

HWCOC 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

FIU



Primary Care Internal Medicine Residency Program





HR Updates

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/>

RISE

- Coming Soon! (August – September)

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>

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!

FIU

Skincare Tips

Mercedes Florez-White, M.D.
Associate Professor, Department of
Dermatology



FIU

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College of Medicine

**ADMIN &
STAFF**

VIRTUAL ASSEMBLY

Wednesday, July 6, 2022
2:00pm-3:30pm



SKIN CARE



Mercedes Florez-White, M.D.

Associate Professor and Director of the Dermatology Course

Department of Dermatology | Herbert Wertheim College of Medicine

Florida International University

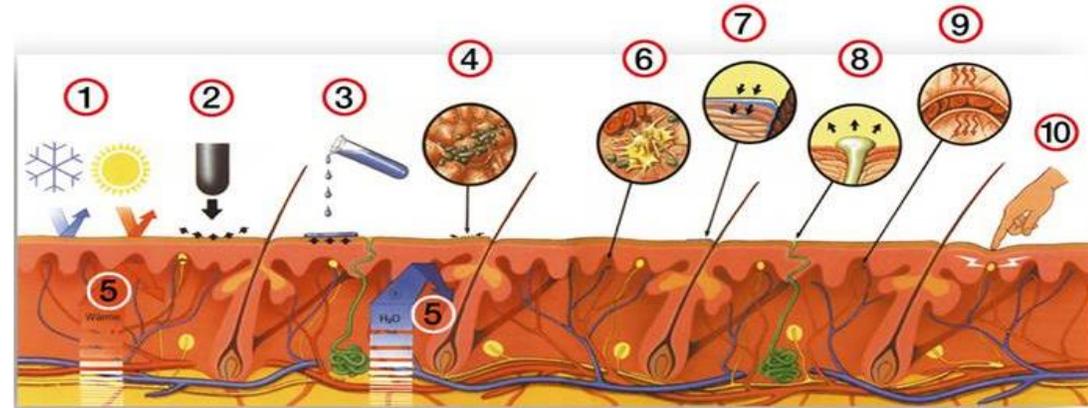
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College of Medicine

DEPARTMENT OF DERMATOLOGY

WHAT IS THE SKIN FOR?

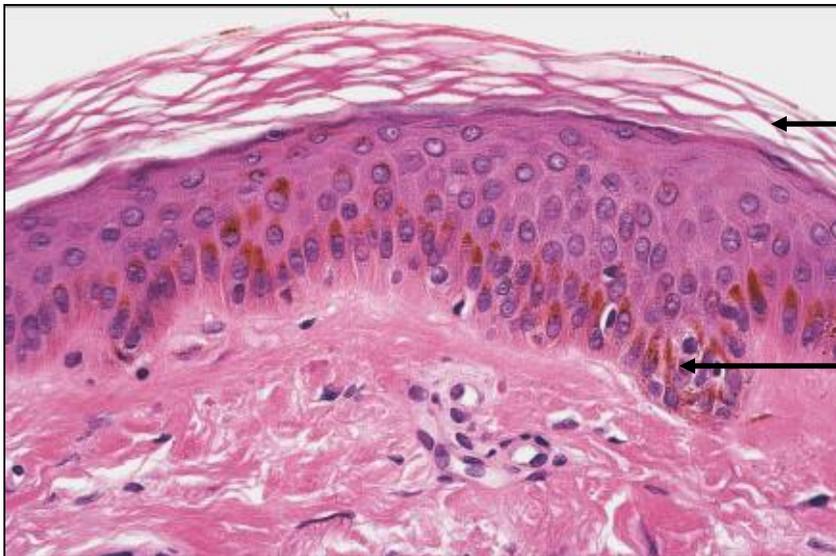
- Largest organ in the body
- Total skin surface area in adults can be close to 2 square meters.
- Not a passive protective cover
- Complex, “active” physiology that impacts many systems and functions, such as:
 - ✓ Sensory
 - ✓ Temperature regulation
 - ✓ Immunity
 - ✓ Infection
 - ✓ Organ of expression
- ▶ **Skin Barrier: Protective shield against:**
 - ▶ Heat
 - ▶ Light
 - ▶ Injury
 - ▶ Infection
 - ▶ Water loss



- ❶ cold, heat radiation
- ❷ pressure, blows, abrasion
- ❸ the action of chemical substances
- ❹ invasion by microorganisms
- ❺ heat and water loss
- ❻ defense against invading microorganisms
- ❼ absorption of certain substances
- ❽ perspiration
- ❾ circulatory and thermal regulation (dermal vascular system)
- ❿ pressure, vibration, touch, pain, temperature, sensory organs

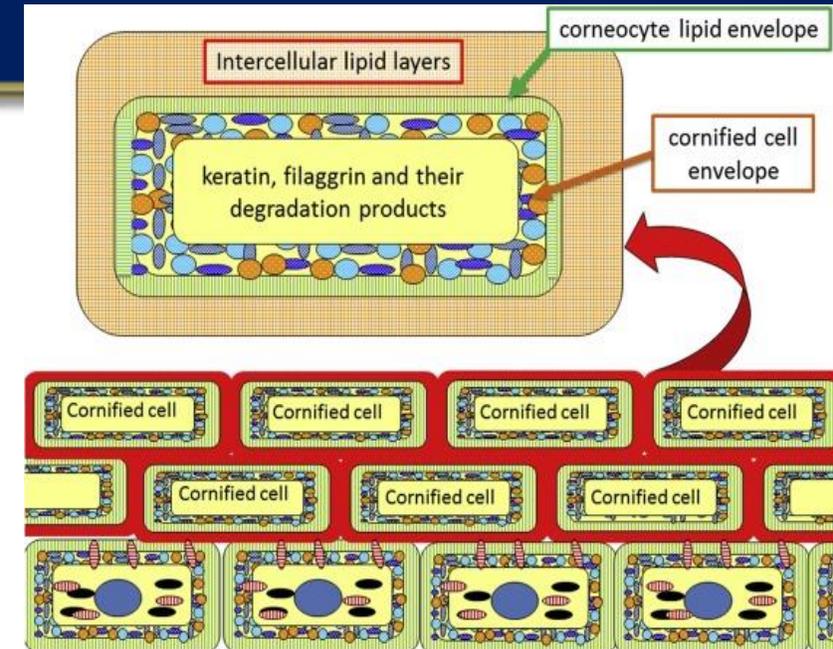
THE SKIN IS A PROTECTIVE ORGAN

- ▶ **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.



