HWCOM Administrative and Staff Assembly
July 2022
AGENDA

Introduction of Committee Members

Message from the Dean

Primary Care Internal Medicine Residency Program

HR Updates

Skincare Tips with Dr. Mercedes Florez-White

FIU Research Labs

EQ @ Work with Dr. Amber Webber

Trivia Time
Committee Members

Michael Degregorio
Academic Affairs

Krystel Ramos
Dean's Office

Kyle Martin
Translational Medicine

Edith Vanessa Weiss
Student Affairs

Maryam Shakir
Clinical Affairs

Andre Gordon
Finance & Administration
Message from the Dean

Juan C. Cendan, M.D.
Senior Vice President of Health Affairs
and Dean of the Herbert Wertheim
College of Medicine
Primary Care Internal Medicine Residency Program
Free Museum Days

- The Bass - Last Sunday of each month
- Pérez Art Museum Miami (PAMM) – First Thursday and second Saturday of each month
- History Miami Museum – Second Saturday of each month from 10am – 4pm
- The Wolfsonian FIU – Free Friday evenings from 6 – 9pm
- Museum of Contemporary Art North Miami – Free for North Miami residents and children under 12
- Coral Gables Museum – Second Saturday of each month
- Gold Coast Railroad Museum – First Saturday of each month

Free Activities to do in Miami

- Free Evening Yoga in Bayfront Park
- Free guided trolley ride from Historic Downtown Homestead straight to Everglades National Park
- Institute of Contemporary Arts – Free every day
- Live Jazz at the Museum of Contemporary Art in North Miami – Last Friday of each month at 8pm
- Biltmore Hotel – Free guided tour every Sunday afternoon
- Hike Everglades National Park
- Hike Bear Cut Preserve
HR Updates

PEP Process
- Starts June 30th, 2022
- Deadline is September 30, 2022
https://hr.fiu.edu/leadership/performance-management/

Gas Savings
- Using applications, such as GasBuddy
https://www.thepennyhoarder.com/save-money/how-to-save-on-gas/

Tickets at Work
- Discounts on hotels, theme parks, events, etc.
https://www.ticketsatwork.com/tickets/
CODE: FIUPANTHERS

Zoo Miami
- 15% Discount
https://shop.zoomiami.org/affiliate/link?id=6321EDA8-8678-4A4C-8D34-B315A14F6A90

RISE
- Coming Soon! (August – September)
Public Service Loan Forgiveness

Limited Waiver Opportunity

The US Department of Education announced a temporary change to the PSLF program rules due to COVID-19. During this limited-time waiver period, Federal student loan borrowers may receive credit for payments that previously did not qualify for PSLF. Click here for additional details.

How to apply
Use the PSLF Help Tool to check if you qualify, learn what steps you need to take to become eligible, and generate the required application form. It will ask you questions that will help fill out the form, and then you can print and sign it. If you have FedLoans, you can submit it online; otherwise, you will need to fax it. You can also download the form here: https://studentaid.gov/sites/default/files/public-service-application-for-forgiveness.pdf

What does this mean for FIU employees?
FIU is a 501(C)3 non-profit. Working at FIU entitles you to the PSLF! Many of the payments you have made working here or any other 501(C)3 would count as a credit towards the required 120 payments. This can save you years in payments!

The waiver is set to end on October 31, 2022. So take advantage now!
Skincare Tips

Mercedes Florez-White, M.D.
Associate Professor, Department of Dermatology
Tips for Keeping your Skin Healthy

Mercedes Florez-White, M.D.
Associate Professor and Director of the Dermatology Course
Department of Dermatology | Herbert Wertheim College of Medicine
Florida International University
Largest organ in the body
Total skin surface area in adults can be close to 2 square meters.
Not a passive protective cover
Complex, “active” physiology that impacts many systems and functions, such as:
- Sensory
- Temperature regulation
- Immunity
- Infection
- Organ of expression

