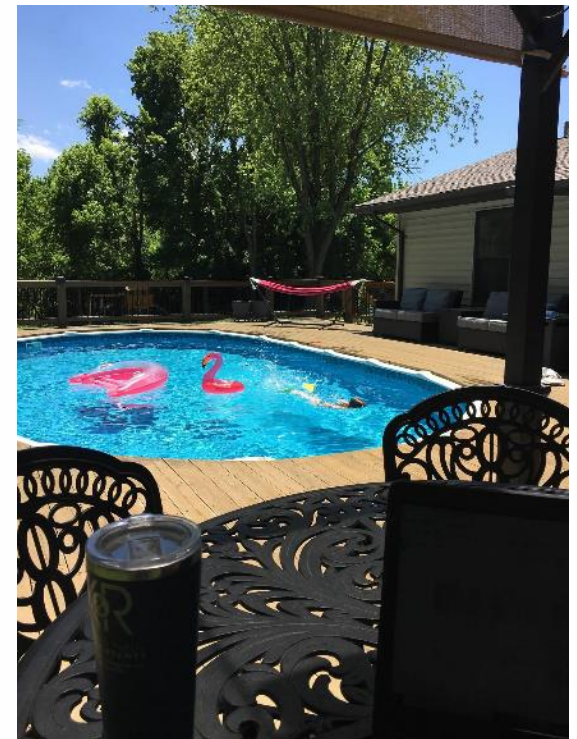
Crista Harnetiaux- Senior Dept. Accounting/Purchasing Assistant

- Broke her elbow, got a puppy, went fishing with her husband, and worked from home (overachiever!)



Jenni Dickinson- Senior Grant Specialist

Ain't no party like a COVID-19 party!



Becky Speidel- Grant Specialist II

Taught cats to play ping pong!



Evening walks!



Potato experiments!



Rescued a slug!

Jenny Adams- Senior Manager, Department Administration (HR)



- Relaxing in her natural habitat with her social distancing chihuahua and an empty glass of wine

JT Ross- Coordinator, Patient Safety and Quality



- Birdwatching from her pool (we are totally jealous!)