Outermost cornified layer of the epidermis

Melanin pigment (brown) in the basal layer of the epidermis

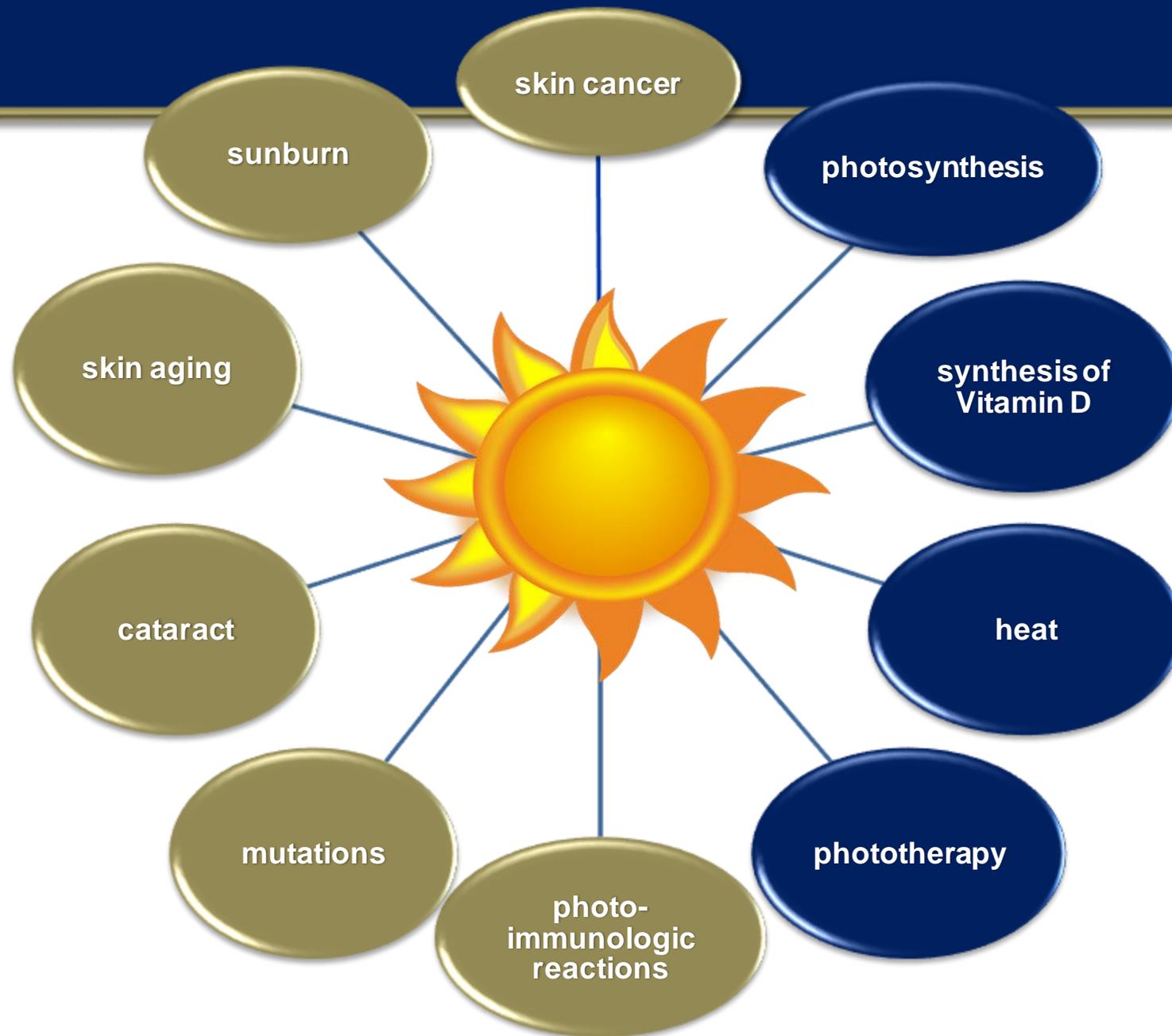


Melanin protects against DNA damage from UV light (by absorbing/scattering). Transferred from melanocytes to keratinocytes in melanosomes. Ratio of melanocytes to basal keratinocytes ranges from 1:4 on face to 1:10 on limbs.

Functions of the Skin: Summary

Barrier	<ul style="list-style-type: none">• Maintenance of body integrity and homeostasis• Protection against physical and chemical aggressions• Protection against microbial infections<ul style="list-style-type: none">• Antimicrobial peptides: Many are active against bacteria, viruses and fungi.
Immunologic	<ul style="list-style-type: none">• First line of defense via innate immune and adaptative immune systems
Photoprotection	<ul style="list-style-type: none">• Melanin and keratin (S. corneum barrier)
Synthesis of vitamin D	<ul style="list-style-type: none">• Production of vitamin D precursor in the s. basale and s. spinosum – UV exposure required
Sensation/ Expression	<ul style="list-style-type: none">• Interaction with the environment and many types of stimuli processed by the peripheral and CNS
Temperature regulation	<ul style="list-style-type: none">• Regulation of sweating and varying the blood flow• Vasodilation/hypodermis: heat – vasoconstriction: cold
Protection from trauma	<ul style="list-style-type: none">• Dermis and hypodermis protect and cushion underlying structures from injury