Skin Barrier: Protective shield against:
- Heat
- Light
- Injury
- Infection
- Water loss
- Heat
- Light
- Injury
- Infection
- Water loss
- Cold, heat radiation
- Pressure, blows, abrasion
- The action of chemical substances
- Invasion by microorganisms
- Heat and water loss
- Defense against invading microorganisms
- Absorption of certain substances
- Perspiration
- Circulatory and thermal regulation (dermal vascular system)
- Pressure, vibration, touch, pain, temperature, sensory organs
Cornified layer helps to minimize water loss from the skin.

Skin barrier function

- Terminal differentiation of keratinocytes results in formation of the cornified cell envelope.
- Highly insoluble complex of cross-linked proteins and lipids.

Melanin protects against DNA damage from UV light (by absorbing/scattering). Transferred from melanocytes to keratinocytes in melanosomes. Ratio of melanocytes to basal keratinocytes ranges from 1:4 on face to 1:10 on limbs.
# Functions of the Skin: Summary

<table>
<thead>
<tr>
<th>Function</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Barrier</strong></td>
<td>• Maintenance of body integrity and homeostasis</td>
</tr>
<tr>
<td></td>
<td>• Protection against physical and chemical aggressions</td>
</tr>
<tr>
<td></td>
<td>• Protection against microbial infections</td>
</tr>
<tr>
<td></td>
<td>• Antimicrobial peptides: Many are active against bacteria, viruses and fungi.</td>
</tr>
<tr>
<td><strong>Immunologic</strong></td>
<td>• First line of defense via innate immune and adaptative immune systems</td>
</tr>
<tr>
<td><strong>Photoprotection</strong></td>
<td>• Melanin and keratin (S. corneum barrier)</td>
</tr>
<tr>
<td><strong>Synthesis of vitamin D</strong></td>
<td>• Production of vitamin D precursor in the s. basale and s. spinosum – UV exposure required</td>
</tr>
<tr>
<td><strong>Sensation/ Expression</strong></td>
<td>• Interaction with the environment and many types of stimuli processed by the peripheral and CNS</td>
</tr>
<tr>
<td><strong>Temperature regulation</strong></td>
<td>• Regulation of sweating and varying the blood flow</td>
</tr>
<tr>
<td></td>
<td>• Vasodilation/hypodermis: heat – vasoconstriction: cold</td>
</tr>
<tr>
<td><strong>Protection from trauma</strong></td>
<td>• Dermis and hypodermis protect and cushion underlying structures from injury</td>
</tr>
</tbody>
</table>
DEPARTMENT OF DERMATOLOGY

- skin cancer
- sunburn
- skin aging
- cataract
- mutations
- photo-immunologic reactions
- photosynthesis
- synthesis of Vitamin D
- heat
- phototherapy

sunburn, skin aging, cataract, mutations, photo-immunologic reactions, photosynthesis, synthesis of Vitamin D, heat, phototherapy
DEPARTMENT OF DERMATOLOGY

SOLAR SPECTRUM COMPOSITION

- ULTRAVIOLET (200 - 400nm) ...................... 10%
- UVC (200 - 290nm) blocked by the ozone layer
- UVB (290 - 320nm)
- UVA short II (320 - 340nm)
- UVA long I (340 - 400nm)
- VISIBLE LIGHT (400 - 700 nm) ...................... 40%
- INFRARED (700 - 1500 nm) ......................... 50%

Solar Spectrum

Wavelength in Nanometers

200 290 320 340 400 700

UVC  UVB  II  UVA  I

Gamma ← X-Ray ← IR ← Radio

FIU Herbert Wertheim College of Medicine
DEPARTMENT OF DERMATOLOGY
Levels of radiation UVA & UVB

**UVA**
- No filtered by glass
- Aprox. 50% of UVA exposure occurs under shadow
- Tanning
- Damage to dermis structures:
  - Elastin
  - Collagen
- Photoaging
- Skin cancer
- Cataract

