

UC-COM Faculty Well-Being Advisory Council Update

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Chair, UC-COM Faculty Wellness Advisory Council

Chair, UCMC GME Resident and Fellow Well-being Committee

24 June 2020

UC-COM Faculty Well-Being Advisory Council

- Evie Alessandrini, MD
- Michael Archdeacon, MD
- Jason Blackard, PhD
- Heather Christensen, PhD
- Sian Cotton, PhD
- Reena Dhanda Patil, MD
- Tonya Dixon, MD
- Brain Evans, DO
- Michael Holliday, MD
- John Kues, PhD
- Elizabeth Leenellett, MD
- Jennifer Molano, MD – Chair
- Toral Shah, MD
- Brett Plyler, MD
- Achala Vagal, MD
- Angela Doud - Staff Liaison to the Dean's Office

Former Members

- Rekha Chaudhary, MD
- Melissa Delbello, MD
- Dawn Kleindorfer, MD
- Brian Stettler, MD

UC-COM Faculty Well-Being Advisory Council

- **Initial Goal:** Advise the UC-COM Dean regarding best ways to measure/assess current burden of burnout and faculty well-being
- **Initial Deliverable:** Create a central repository of ongoing burnout mitigation efforts across the UC-COM
- **Long-term goal:** Eventually recommend new burnout and well-being programs that are locally relevant and fill gaps in our current efforts

UC-COM Faculty Well-Being Advisory Council

Initial Goal: Advise the UC-COM Dean regarding best ways to measure/assess current burden of burnout and faculty well-being

Data Sources Reviewed:

- Physician Well-Being Index
- AAMC Faculty Forward Survey (2017)
- UC Health Engagement Survey

Main Conclusions:

- Allows comparisons to national data
- May provide a snapshot but does not provide actionable items for change

UC-COM Faculty Well-Being Advisory Council

Initial Goal: Advise the UC-COM Dean regarding best ways to measure/assess current burden of burnout and faculty well-being

What We Did Next:

- Selected questions to add to the AAMC Stand Point Survey (2018)

Results from the Bottom 10 Survey Items

- 41.1% agreed or strongly agreed that the workplace culture at this medical school cultivates faculty wellness

UC-COM Faculty Well-Being Advisory Council

Initial Goal: Advise the UC-COM Dean regarding best ways to measure/assess current burden of burnout and faculty well-being

Recommended Next Steps

- Needs assessment for chairs
- Need to examine other richer sources of data that can determine sources of burnout
 - Need for quantitative and qualitative data
 - Exit interviews, focus groups, annual faculty reviews
- Continuing the Physician Wellbeing Index for self-assessment

UC-COM Faculty Well-Being Advisory Council

Initial Deliverable: Create a central repository of ongoing burnout mitigation efforts across the UC-COM

Resource List

- Local, State, and National Resources
 - Mental Health/Crisis Management
 - Physical Health and Wellness
 - Professional Development
 - Time and Task Management
- Multi-Modal Communications Approach
 - Verbal, Written, Digital
 - Collaborated with UC Health to place list on The Link app

Wellness Resources for UC-COM Faculty

Security and Support: Mental Health/Crisis Management

Local Resources

- UC Psychiatry – Expedited Scheduling
 - Lauren Goodwin/April Wolfe - Clinical Operations Supervisor 513-558-5444
Primary contact for expedited outpatient evaluation, generally available Monday – Friday, 8 AM to 6 PM. Can easily refer to an available resource either in addition or psychiatry. UC Psychiatry anticipates the ability to have an expedited evaluation performed within 1 - 2 days.
 - Psychiatry Intake Coordinator (automated line) 513-558-5198
 - *Expect response within three business days*
 - Melissa DelBello - Psychiatry Department Chair 513-702-2646
- UCH Addiction Services
 - 513-585-8227
 - Contact: Dejalai Duke 513-585-8284
- Lindner Center of Hope
 - Website: <https://lindnercenterofhope.org/>
 - Intake Line (daytime hours): 513-536-0600
 - For all calls: 513-536-HOPE (4673)
- Psychiatric Emergency Services at Ridgeway (PES):
 - Phone number: 513-584-8577
 - Address: University of Cincinnati Medical Center Psychiatric Services 3200 Burnet Avenue Cincinnati, OH 45229)
- Suicide Prevention Hotline:
 - Phone number: 1-800-273-8255 (TALK)
 - Website: <https://suicidepreventionlifeline.org/>
- Impact Solutions – UC Employee Assistance Program:
 - Phone number: 1-800-227-6007
 - Provides 24/7 counseling services (5 of which are free), resources for legal services, eldercare and childcare. All UC benefits-eligible employees and their household members, dependents living away from home, and both parents and in-laws are eligible to receive assistance.
 - Website: <https://www.uc.edu/hr/benefits/eap.html>
- Anthem Medical Plan: LiveHealth Online
 - Access a full list of in-network providers offering mental health services at www.anthem.com.
 - LiveHealth Online provides live, instant or planned visits via the web with mental health services providers.