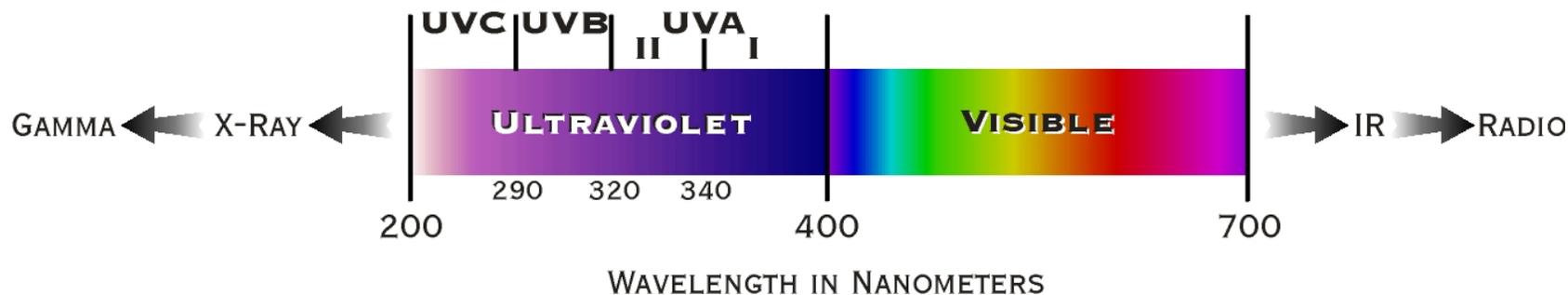




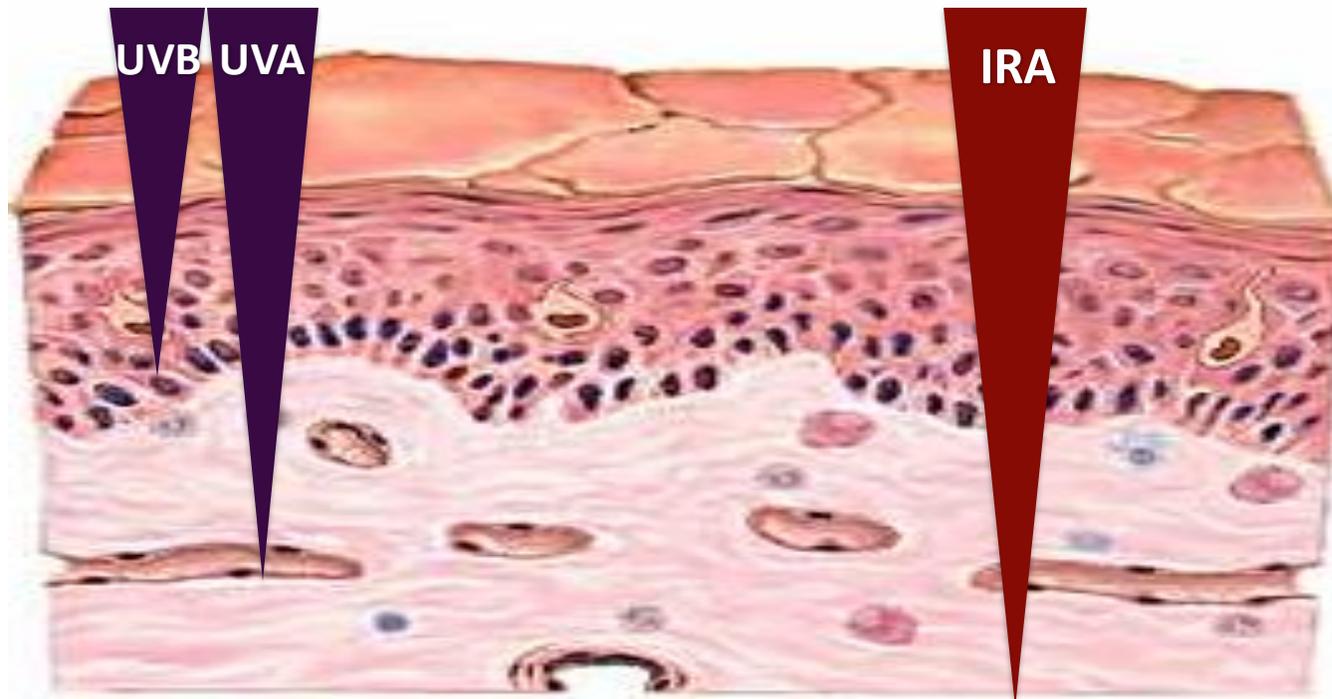
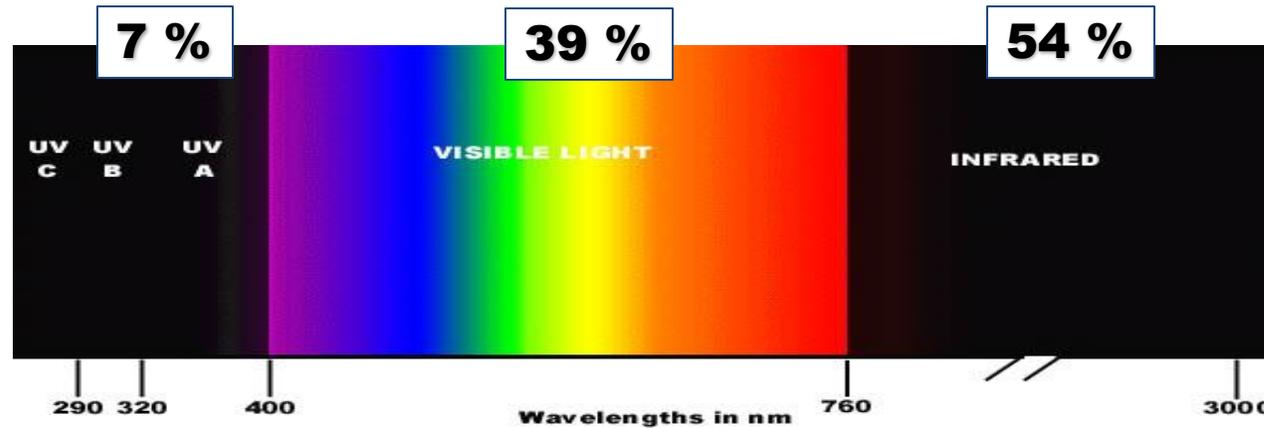
SOLAR SPECTRUM COMPOSITION