**UVB**
- More energetic
- Transformation of epidermal ergosterol in vitamin D
- Gene p53 mutation
  - SUNBURN CELLS
- Acute effects:
  - Erythema
  - Sun burn
- Chronic effects:
  - Photoaging
  - Immunosuppressive

**Levels of Radiation UVA/UVB**

- UVA = practically constant during the entire day
- UVB = peak at noon, high from 10 am to 4 pm
  - Noon: 10% UVB & 90% UVA
I'm giving you Cancer
Have a nice day

and...

Aging Skin
How to Achieve Healthy Skin

- Prevention
- Protection

Procedures

Healthy skin

Cleansing/grooming

Correction
Self Examination of Skin

Prevention

1. Examine body front and back in mirror, especially legs.
2. Bend elbows, look carefully at forearms, back of upper arms, and palms.
3. Look at feet, spaces between toes and soles.
4. Examine back of neck and scalp with a hand mirror. Part hair and lift.
5. Finally, check back and buttocks with a hand mirror.

SPOT SKIN CANCER

AMERICAN ACADEMY OF DERMATOLOGY

Herbert Wertheim College of Medicine

DEPARTMENT OF DERMATOLOGY
Photoprotection

Prevention Protection

Avoid sun exposure between 10 am to 4 pm

Use appropriated clothing: Long pants, long sleeve shirts, wide brim hats, sun glasses (UV)

DAILY USE OF UVA-UVB (BROAD-SPECTRUM) SUNSCREEN

DAILY USE OF ANTIOXIDANTS BEFORE SUNSCREEN

Prevents SKIN CANCER premature aging and postinflammatory hyperpigmentation
**Daily Sunscreens**

**Removal of sunscreen by the use of towel, sweating or water immersion**

<table>
<thead>
<tr>
<th>Area</th>
<th>U*</th>
<th>ml</th>
</tr>
</thead>
<tbody>
<tr>
<td>Face and Neck</td>
<td>2</td>
<td>5.0</td>
</tr>
<tr>
<td>Arms, shoulders &amp; hands</td>
<td>4</td>
<td>10.0</td>
</tr>
<tr>
<td>Trunk</td>
<td>4</td>
<td>10.0</td>
</tr>
<tr>
<td>Legs/feet</td>
<td>4</td>
<td>10.0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>14</td>
<td>35.0</td>
</tr>
</tbody>
</table>

(*) 1 unit = ½ tablespoon

**DEPARTMENT OF DERMATOLOGY**
Photolyase: DNA repair enzyme

- Repair the UV induced DNA damage using 300-500 nm light as energy source
  - Reduction UV radiation dimers by 45% and to increase UV protection by 300%

- Contained in sunscreens
Topical agents counteracting oxidative damage caused by solar radiation

- Well balanced UVA/UVB sunscreens
  - Specially UVA
  - Sunscreens are not 100% effective blocking UV radiation
  - Do not block IR radiation - Not fully protect against the formation of ROS

- Topical antioxidants
  - They complement the action of sunscreens against UVR
  - Protect against visible light and IRA effects
Topical Antioxidants

- Inhibit oxidative stress environment
- Complement the activity of endogenous antioxidant defense systems
- Help reduce/restore the signs of aging by reducing DNA damage and cell structure.