Eric Schnable- Finance Director



Selling a house and buying a new one: A Photographic Timeline

Lynn Coats- Manager, Financial Operations

Landscaping ✓

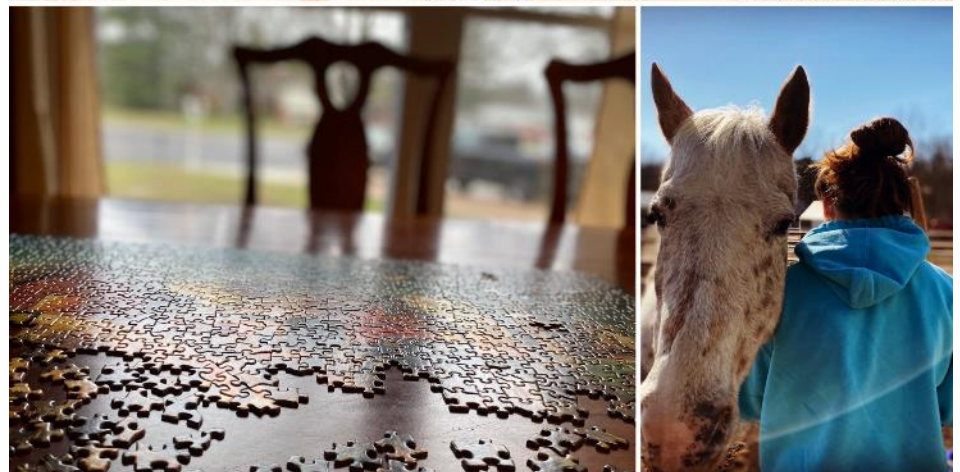
Dogs ✓

Good food ✓

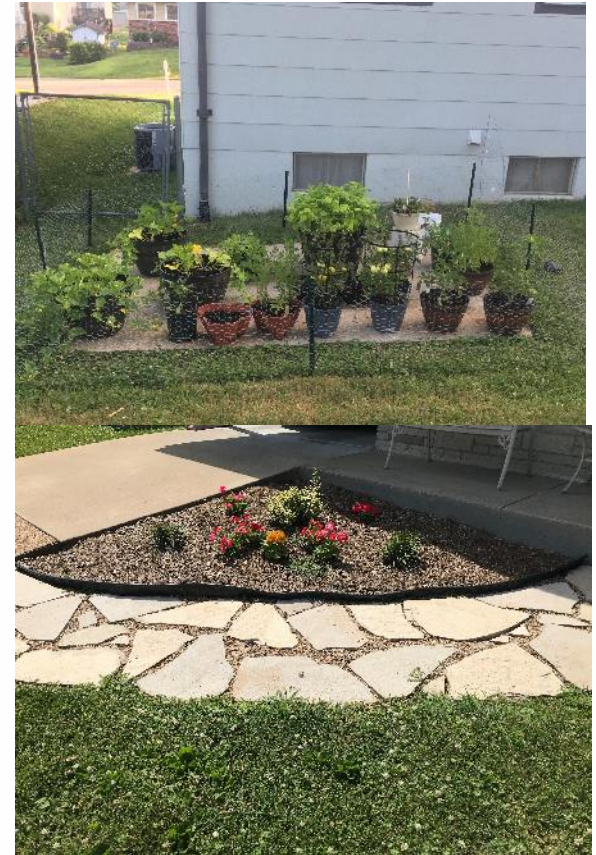
Puzzles ✓

Horses ✓

Living her best quarantine life ✓



Sue Doetzel- Department Accounting Assistant



Gardening and landscaping (still working on the clover.....lol)
My daughter and I were in line at Andy's Frozen Custard and saw a double rainbow!
First float in 15 years and first float in a kayak!

Kim Caves- Senior Department Accounting Assistant



Work from home but make it fashion.


Lisa Taylor- Director, Clinical Operations and Administration



Me: No ER visits due to COVID-19!
My kids: Challenge Accepted!

I assembled a 7x7 foot shed in the back yard and then was too sore to move my thumbs to post about it on social media.



Assembly assistance dogs 

Nikki Doran- Pathologist Assistant

- “I had a baby AND kept him alive during quarantine!”



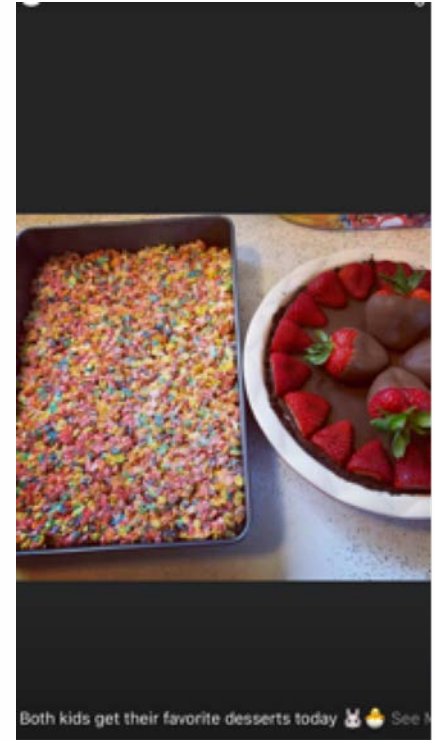
Ashley Edwards- Fellowship Coordinator



Lots of quarantine walks!



Julie Gutierrez- Administrator, Department Operations



We have been spending a lot of time with the grandkids, MacKenzie and Tristan, playing card or board games in the evenings. Our daughter, Adri, has been making lots of yummy treats.

Julie Shafferkoetter- Administrative Coordinator



Knitting, biking, and gardening!