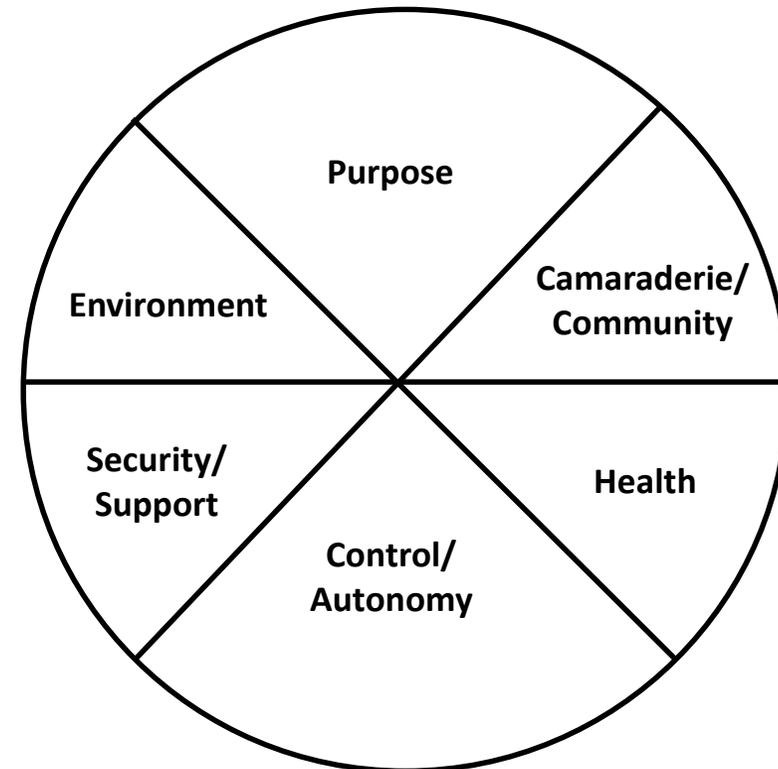
State and National Resources

- American Foundation for Suicide Prevention
 - Website: <https://afsp.org/our-work/education/healthcare-professional-burnout-depression-suicide-prevention/>
 - Provides information and resources for suicide prevention
- Crisis Chat Services
 - Website: www.crisischat.org
 - Free, confidential national online chat resource available from 2pm to 2am EST, seven days a week
- Ohio Physicians Health Program
 - Website: <https://www.ophp.org/>
 - Offers confidential resources for health and wellbeing, including counseling services

UC-COM Faculty Well-Being Advisory Council

Long-term goal: Eventually recommend new burnout and well-being programs that are locally relevant and fill gaps in our current efforts

- **Vision:** To be a culture that promotes meaningful work and personal wellbeing
- **Mission:** To empower our community to engage in meaningful work and personal well-being



- Adapted from the Institute of Healthcare Improvement Joy in Work Framework and the University of Minnesota Model of Wellbeing

UC-COM Faculty Well-Being Advisory Council

Long-term goal: Eventually recommend new burnout and well-being programs that are locally relevant and fill gaps in our current efforts

Criteria

- Relevant to both clinical and basic science faculty
- Allow people to develop skills to engage in meaningful work and personal well-being

Planned Activities

- Wellness Track for the UC-COM Faculty Development Lecture Series
- Collaboration with the UC Center for Integrative Health and Wellness
 - *Mind-Body training for UC-COM Faculty*

Vision: To be a culture that promotes meaningful work and personal wellbeing

Mission: To empower our community to engage in meaningful work and personal well-being

UC-COM Faculty Well-Being Advisory Group

Long-term goal: Eventually recommend new burnout and well-being programs that are locally relevant and fill gaps in our current efforts

- Wellness Track Topics for the Faculty Development Lecture Series
 - Take Time to Care for Yourself: Wellness Resources at UC
 - New Moms and Dads – UC Cares! *Parental Leave Policy*
 - Physician Burnout: A Personal Experience Story
 - Joy in Work: Is it Possible?
 - Workplace Chair Yoga
 - Healthy Cooking
 - Work-Life Balance and Time Management
 - Do You Know How to Breathe? *Practical Tips to Harness the Power of Breath*
 - Financial Wellness Tips