- **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%**

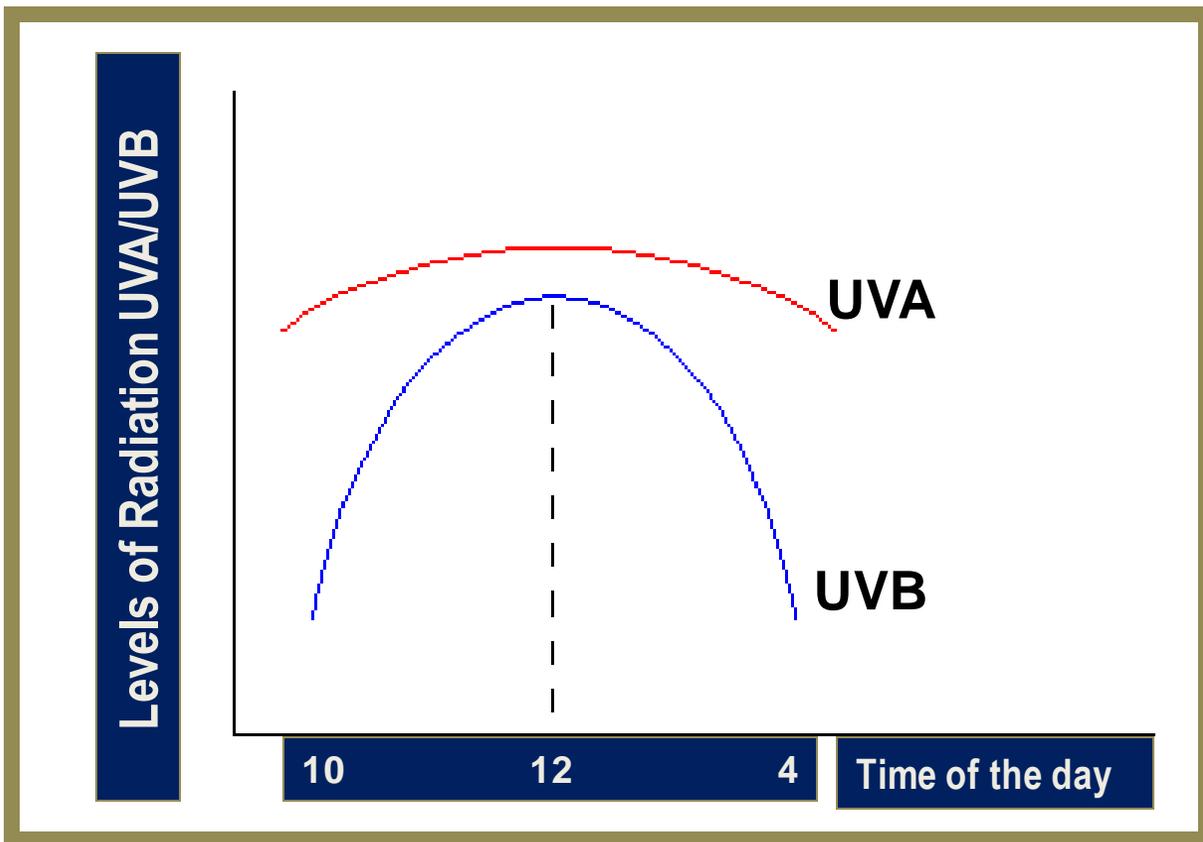
SOLAR SPECTRUM



Solar Spectrum



Levels of radiation UVA & UVB



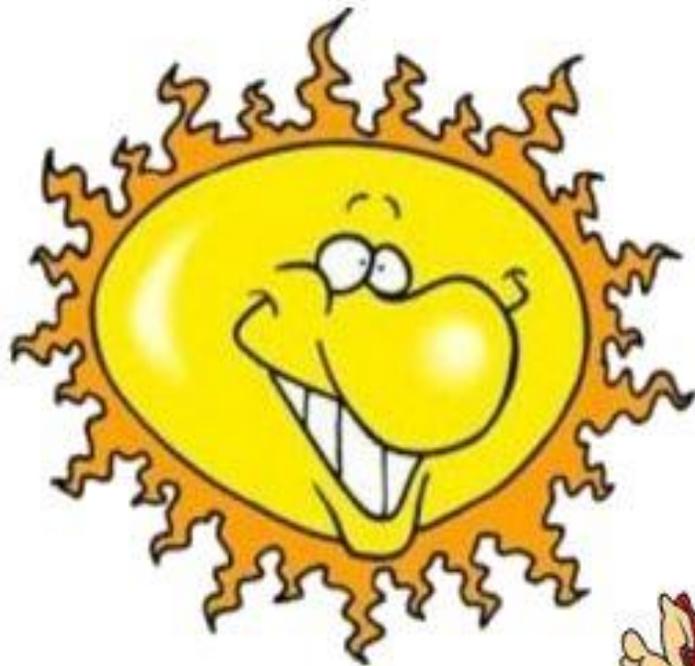
UVA = practically constant during the entire day
UVB = peak at noon, high from 10 am to 4 pm
Noon: 10% UVB & 90% UVA