Janet Braun- Office of Faculty Development



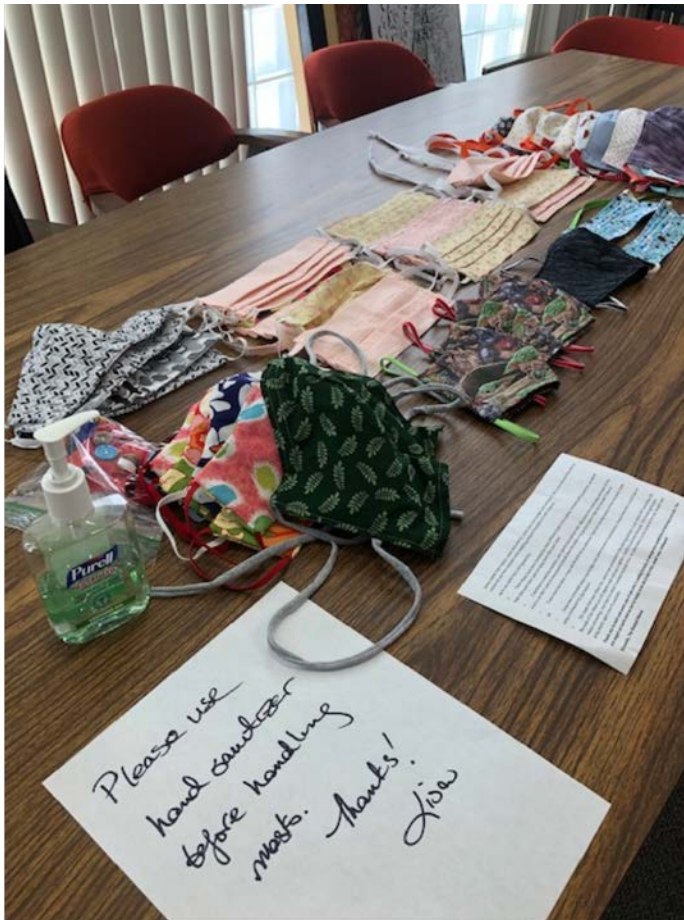
Family collage! Janet, husband Bob, and son Patrick with their kitchen conquests, plus helpful cat Goldy.

Tina Knepper-Smith Clinical Support Specialist II



Tina made hundreds of cookies, bagged them up, and gave them to her local Sheriffs Department.

Val Varady- Lab Manager (Dermpath) Donna Lehmann- Lab Supervisor (Cytogenetics) Laura Garvey- Lead Pathologist Assistant



Val, Donna, and Laura all made and/or donated around **200** cloth masks for department faculty, staff, and trainees!



Wear a mask

Masks are required for all WUSM personnel, contractors and vendors.