**Restauration**
- Promotion of new collagen and help to reduce the appearance of fine lines
- They help even out skin tone and smooth texture

**Protection**
- Elimination of free radicals before extensive damage occurs
- Defense against sunlight damage
Topical antioxidants with the high scientific evidence

- Vitamin C
- Vitamin E
- Ferulic acid
- Phloretin
- Resveratrol

- Niacinamide
- Polyphenols
  - Green tea
  - Silymarin
- Combinations
Vit. C + Ferulic acid + Phloretin

Baseline

After 16 Weeks

Reduction of erythema and hyperpigmentation
Vit. C + Ferulic acid + Phloretin

Baseline

After 16 Weeks

Reduction of erythema and hyperpigmentation
Treatment Objectives:
To prevent and correct premature aging skin signs and symptoms
Stratum corneum
- Thinner, more compact and smoother, reflecting and refracting light to give skin a radiant youthful glow

Increased HA deposition ➔ ↑moisture retention (increased epidermal volume) ↓appearance of fine lines and wrinkles ➔ The epidermis is thicker

Exfoliation: ↓ Irregular skin pigmentation

Activation of Fibroblasts into a more normalized state
  ✓ ↑production of collagen, elastin, GAGs, etc.
Retinoic acid 0.05% cream

Before

After 12 months
Peptides & Growth Factors

- **Peptides**: Protein fragments or smaller linkages of amino acids
  - ✓ Act as cell signal agents to call the cell to action to make new proteins

- **Growth factors**: proteins or polypeptides
  - ✓ Unique receptor sites
  - ✓ Play a key role in the regulation of cell division and tissue proliferation.
  - ✓ Binding of Epidermal Growth Factor (EGF) to the cell membrane receptor protein leads to cell division.
  - ✓ New collagen formation

- More controlled studies needed

Carrier peptides
• Copper and manganese delivery for skin healing and enzymatic processes

Signal peptides
• Stimulate matrix protein production, collagen, and elastin synthesis

Enzyme-inhibitor peptides
• Increase the papillae index (sign of rejuvenation)

Neurotransmitter-inhibitor peptides
• Inhibit acetylcholine release at the neuromuscular junction preventing wrinkling secondary to facial animation
<table>
<thead>
<tr>
<th>GROWTH FACTOR</th>
<th>BIOLOGICAL EFFECT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heparin-binding endothelial growth factor</td>
<td>Mitogen for fibroblasts and keratinocytes</td>
</tr>
<tr>
<td>Fibroblast growth factor types 1,2 and 4</td>
<td>Mitogen for fibroblasts and endothelial cells</td>
</tr>
<tr>
<td>Platelet-derived growth factor</td>
<td>Chemoattractant for fibroblasts and macrophages</td>
</tr>
<tr>
<td></td>
<td>Mitogen for fibroblasts</td>
</tr>
<tr>
<td></td>
<td>Synthesis of extracellular matrix components</td>
</tr>
<tr>
<td>Type-1 insulin-like growth factor</td>
<td>Mitogen for fibroblasts and endothelial cells</td>
</tr>
<tr>
<td>TGF-β 1 and 2</td>
<td>Chemoattractant for fibroblasts and macrophages</td>
</tr>
</tbody>
</table>
Cosmeceuticals with Growth Factors

- **TNS Recovery Complex**
  - Mixture of GFs, cytokines, and soluble proteins.
  - From cell fibroblast cultures of newborns
  - Reduction in facial wrinkles, fine lines, and photodamaged

- **Bio-restorative skin cream:**
  - Cell proteins, human GFs and cytokines from fibroblast. Significant reduction in the depth of perioral and periorbital wrinkles. Improvement was also observed in the skin texture of cheeks and chin

- **Cellular Rejuvenation Serum contains TGF-β 1, ascorbic acid, and**
  - Extract of *Cimicifuga racemose* (cohosh)
  - Reduction in facial wrinkles.
Darker skin has a tendency to develop pigmentation disorders
  ✓ Post-inflammatory hyperpigmentation
  ✓ Melasma

Although melanin protects against ultraviolet light damage, this protection is not enough to prevent hyperpigmentation.
  ✓ It is essential that broad-spectrum physical sunscreens are used daily to counteract damage from sunlight.
  ✓ White light lamps and computers can produce dark spots on the skin due to the effect of visible light, especially for blue light.
  ✓ Depigmenting/bleaching agents
**Men Basic Skin Care**