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



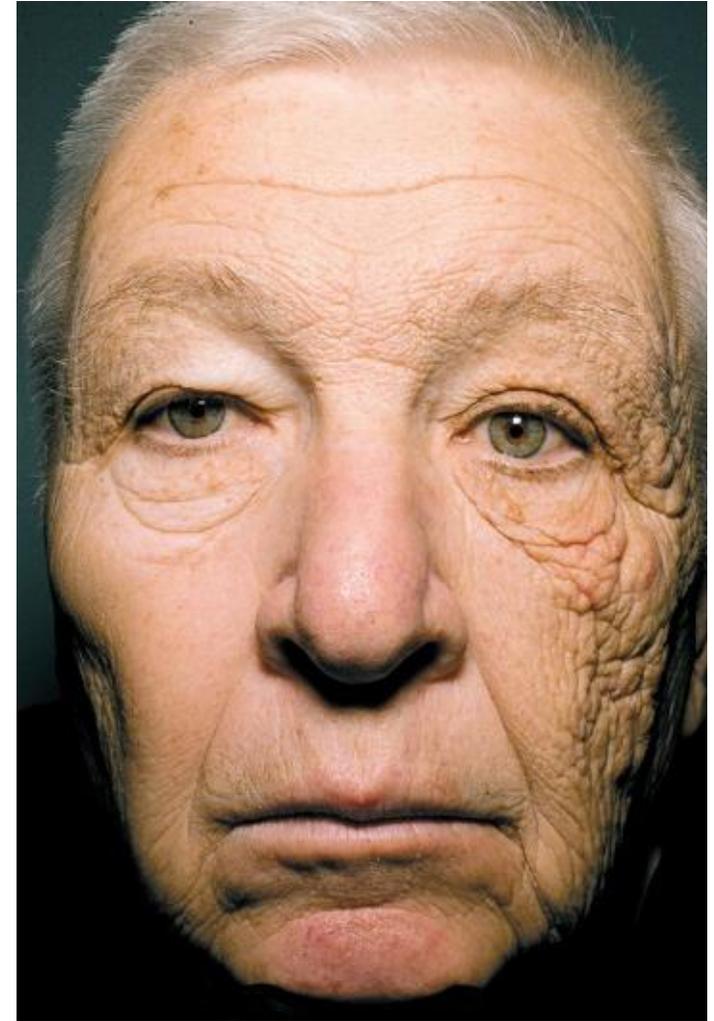
I'm
giving
you
Cancer

Have a nice day

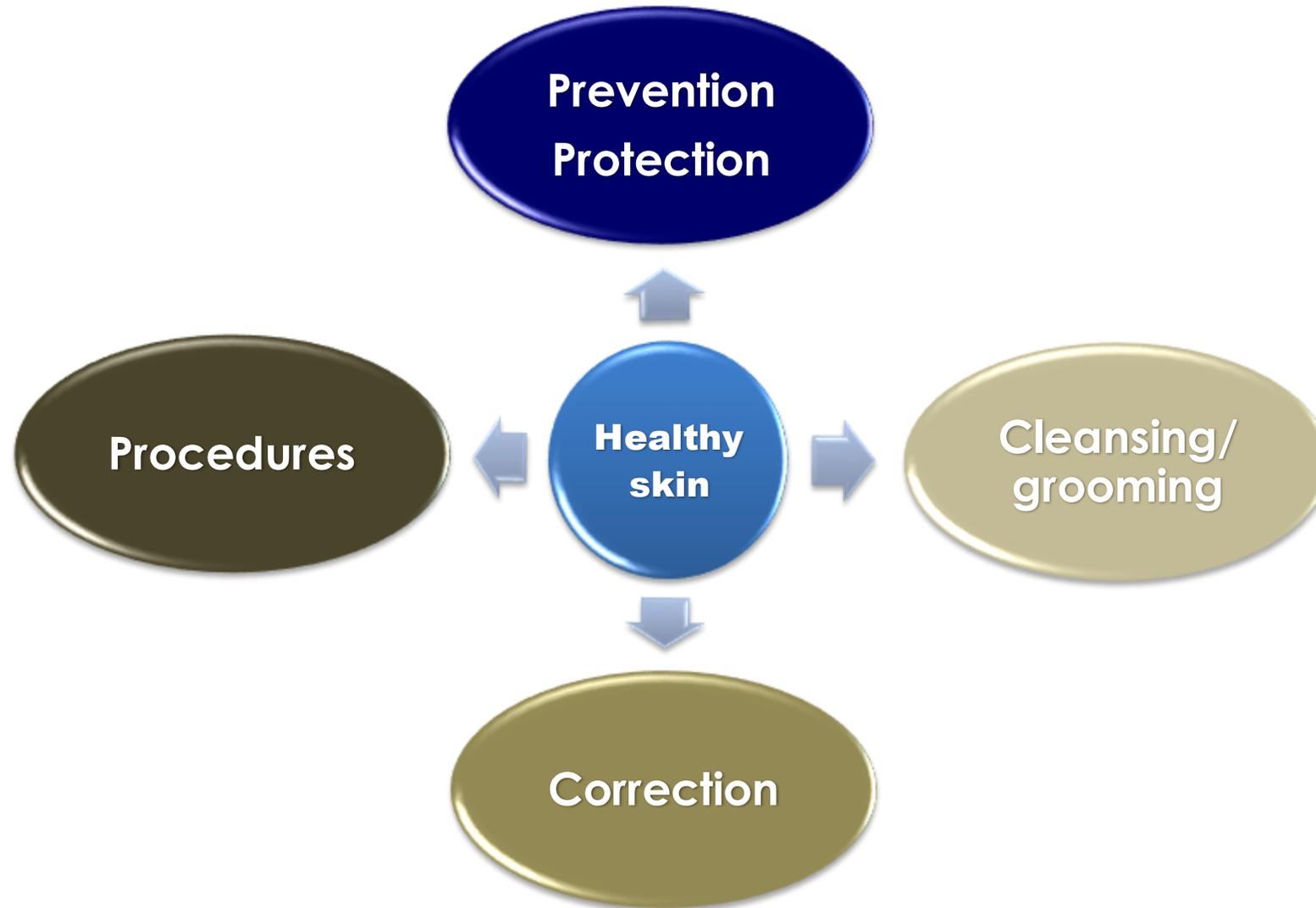


and...