Kendra Koerner-Bockius

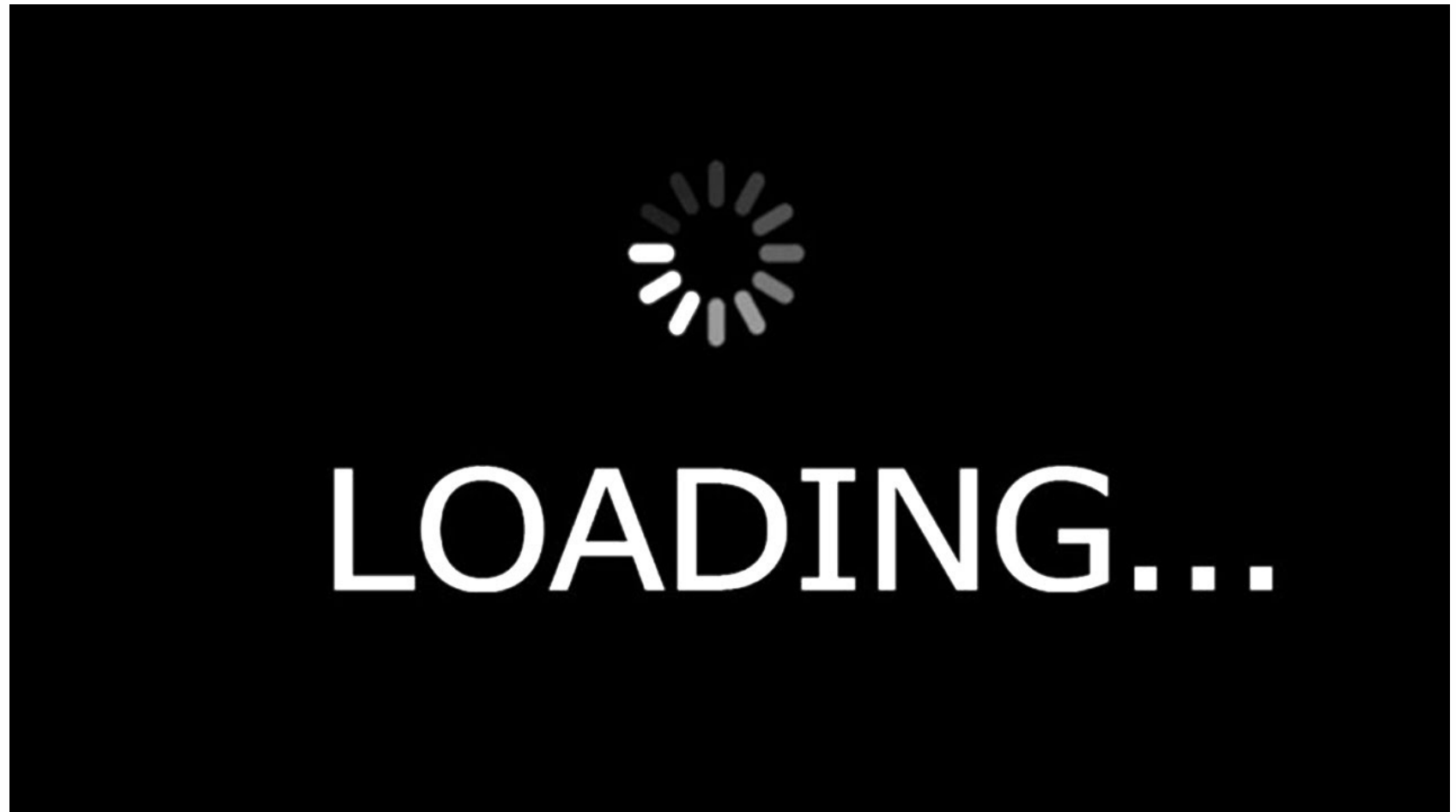
Pre-Certification Coordinator



As of 6/25/2020 I have officially lost 100 pounds!

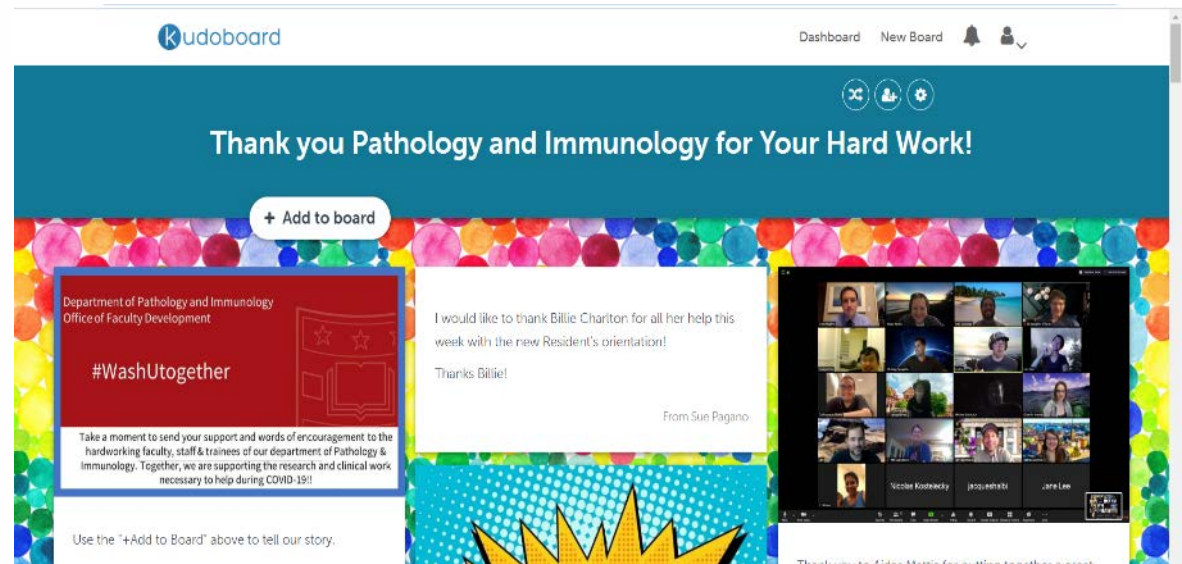
My gastric bypass surgery was 10/10/19. This is extra awesome since I've still been losing through all of this Rona stuff!

Mike Isaacs- Director, Clinical Informatics and Business Development



More Photos, Shenanigans, and Kudos!

- The Office of Faculty Development created a photo montage! Watch the video [here](#)!
- See all the great work going on in the department and give kudos [here](#)!



Poll time!



If I could quarantine anywhere in the world I would choose:

A. Private beach house



B. Cabin in the mountains



C. High rise luxury apartment



D. On the moon



The thing I'm looking forward to the most post-COVID:

A. Concerts!



B. Sports!



C. Parties!



D. Not having to wear a mask anymore!

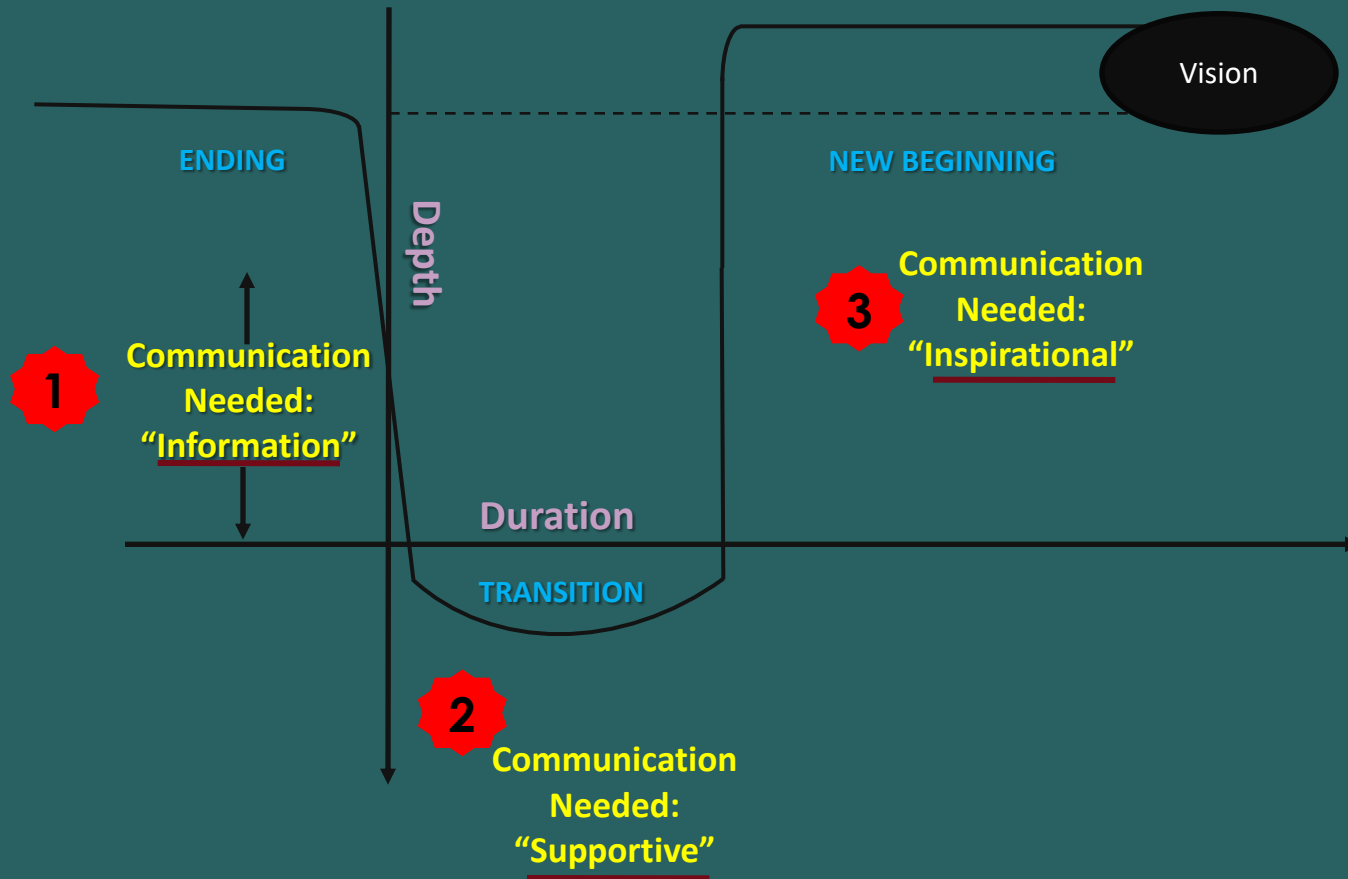


Staff Development and Retention

- How do we prepare for “the next normal”?
- What challenges do we need to be prepared to address?
- What skills and knowledge do we need to develop?
- How can we continue our mission?
- How do we value people?

Curve of Change

Pritchard and Associates and William Bridges



Where are we now?

Maslow's Hierarchy of Needs



Where are we going?