**PROTECTION:**
- **SUNPROTECTION:** Physical sunscreen (Sheer zinc and/or Titanium dioxide in a ultralight lotion)

**CLEANSE/GROOMING**
- Mild foaming cleanser before shaving to help reduce surface oil
- Very oily skin: Mild foaming cleanser with salicylic acid

**CORRECT/REPAIR**
- Antioxidant before after shaving and before sunscreen
  - Vitamin C serum
  - Vitamin C + Vitamin E + Ferulic acid serum
- Salicylic acid 2% or glycolic acid 10% at bedtime (Men before 30)
- Retinol 0.5% to 1% cream (30 or more)
- Moisturizing: Lightweight moisturizer with ceramides and niacinamide (anti-inflammatory effect)
- Night lotion/cream with peptides and growth factors

**PROCEDURES:**
- Facial with extraction of comedones if needed/ Microdermabrasion
- Botulinum toxin and Fillers when needed
**Skin Care: Best Order**

### DAY
1. Mild cleanser  
   ✓ According to skin type
2. Antioxidant serum
3. Eye cream
4. Acne Spot treatment
5. Rosacea treatment  
   ✓ Azelaic acid
6. Moisturizer  
   ✓ Non-comedogenic  
   ✓ Skin barrier repair (Ceramides)
7. Broad spectrum sunscreen  
   ✓ Anti-UVA and UVB

### NIGHT
1. Cleanser  
   ✓ According to skin type
2. Toner (If needed)
3. Eye cream or serum
4. Treatments:  
   ✓ Retinoids  
   ✓ Benzoyl peroxide  
   ✓ AHA  
   ✓ Azelaic Acid  
   ✓ Depigmenting agents
5. Moisturizer/Night Cream  
   ✓ Peptides  
   ✓ Growth Factors
### Injectables
- **RELAX**
  - ✓ Neurotoxin
- **REFILL**
  - ✓ Fillers
- **REVOLUMIZE**
  - ✓ Pan facial filling
  - ✓ Cheek, jaw line filling
  - ✓ Increasing dermal tightening

### Different Procedures
- **REVOLUMIZE**
  - ✓ Injectables and lasers
- **RESHAPING**
  - ✓ Combining botulinum toxins and fillers
  - ✓ Skin-tightening lasers
- **RESURFACE/RETEXTURIZE**
  - ✓ Peels–Microdermabrasion
  - ✓ Lasers - Non-lasers light and energy sources
  - ✓ Dermabrasion
<table>
<thead>
<tr>
<th>AGE</th>
<th>WRINKLES</th>
<th>HOME</th>
<th>OFFICE</th>
</tr>
</thead>
</table>
| 20-35 | None or some dynamic fine lines and Acne | **Cleanser according to skin type**  
**Antioxidant (AOX) serum**  
**Non-comedogenic moisturizing lotion**  
**UVA-UVB Sunscreen** | **Superficial chemical peels**  
**Microdermabrasion**  
**Botulinum toxin (Glabellar area)**  
**Fillers: Lips** |
| 35-49 | YES Dynamic | **Cleanser**  
**Anti-aging cream (AOX)+ Retinoid**  
**Moisturizer**  
**Bleaching cream**  
**UVA-UVB Sunscreen** | **Superficial/Medium chemical peels**  
**Microdermabrasion**  
**Botulinum toxin**  
**Fillers & Collagen Stimulator**  
**IPL – Radiofrequency**  
**Fractionated Laser** |
| >50 | YES Rest | **Cleanser**  
**Anti-aging cream (AOX)**  
**Retinoid**  
**Moisturizer**  
**Bleaching cream**  
**UVA-UVB Sunscreen** | **Medium to deep chemical peel**  
**Fillers**  
**Botulinum toxin**  
**Collagen Stimulator**  
**IPL – Radiofrequency-PDT**  
**Fractionated Laser**  
**Combination Procedures** |
| >60 | YES Rest | **Cleanser**  
**Anti-aging cream (AOX)**  
**Retinoid**  
**Moisturizer**  
**Bleaching cream**  
**UVA-UVB Sunscreen** | **Medium to deep chemical peel**  
**Fillers**  
**IPL –Radiofrequency-PDT**  
**Fractionated CO₂ Laser**  
**Plastic Surgery**  
**Combination Procedures** |
1. Protect yourself from the sun – Photoprotection: Clothes and Sunscreen lotion
   ✓ Don’t forget the antioxidants before sunscreen
2. Don’t smoke
3. Treat your skin gently
   ✓ Avoid strong soaps. Use appropriate cleanser for your skin type
   ✓ Moisturize your skin with suitable products for your skin type recommended by your skin specialist.
4. Get enough quality sleep
5. Examine your skin at least once a month (Self-exam)
6. Consult your dermatologist at least once a year

