I. Research and Postdoctoral Hiring Update, *Steve Stowe & Team*

- **General Overview:**
  - A general overview of the following topics was given:
    - Talent Acquisition Hiring / Recruitment Workflow
    - Post Doc Hiring / Recruitment Workflow
    - Sample Recruitment Plans / Documentation
    - Hiring Sources
    - Talent Acquisition & Customer Mutual Expectations
    - Department of Medicine Recruitment Metrics
    - Compensation
    - New Hire Background Checks / Employee Health Requirements
  - The flowcharts and specifics of these topics can be found in the PowerPoint document using the link provided below.
- **Recruitment Sources:**
  - A broad list of sources that are frequently used for recruitment/job posting was provided. It was noted that if there are any gaps or any specific requests to use recruitment sources that are not frequently used, PI’s should let HR know and the request will be accommodated.
- It was noted by meeting attendees that it is hard to get a proper applicant pool for a job opening given the strict guidelines that HR has to follow, i.e., a PI may be open to interviewing multiple applicants, with multiple levels of experience, for an open position, but HR will automatically discount any applicant, and the PI will never even see the application from those individuals, if they don’t meet the minimum requirements that have been described on the job posting. How can PIs get to see the largest applicant pool available without having to post multiple job reqs for the same position?
  - As of right now, HR is unable to provide any other solution to this problem than to have more than one job req. open for any experientially flexible position that may be available.
- Steven’s PowerPoint can be found online at:  
  [https://www.dropbox.com/home/DOM%20Research%20Faculty%20Meetings/10.09.18%20DOM%20Research%20Faculty%20Meeting?preview=Department+of+Medicine+HR+Presentation+(updated+10.9.18).pptx](https://www.dropbox.com/home/DOM%20Research%20Faculty%20Meetings/10.09.18%20DOM%20Research%20Faculty%20Meeting?preview=Department+of+Medicine+HR+Presentation+(updated+10.9.18).pptx)

II. Academic EHR Update, *Andy Stonefield & Team*

- The main objective in creating an Academic EHR is to create an EPIC training environment that supports discipline-specific and interprofessional case-based learning in parallel with appropriate use of an HER and to provide longitudinal case studies with depth and complexity as the student advances in academic years.
  - Academic EHRs will help to teach students EHR navigation, documentation, communication, embedded resources, and informatics tools.
  - It will also give students learning experiences involving families of patients, diverse backgrounds, and robust social determinants of health.
  - Lastly it will give students EHR access during didactics, simulation, class, home, and help students to engage with patients over the course time instead of learning how to treat a single visit patient.
- An overview of the Academic EHR and its many capabilities was presented and can be found in the PowerPoint presentation along with a link to demo the product using the link provided below.
- PowerPoint presentation can be found online at: https://www.dropbox.com/home/DOM%20Research%20Faculty%20Meetings/10.09.18%20DOM%20Research%20Faculty%20Meeting?preview=DOM+A-EHR+Pres+v3.pptx#

III. Other new business:
  - None announced.