









MESSAGE FROM THE CHAIR

Dear Faculty, Staff and Trainees,

Whenever I am confronted with a stressful situation, I try to learn about some important aspect of it. As a resident of New York City on 9/11/2001, I was horrified and terrified by the twin towers tragedy. The ensuing weeks of uncertainty and credible threats were not easy. I decided that it would be fruitful to study PTSD in the context of suicidal behavior, one of my areas of research. Working with colleagues to analyze data and publish papers, we learned a lot about the clinical and neurobiological factors associated with PTSD and suicidal behavior. I found it was helpful to get involved intellectually as time elapsed and worked its effects on healing.

As the COVID-19 pandemic drags on, I have found myself wanting to learn more about resilience. The Positive Psychology program at Penn lists the following resilience competencies:

 <p>Self-Awareness The ability to pay attention to your thoughts, emotions, behaviors, and physiological reactions.</p>	 <p>Self-Regulation The ability to change one's thoughts, emotions, behaviors, and physiology in the service of a desired outcome.</p>	 <p>Mental Agility The ability to look at situations from multiple perspectives and to think creatively and flexibly.</p>
 <p>Strengths of Character The ability to use one's top strengths to engage authentically, overcome challenges, and create a life aligned with one's values.</p>	 <p>Connection The ability to build and maintain strong, trusting relationships.</p>	 <p>Optimism The ability to notice and expect the positive, to focus on what you can control, and to take purposeful action.</p>

One of the things I love about this info-graphic is that it allows us to cognitively categorize the strengths we have in these different buckets.

Self-Awareness: for many of us, self-awareness was one of the motivators for selecting mental health and psychiatry as a field. In this regard, many of us have “a leg up.” Allowing yourself to be attentive to your thoughts and feelings can be very helpful and is an important first step towards self-regulation.

Self-regulation may seem like the anti-thesis to self-awareness but in fact these two traits must work together. First you need to understand how you are thinking and feeling and acting so that you can decide whether it would be helpful to make changes in those arenas.

Mental Agility may come naturally to you but it is also something you can learn and practice. You can engage in exercises such as asking “what if” when confronting a problem, imagining how someone else who you trust and respect might view the issue, and rejecting the “We’ve always done it this way” mentality.

Strengths of Character is an interesting one. Perhaps you are perseverant, or compassionate, or altruistic, or methodical, or grateful, or fair-minded. You might think about how your strengths can help you overcome challenges you face whether they include social isolation, financial stress, or caregiving responsibilities.

Connection means you have a network of people who can support you and this support can be passive (listening to you or spending time with you) or active (trouble shooting an issue with you or helping you figure out where you can go for help with the issue). We are lucky that in addition to our connections to our families and friends, we may also connect to people at work and that can be very useful.

But my favorite one is Optimism. The ability to see the glass half full/find the silver lining is a gift, and one that we can develop.

Although there are few things that one would see as a silver lining for 9/11, if you ask NYC residents, they will tell you that the trauma made the city denizens kinder and gentler. This kind of thinking is something we can engage in now. For me, working from home has made it possible to be more disciplined about my exercise routine. While the pandemic is a high price to pay for that, it is undeniable that it is a silver lining.

I want to again extend my gratitude to you for all the important work that you do. We have a critical mission and your efforts are essential to our success. So please, take good care of yourself. Stick to your routines with eating, sleeping and exercising and if you have time, think about these competencies and how your assets allow you to be resilient and how you can develop more strengths to add to your well-being.

Warmly, m

DAVID OSLIN NAMED RECIPIENT OF THE 2020 VA BARNELL AWARD



Dr. David W. Oslin has been awarded the 2020 John B. Barnwell Award. The award is VA Clinical Science Research and Development's (CSR&D) highest honor for outstanding achievement in

clinical science research. It is given for scientific contributions that change clinical practice for Veterans. Click [here](#) to learn more.

CONGRATULATIONS TO ALBERT YU AND THE OTHER 7 CONSULTATION LIAISON FELLOWS WHO ARE NOW ON FACULTY



We are proud to congratulate Albert Yu, MD in his new role as the Associate Program Director of the Penn Psychiatry Residency training program. Albert will be the 8th Penn Psychiatry faculty member who graduated from our Penn/VA Consultation-Liaison Psychiatry fellowship (Class of 2021, anticipated). Robert Weinrieb, MD, FACLP founded the fellowship in 2006 and directs the program together with his Associate Program Director, Andrew Siegel, MD". The 8 Consultation Liaison graduates who are part of the Penn faculty family are;

Eleanor Anderson
Andrew Siegel
Eric Devon
Chris Tjoa
Claudia Sauerteig
Arpita Goswami-Banerjee
Michael Strong
Albert Yu