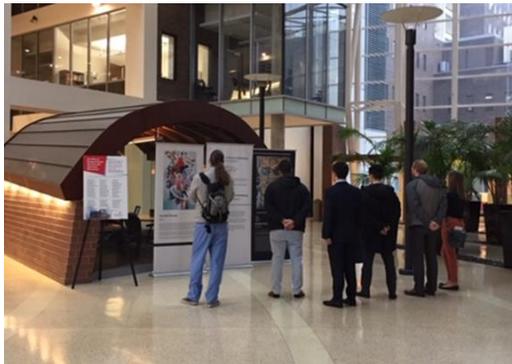
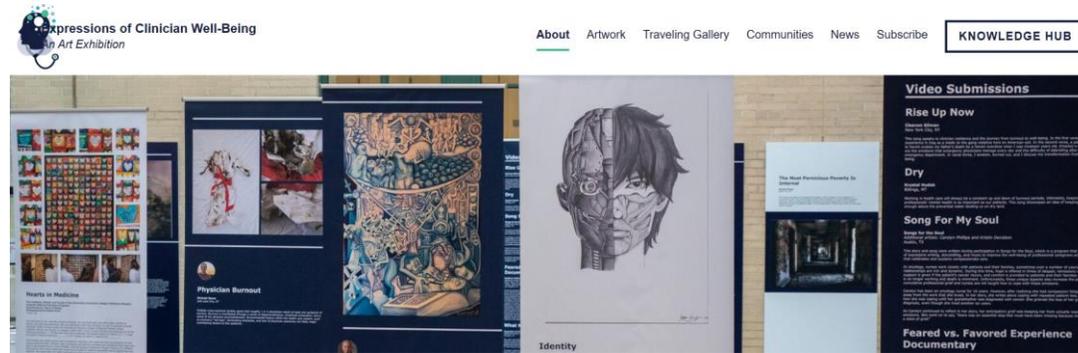
Vision: To be a culture that promotes meaningful work and personal wellbeing

Mission: To empower our community to engage in meaningful work and personal well-being

Community Events in Collaboration with the UCMC GME Wellbeing Committee

National Academy of Medicine Clinician Resilience Traveling Art Exhibit Community Event:

February 19, 2020



Community Events in Collaboration with the UCMC GME Wellbeing Committee

Reflections: The 6-Word and 55-Word Stories Around Us

Connecting Through Change

An opportunity to support members of our community and provide them with a space to share thoughts and feelings through this rapidly-evolving environment.



Created by the UC Medical Center GME Wellness and Wellbeing Committee

“A nation grieves, I can’t breathe”

“Hope overcomes fear, believe in tomorrow”

“He almost died. We acted fast.”

“And tomorrow brings a new day.”

Future Community Events in Collaboration with the UCMC GME Wellbeing Committee

- Panel of Faculty Burnout and Resilience
- ACGME AWARE Resources Workshop

Next Steps:

Departmental/Divisional Faculty Wellness Champions

- Our goal is to guide and support our wellness champions, providing them with resources and a community of those with shared interests.
- Expectations:
 - Communicate activities and resources that are organized or supported by the Faculty Wellness Advisory Council to the department/division level.
 - Provide an inventory of existing faculty wellness activities within their department/division and inform the Faculty Wellness Advisory Council on gaps to assist with future programming and initiatives.
 - Communicate not only with us but also with their departmental/divisional leadership on their activities.
- Example to fulfill these responsibilities:
 - A wellness champion may send an email highlighting various institutional wellness activities and/or check in with their colleagues at least once a month to see if there are wellness resources that are needed.

Departmental/Divisional Faculty Wellness Champions

<u>Department</u>	<u>Division</u>	<u>Representative</u>
Anesthesiology		Marcus Lehman
Cancer Biology		Yanbo Fan
Dermatology		Rachel Johnson
		Elizabeth
Emergency Medicine		Leenellett
Environmental Health		Divaker Choubey
ENT		Sid Khosla
Family Medicine		Eleanor Glass
Internal Medicine	Cardiology	Rick Becker
		Umara Raza
	Pulmonary	Toral Shah
	Hematology-Oncology	Rekha Chaudhary
	Immunology, Rheumatology, and Allergy	Avis Ware
	General Internal Medicine	Kalyn Jolivette
		Danielle Clark
		Houman Varghai

<u>Department</u>	<u>Representative</u>
Medical Education	Heather Christensen
	Aaron Marshall
Molecular Genetics	Katherine Vest
Neurology	Jenn Molano
Neurosurgery	Ishita Basu
Ob-Gyn	Brian Miller
Ophthalmology	Karl Golnik
Orthopaedic Surgery	Tonya Dixon
Pathology and Lab Medicine	Paul Lee
Pediatrics	Jamilah Hackworth
PSP	Roger Worrell
Psychiatry	Brian Evans
Radiation Oncology	Sara Medek
Radiology	Bruce Mahoney
Surgery	Jaime Lewis