- Moving forward
- First: Safety and Security
- Then: New Skills for a New World
- Finally: Vision and Mission

Towards the “Next Normal”

- Work in Progress
 - Strategic plan- Improve department culture
 - Build a departmental vision statement that articulates core values
 - Enhance intradepartmental community, communication & collaboration

- On the horizon
 - Mentoring and development for staff
 - Staff task force for developing culture
 - New skills for a new world

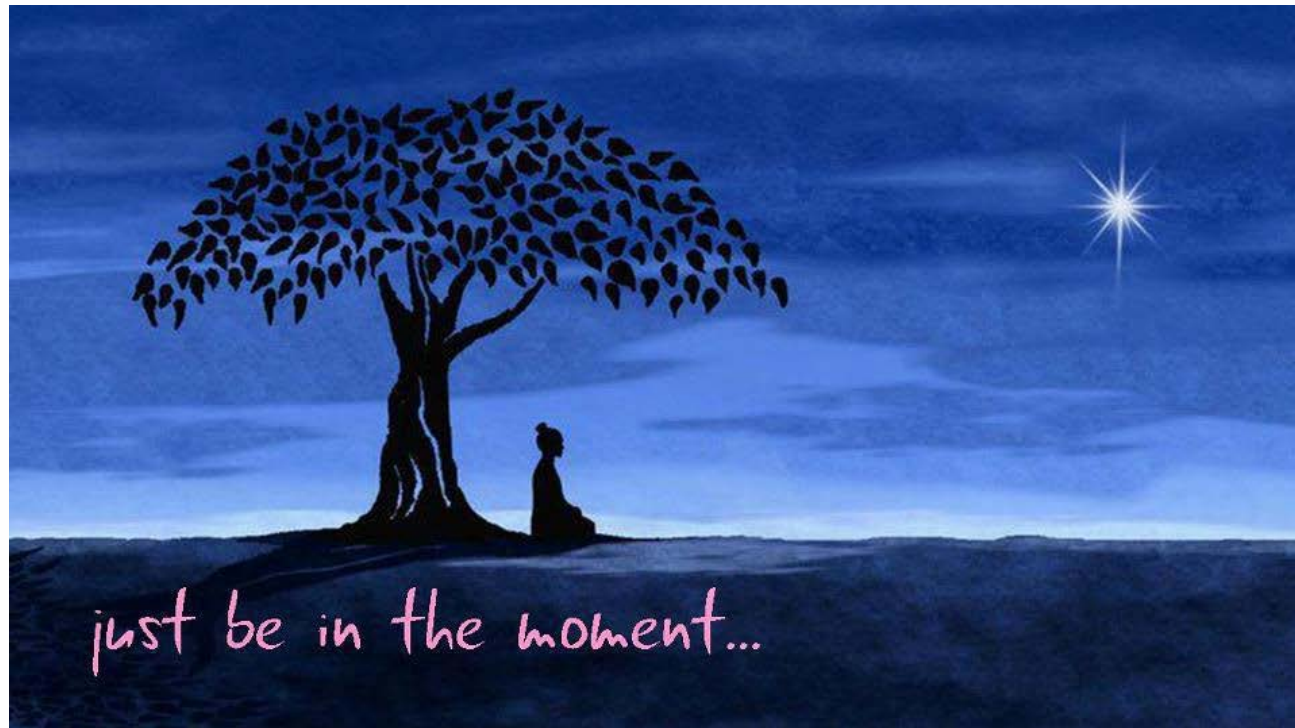


Learning and Development

- Employee Achievements
 - Administrative Professional Certificate- Kim Green, Stacy Mitchell
 - Leadership Development Certificate- Laura Garvey
 - CPPS (Certified Professional In Patient Safety) - JT Ross
 - STARS (Specialized Training for Administrators of Research)
 - Jenni Dickinson, Donna Williams, Vicky Fuehne, Pam Hinrichs, Jennifer Lackner
 - Excel training at School of Engineering (16 people including clinical lab managers, administrative staff, accounting staff, and grant administrators)
 - Professional development budget
- Develop & Learn: <https://hr.wustl.edu/develop-and-learn/>

Closing

- Thank you
- Mindfulness/meditation



We're here for you.

Find wellness support to cope with COVID.



Call the **Coping with COVID Hotline** for in-the-moment emotional support at **314-286-1700**.



Zoom Support Groups and Skills-based Sessions
Join peers in group sessions, or learn about well-being topics such as navigating relationships and managing worry.



Work-Life Solutions, the university's employee assistance program, offers free, confidential, 24/7 support, resources and information for every aspect of your life. Employees receive five free counseling sessions. Call **844-365-4587**.



Mindfulness Zoom Sessions
Join weekly virtual mindfulness care sessions to reduce stress and move toward greater balance, control and peace of mind.



Apps and Resources
Find well-being tools, online yoga and fitness, videos and more.

Visit copingwithcovid.wustl.edu.

Mental well-being resources for faculty, staff, postdocs, fellows and residents.