A KNOCK AT MIDNIGHT: SUSTAINING ANTI-RACISM IN MEDICINE



Join the CPUP Committee on Antiracism from 5:30–7 p.m., on February 24, for [A Knock at Midnight: Sustaining Antiracism in Medicine](#), featuring guest speaker Utibe R. Essien, MD, MPH, an assistant professor of Medicine at the University of Pittsburgh. Dr. Essien’s research focuses on racial and ethnic disparities. He has recently applied this research framework to the COVID-19 pandemic, rapidly becoming an expert in the health disparities that are disproportionately affecting minority communities with COVID-19. [Click here to save this event to your calendar.](#)

UNCONSCIOUS BIAS TRAINING

As a reminder, all non-manager Penn Medicine employees, University Staff identified by PSOM, including contractors and temporary workers, and Students identified by PSOM, must complete Unconscious Bias training. Anyone who supervises others across Penn Medicine and Faculty (including Faculty leaders) must complete the instructor led Unconscious Bias training course. Everyone was assigned a 60 minute, self-paced, eLearning course with a targeted completion date of April 1st. As of Tuesday, 9th February, 2021, the completion rate for the Department of Psychiatry is ~58%. If you have not yet taken this course, please take this course as soon as possible. Please log into [Knowledge Link](#) and to find the course listed under your assigned training. If you were hired after 12/1/2020 you will be assigned the training as part of onboarding training requirements.

IT’S TAX TIME. WELL ALMOST. BUT YOU NEED TO KNOW THIS.

The following information is applicable to employees paid on the UPHS Lawson Payroll that are non-residents of Philadelphia. University employees that are non-residents of Philadelphia should receive a separate communication from University’s Office of the Comptroller.

The City of Philadelphia has issued guidance on applying for City Wage tax refunds for the calendar year 2020. Philadelphia city wage tax refunds are available to non-residents of Philadelphia, who worked outside of the City but had Philadelphia wage taxes withheld for those days. Philadelphia residents are subject to the City wage tax withholding regardless of where they worked. The City of Philadelphia previously announced that for Tax Year 2020 only, employers could submit requests for refunds on behalf of a group of their non-resident employees who were ordered to work from home due to COVID-19. Unfortunately, since each employees tax situation is different, UPHS cannot accurately file for all employees in mass. In order to assist employees in filing for a Wage Tax refund petition, the following information, links and tools are being provided.

On the [PennforPeople](#) landing page, under “Philadelphia Wage Tax Info”, the following information and documents are available to assist you in your refund petition:

- Philadelphia Wage Tax Refund Details – your Taxable Wages & Withholdings for requested periods
- FAQ - Philadelphia City Wage Tax Refund Petition
- eStar Time Detail Report – Job Aide
- eStar Punch Origination – Job Aide
- City of Philadelphia Manager Letter – Template letter required for submission to be signed by your manager

For calendar year 2020, there are two different forms (discussed in more detail below) that are available for individuals to claim a [Philadelphia wage tax refund](#)

- 2020 COVID EZ Wage Tax refund petition (paper or online)
- 2020 Wage Tax refund petition (non COVID related)

Any refund claim must be filed within three years from the date the tax was paid or due, whichever date is later.

Note that for any days worked outside Philadelphia, the employee may be liable for taxes in other jurisdictions within Pennsylvania or in another state. It is the employee’s responsibility to determine whether he/she has any such liability, to file the appropriate tax forms, and to make any payments due to such jurisdictions.

2020 COVID EZ WAGE TAX REFUND PETITION

Nonresidents of Philadelphia may claim a refund of Philadelphia City Wage tax withheld for days they were required to work remotely outside of the City **due to COVID-19** and had Philadelphia wage taxes withheld. To claim a refund, individuals must:

- Complete **the form** in accordance with the instructions. Both the employee and his/her supervisor must sign the form if a paper form is submitted. If the form is submitted on-line only the letter from the employer needs to be included.
- Attach a copy of your 2020 W-2 indicating Federal, Medicare, State and Local wages.
- Attach a letter from the employer on company letterhead with the dates you were required to work remotely. A template letter is available on the [PennforPeople](#) landing page.

2020 WAGE TAX REFUND PETITION

As in previous years, employees who are required to work at various times outside of Philadelphia within a calendar year and who are **nonresidents of Philadelphia**, may file for a wage tax refund claim directly with the City of Philadelphia. The completed petition form must include the following:

- 2020 W-2 showing Federal, Medicare, State and Local wages
- Statement of dates worked outside the City of Philadelphia signed by both the employee and the employer
- Signatures from both the employee and the employer

WELLNESS RESOURCES

Click [here](#) to access our Wellness Resources.

During these uncertain times, help is available through [PennCOBALT](#) and [PennMedicineTogether](#).

THANK YOU FOR YOUR SERVICE.

Vision

Promoting health for the brain and mind to transform lives and the world.

Mission

Penn Psychiatry develops and implements new ideas to understand, prevent, and treat disorders of the brain and mind, through innovative research and discoveries, outstanding educational, world renowned clinical services, and transformational public health policies.

Click [here](#) to access the Penn Psychiatry website.

Click [here](#) to access the CPUP Committee on Anti-Racism

