

Strategic Staffing Initiative

AN OVERVIEW

June 24, 2025

Summary

With the changes in federal funding in many areas, we want to increase capacity to respond quickly to changes in the workforce and to implement measures to best support members of the PSOM community.

The School is already very adept in sharing resources and this initiative offers additional structure.

Topics

WHAT IS IT

HOW DOES IT WORK

BEST PRACTICES & RESOURCES

WHAT'S ON THE HORIZON

Strategic Staffing Initiative

PSOM is launching a new [PSOM Matching Tool](#) to help departments identify and share available staff capacity. The program is evolving; as a first step, we are introducing a REDCap-based survey that allows departments to offer or request effort.

The tool includes high-level information about staff availability and all data are de-identified. Its purpose is to spark and expedite direct conversation between departments or PIs, who will then collaborate on a tailored plan for sharing staff where feasible.

About the Platform

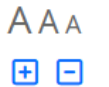
This platform is designed to connect **Principal Investigators (PIs)** or **Business Administrators** who have staffing needs with those who have staff members with **available capacity**—for example, when a staff member's percent effort is not fully allocated (i.e., their “grid” is not full). Staff included in this process must have the **bandwidth and willingness** to take on a new assignment.

When to Use It

The platform is intended only for use in situations arising from **funding changes or the hiring freeze**. Access is restricted to PIs and designated administrators. All entries are treated as confidential. No staff names are entered into the system. All data are stored on a secure platform that is HIPAA-compliant and used for clinical research. Matches are made based on roles, skills, and project needs.

How to Access

<https://redcap.med.upenn.edu/surveys/?s=FYXAYTDKXXEY84JW>



Please provide your name:

* must provide value

Please provide your email address:

* must provide value

Please select which applies to this staff member:

* must provide value

- ☐ I have a staff member with available capacity who could support another program
- ☐ I am looking for additional staff capacity to support my program

reset

Supervisor name:

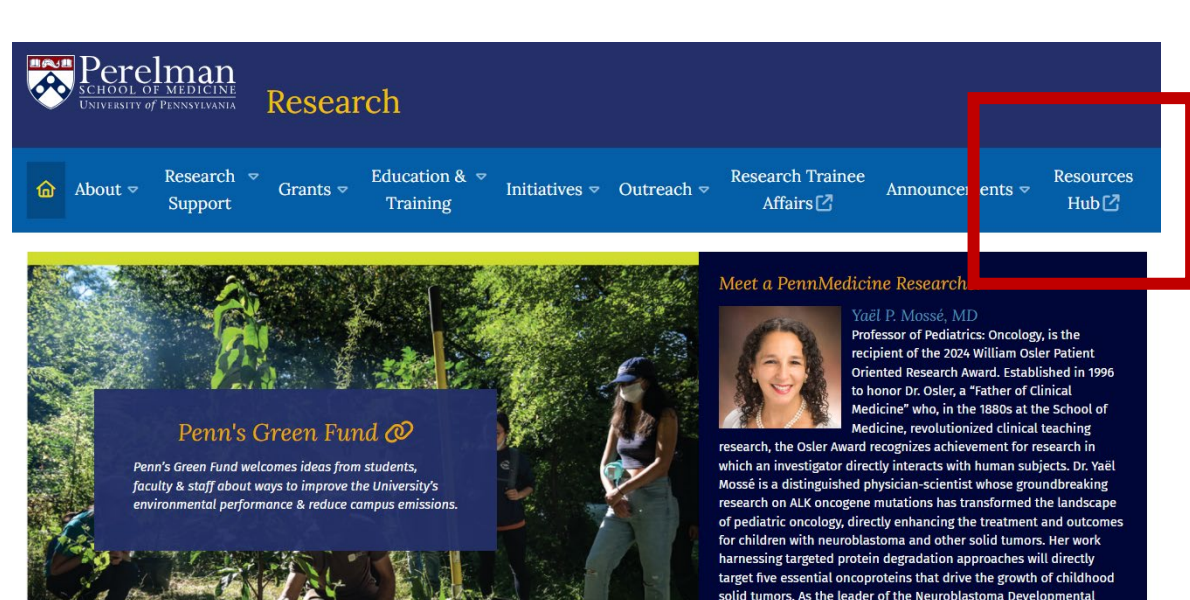
First

Last

Supervisor email:

@pennmedicine.upenn.edu

How it Works



Perelman
SCHOOL OF MEDICINE
UNIVERSITY OF PENNSYLVANIA

Research

Home About ▾ Research Support ▾ Grants ▾ Education & Training ▾ Initiatives ▾ Outreach ▾ Research Trainee Affairs ▾ Announcements ▾ **Resources Hub** ▾

Penn's Green Fund ♻️
Penn's Green Fund welcomes ideas from students, faculty & staff about ways to improve the University's environmental performance & reduce campus emissions.

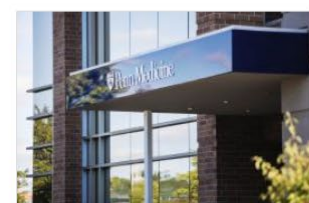











Meet a PennMedicine Researcher
Yael P. Mossé, MD
Professor of Pediatrics- Oncology, is the recipient of the 2024 William Osler Patient Oriented Research Award. Established in 1996 to honor Dr. Osler, a "Father of Clinical Medicine" who, in the 1880s at the School of Medicine, revolutionized clinical teaching research, the Osler Award recognizes achievement for research in which an investigator directly interacts with human subjects. Dr. Yael Mossé is a distinguished physician-scientist whose groundbreaking research on ALK oncogene mutations has transformed the landscape of pediatric oncology, directly enhancing the treatment and outcomes for children with neuroblastoma and other solid tumors. Her work harnessing targeted protein degradation approaches will directly target five essential oncoproteins that drive the growth of childhood solid tumors. As the leader of the Neuroblastoma Developmental

Where to find resources and templates

<https://www.med.upenn.edu/psom/comprehensive-communications-and-resources.html>

Comprehensive Communications and Resources

This resource guide provides streamlined access to essential tools, information, and resources to help Perelman School of Medicine students, faculty, and staff navigate our community with ease and confidence.

 Leadership Updates	 Federal Government Updates	 Penn Medicine News	 Research
 Office of Research Services	 Understanding the Real Cost of Research	 Understanding Penn's Endowment	 FAQs
 Public Safety	 Guidance for our International Community	 Wellness	 Key Contacts

Resources

- Guidance and Best Practices
- Establishing the Sharing Expectations - Manager Guidance and Employee Notification
- Technical Assistance: Shawn Ballard (CRCU)

Recommendations

- Leverage materials provided
- Communicate clearly and in a timely fashion
- Be clear about expectations
- Maintain open and honest communication throughout process

On the Horizon



QUESTIONS?

Resources

Redeployment



Look for opportunities
within the department



Contact PSOM
Recruitment



Explore matching
opportunities across the
school



Central HR is providing
matching support for
University

**PROCESS MAY NOT ALWAYS BE LINEAR BUT DEPARTMENTAL OPPORTUNITIES
SHOULD BE THE FIRST STEP**

Resources

- Penn's EAP (details on next slide)
 - On site services available with appropriate notice
- PSOM Human Resources
- Wellness & Resilience Tip Sheets
- If you're struggling with particularly strong emotions, seek help from a professional counselor.
 - Schedule an EAP appointment through [Penn Cobalt](#)
 - American Psychological Association's Psychologist Locator: <http://locator.apa.org>
 - National Register: <http://www.findapsychologist.org>

Prioritize Well-being: *Taking care of your mental health is crucial during these times.*

Find support through:

- **Contact (a member of PSOM HR and/or Karen Kille) to bring an EAP representative on site**
- **Penn's EAP** <https://www.hr.upenn.edu/PennHR/wellness-worklife/counseling-and-employee-assistance-program>

Call: 1-866-799-2329

Schedule an EAP appointment through [Penn Cobalt](#)

Email: EAPinfo@healthadvocate.com

Visit: www.healthadvocate.com (PennKey)

- **Mindwell at Penn** <https://www.hr.upenn.edu/PennHR/wellness-worklife/mindwellatpenn>