**Aging
Skin**

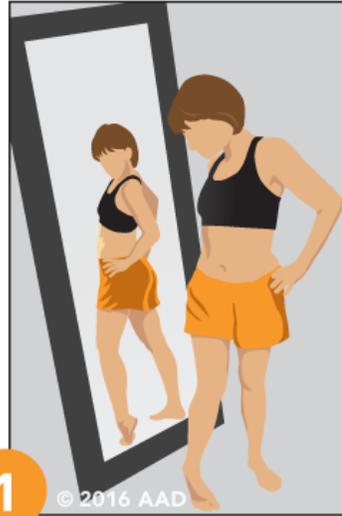


How to Achieve Healthy Skin



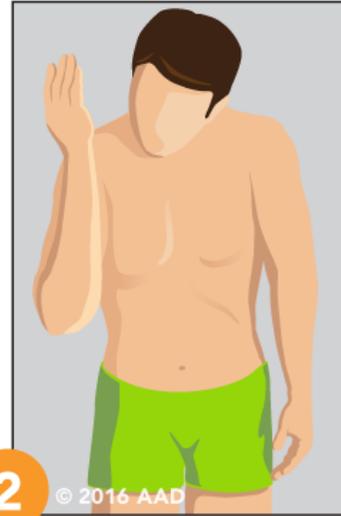
Self Examination of Skin

Prevention



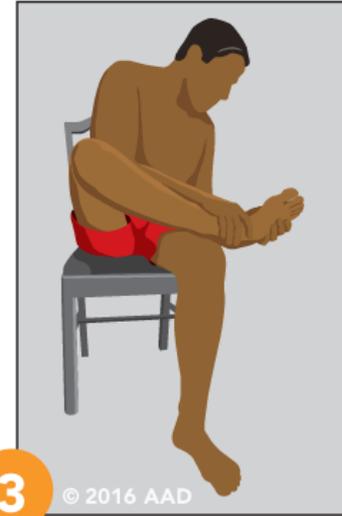
1

Examine body front and back in mirror, especially legs.



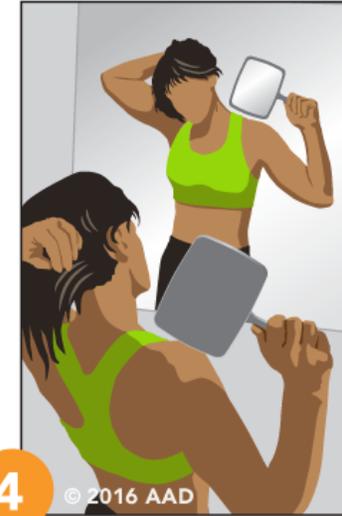
2

Bend elbows, look carefully at forearms, back of upper arms, and palms.



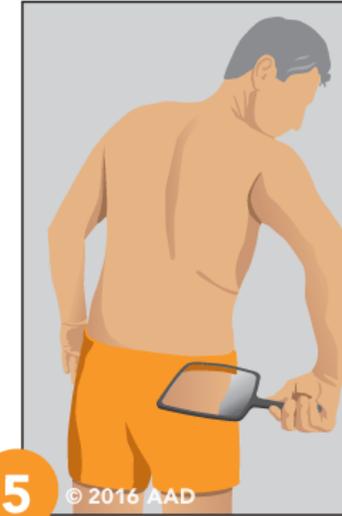
3

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.



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)