CONSULT IMMEDIATELY if you notice changes in a mole like these
Thank You!

FIU | Herbert Wertheim College of Medicine

Dermatology

mflorezw@fiu.edu
FIU Research Lab Video
EQ @ Work

Amber Webber, Ph.D.
Director of People and Program Management, FIU Online
EQ @ Work
HELLO!

I am Amber Webber, PhD
Director, People & Programs @ FIU Online
Adjunct Professor @ A Handful of Colleges
Roadmap

1. What are emotions?
2. Why are they a big deal?
3. Why are we talking about them at work?
4. What is EQ?
5. What skills make up EQ?
6. How do I develop them?
Basic emotions

› Anger
› Fear
› Disgust
› Surprise
› Happiness
› Sadness

Image Credit: Paul Ekman, 1972
Emotion Motivates Behavior

**Influences of Positive Emotions**
- Hope
- Pride
- Excitement
- Joy
- Gratitude
- Altruism
- Relief
- Contentment

**Influences of Negative Emotions**
- Anger
- Shame
- Boredom
- Anxiety
- Disgust
- Disappointment
- Sadness
- Annoyance
Emotional Intelligence

A set of emotional and social skills that influence how we...

• Perceive and express ourselves
• Develop and maintain social relationships
• Cope with challenges
• Use emotional information in meaningful ways
The Research Says…

- EQ supports stress resilience and coping capability
- High EQ is a predictor of physical health and psychological well-being
- EQ competencies are linked to life satisfaction & personal success
- Managers’ EQ influences leadership effectiveness & employee job satisfaction
- EQ moderates customer service performance and the organizational bottom line
- High EQ enhances team-based outcomes, creativity, engagement, satisfaction, trust, and feelings of work-life balance
EQ Skills

Self-Expression
- Emotional Expression
- Assertiveness
- Independence

Interpersonal
- Interpersonal relationships
- Empathy
- Social responsibility

Self-Perception
- Self-Regard
- Self-Actualization
- Emotional Self-Awareness

Decision-Making
- Problem-Solving
- Reality Testing
- Impulse Control

Stress Management
- Flexibility
- Stress Tolerance
- Optimism
EQ in Practice

Know Yourself
› Identify and name your emotions.
› Reflect on their sources and consider what they tell you.
› Pause to change “hot” to “cool” emotions in the moment.

Choose Connection
› Recognize others’ emotions and empathize—practice active listening
› Stay present in relationships that are important to you
› Cultivate positive work climates

Pursue Well-Being
› Visualize a hopeful version of the future
› Leverage emotion for motivation, mastery, or creativity
› Find healthy ways to manage stress (the hot emotion amplifier)
“Emotional intelligence is a choice and a discipline; not an innate quality bestowed upon the lucky”

Dr. Travis Bradberry
THANKS!

Any questions?
Amber Webber, PhD
awebber@fiu.edu or on Teams
Thank you!