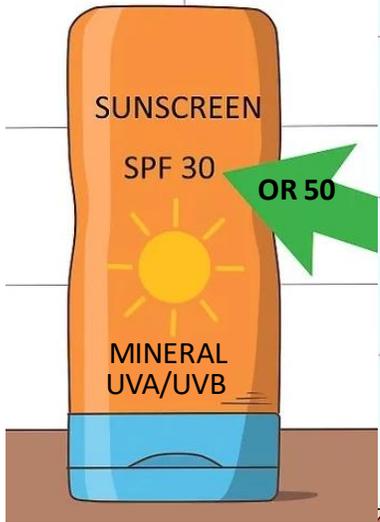
DAILY USE OF UVA-UVB (BROAD-SPECTRUM) SUNSCREEN

DIALY 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

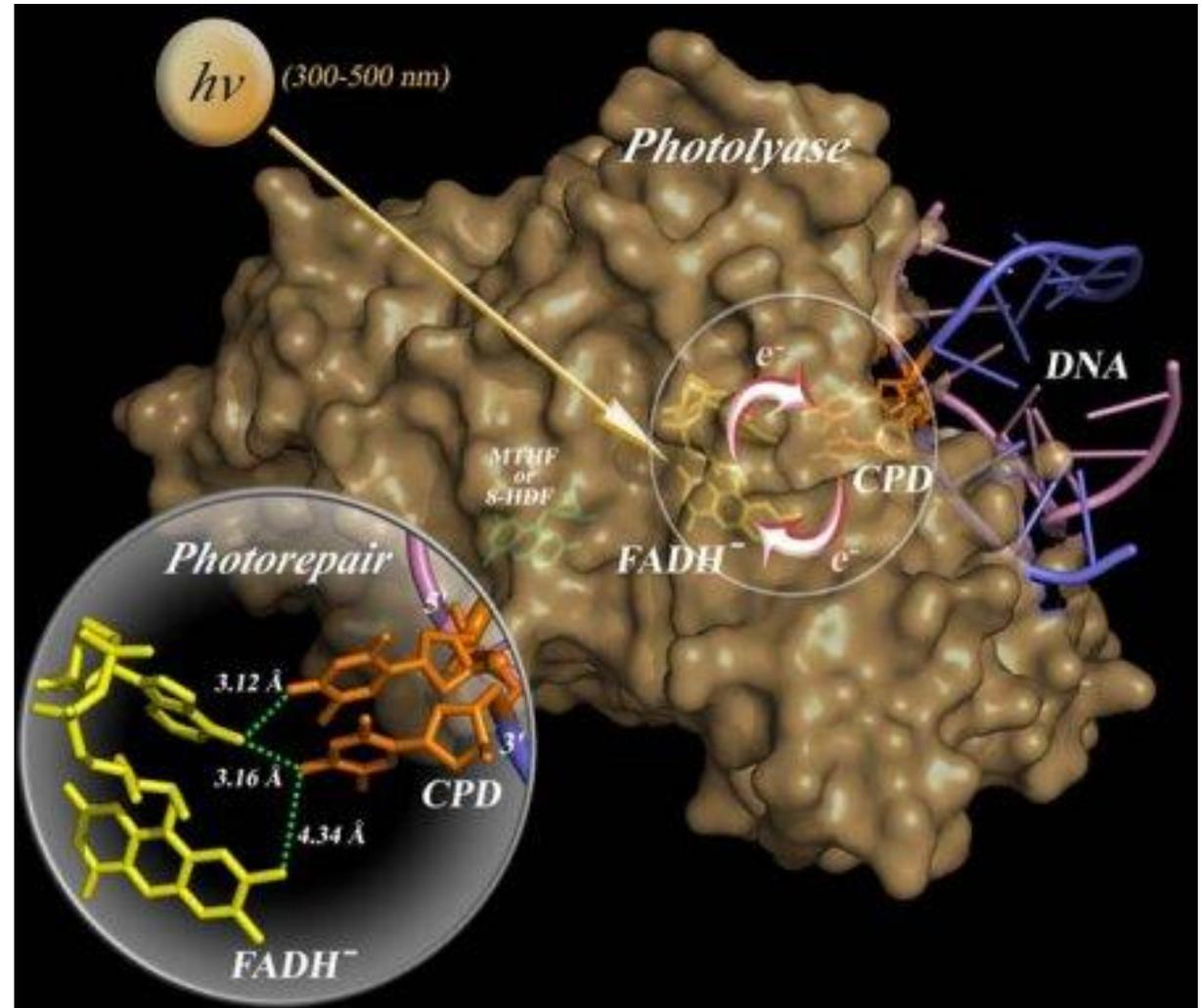


	U*	ml
Face and Neck	2	5.0
Arms, shoulders & hands	4	10.0
Trunk	4	10.0
Legs/feet	4	10.0
TOTAL	14	35.0

(*)1 unit= 1/2 tablespoon

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.

Restoration

- 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

- **Antioxidants** ✓
- **Retinoids**
- **Peptides**
- **Growth Factors**

Treatment Objectives:

To prevent and correct premature aging skin signs and symptoms

Retinoids and AHA

Moisturizing & Exfoliation

- **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**

Hadmed HH, Fernandez –Castillo R. J Cosm Derrmatol. 2016; 15:515-519

Carrier peptides

- Copper and manganese delivery for skin healing and enzymatic processes

Signal peptides

- Stimulate matrix protein production, collagen, and elastin synthesis

Peptides

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

Growth Factors

GROWTH FACTOR	BIOLOGICAL EFFECT
Heparin-binding endothelial growth factor	Mitogen for fibroblasts and keratinocytes
Fibroblast growth factor types 1,2 and 4	Mitogen for fibroblasts and endothelial cells
Platelet-derived growth factor	Chemoattractant for fibroblasts and macrophages Mitogen for fibroblasts Synthesis of extracellular matrix components
Type-1 insulin-like growth factor	Mitogen for fibroblasts and endothelial cells
TGF- β 1 and 2	Chemoattractant for fibroblasts and macrophages

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.

Skin Care in Darker Skin: Special Considerations

- 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

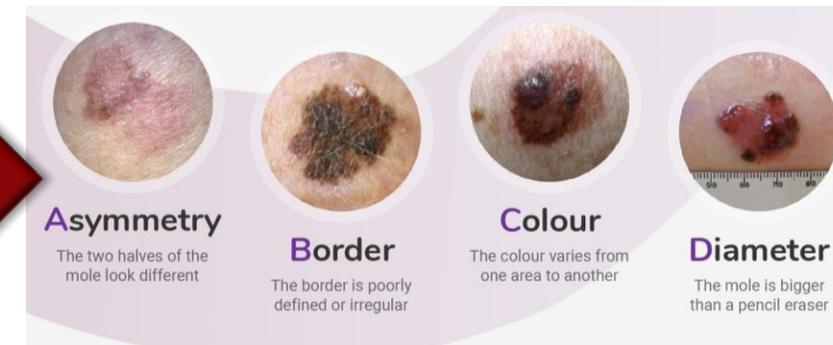
- **REVOLUMIZE**
 - ✓ Injectables and lasers
- **RESHAPING**
 - ✓ Combining botulinum toxins and fillers
 - ✓ Skin-tightening lasers
- **RESURFACE/
RETEXTURIZE**
 - ✓ Peels–Microdermabrasion
 - ✓ Lasers - Non-lasers light and energy sources
 - ✓ Dermabrasion

AGE	WRINKLES	TREATMENT	
		HOME	OFFICE
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 CO ₂ Laser Plastic Surgery Combination Procedures

Take Home Points

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



The background features a dark blue gradient with several overlapping, semi-transparent geometric shapes. On the left, there are shapes in shades of green, blue, orange, and pink. On the right, there are shapes in shades of cyan, blue, purple, and red. The shapes are layered, creating a sense of depth and movement.

EQ @ Work



HELLO!

I am Amber Webber, PhD

Director, People & Programs @ FIU Online

Adjunct Professor @ A Handful of Colleges

Roadmap

What are emotions?



Why are we talking about them at work?



What skills make up EQ?



Why are they a big deal?



What is EQ?



How do I develop them?



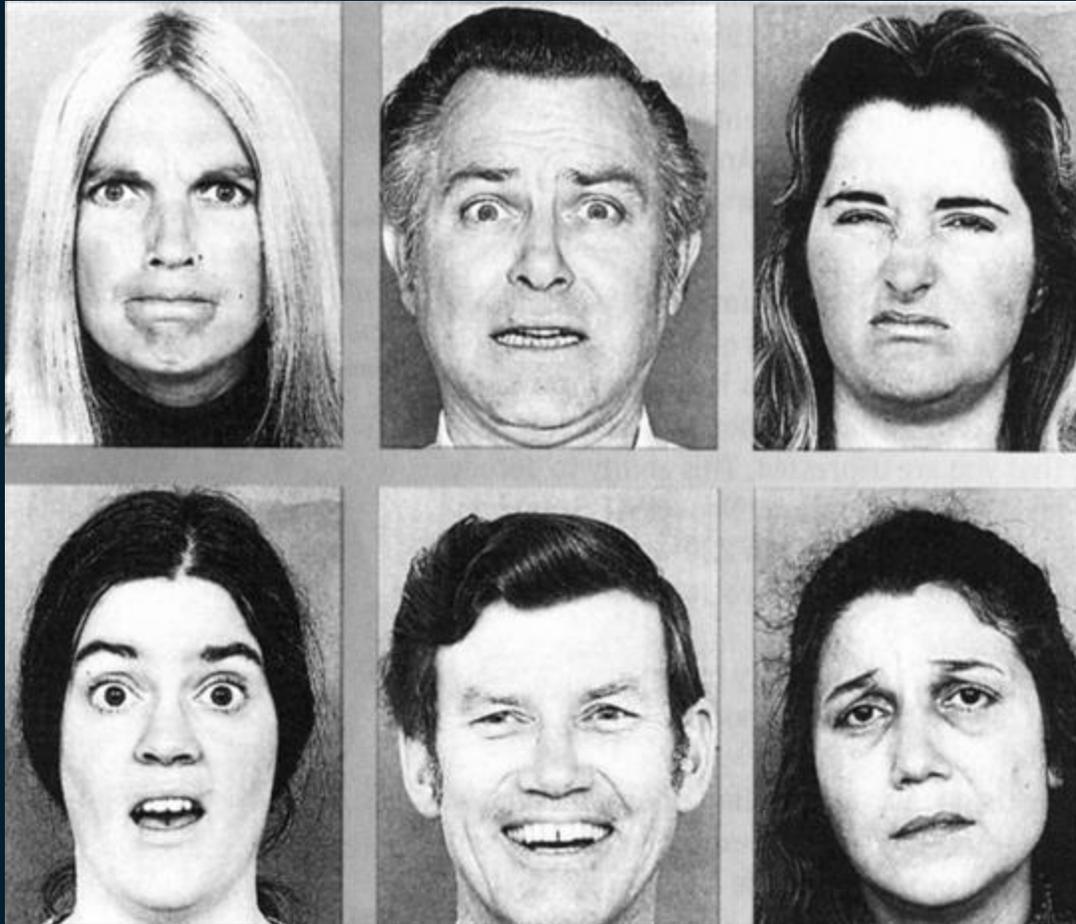


Image Credit: Paul Ekman, 1972

Basic emotions

- > Anger
- > Fear
- > Disgust
- > Surprise
- > Happiness
- > Sadness

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-Perception

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



Decision-Making

- Problem-Solving
- Reality Testing
- Impulse Control

Stress Management

- Flexibility
- Stress Tolerance
- Optimism



Interpersonal

- Interpersonal relationships
- Empathy
- Social responsibility



Self-Expression

- Emotional Expression
- Assertiveness
- Independence



EQ in Practice

Know Yourself

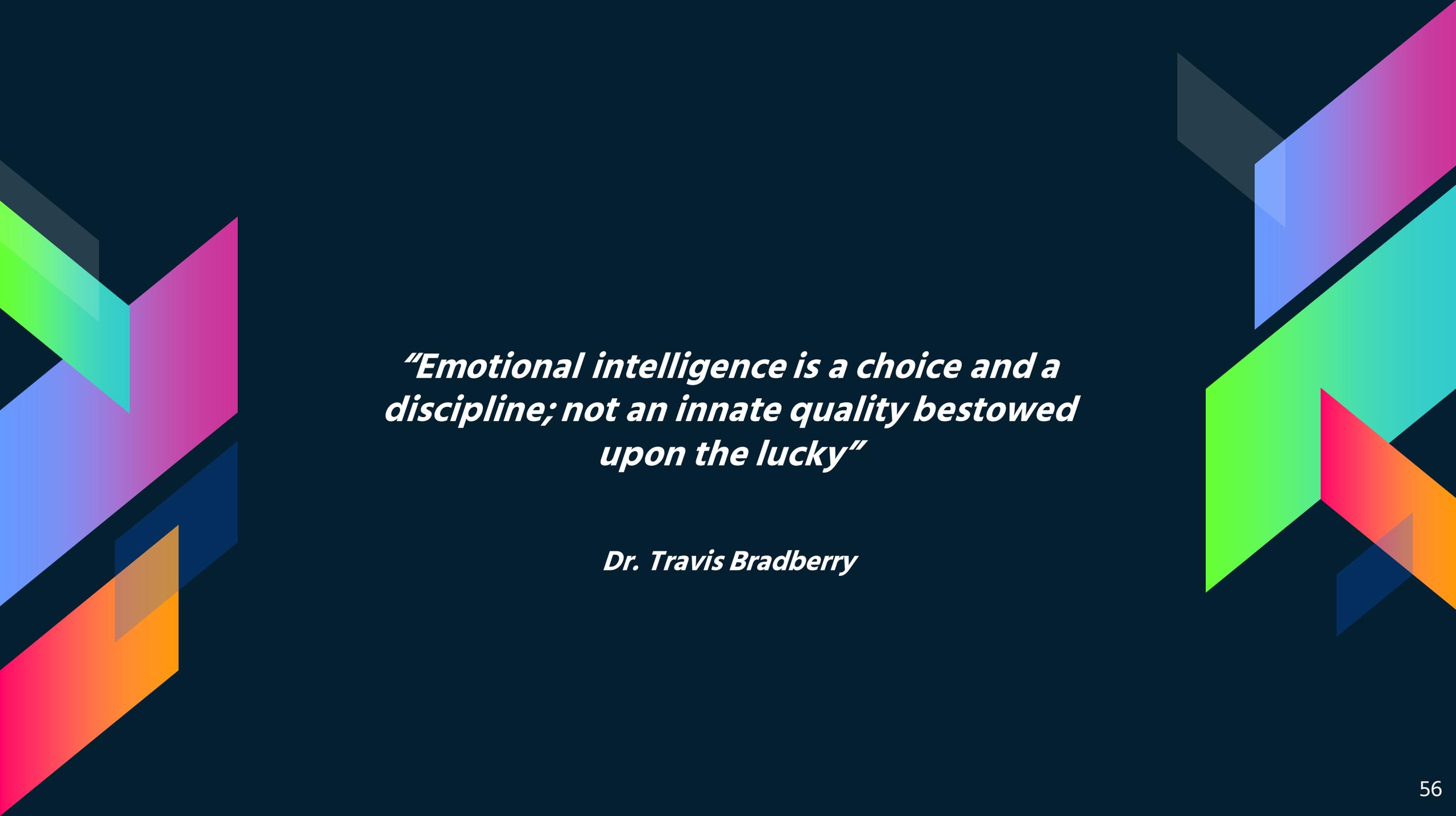
- › Identify and name your emotions.
- › Reflect on their sources and consider what they tell you.
- › Pause to change “hot” to “cool” emotions in the moment.

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!