



Dear Colleagues,

Thank you for participating in the Faculty Well-Being challenge this spring. We were truly overwhelmed and energized by your enthusiastic response.

Over the course of four weeks, [124 creative ideas](#) for services, amenities and programs to enhance your faculty experience were submitted. In addition, more than 2,000 ratings and 290 comments were logged on the Your Big Idea platform.

We learned a great deal from your suggestions, and we're excited to announce the winners of the challenge. After much deliberation, we've chosen the initiatives below as priorities for the Faculty Wellness Committee over the next year.

There were also many great ideas submitted to the campaign that we're offering for consideration at division and department levels. You can review the options for local implementation as well as the complete library of submissions in the [Faculty Well-Being Challenge report](#).

It is important to note, that this challenge was merely the kick-off for the Faculty Wellness Initiative. After the first tier of ideas is implemented, we plan to revisit the library and identify additional proposals to move forward. Most importantly, we hope to keep the dialogue going.

Thank you again for your participation! If you'd like to share feedback, have a question, or want to submit additional ideas, please send us a message at facultywellness@uphs.upenn.edu.

Warm regards,

The Faculty Wellness Committee

Lisa Bellini, MD, Vice Dean for Faculty Affairs (Chair); Stephanie Abbuhl, MD, Emergency Medicine; David Asch, MD, Penn Medicine Center for Health Care Innovation; Theresa Busch, PhD, Radiation Oncology; Jody Foster, MD, Psychiatry; Kevin Mahoney, Executive Vice Dean for Integrative Services, PSOM; Victoria Mulhern, Faculty Affairs and Professional Development; Patrick Reilly, MD, Surgery; Nancy Speck, PhD, Cell and Development Biology; Sindhu Srinivas, MD, OB/GYN; Matthew Stern, MD, Neurology

Winning Ideas

Idea: Lactation support

Submitter: Carmela Vittorio

Description: We need properly constructed lactation rooms for women who are breast-feeding and need to pump. These should be located such that the women do not have to travel great distances to use them. This will decrease their stress level as they feel that they need to remain efficient and productive. Currently women don't eat lunch, and use the time to try to locate a room to pump. It is often difficult to do so. We need to be supportive of these women and decrease their stress.

Next steps: A standard for lactation rooms for offices based on a per employee or square foot will be created. New buildings will be designed according to the standard (e.g., Perelman South Tower will include lactation rooms), and current buildings will be retrofitted over time.

Holly Cummings will also receive a prize for her submission related to lactation support.

Idea: Collaborate and Innovate Faculty Lounge

Submitter: Tessa Cook

Description: Many of us are involved in research and innovation, and the work we do would probably benefit from multidisciplinary collaboration with colleagues in other departments. But it's often difficult to find time/space to form these connections unless someone sets them up. A dedicated space for this type of interaction, away from the patient care environment but still on the hospital campus, would enable us to connect with colleagues, have meetings, brainstorm ideas and even work on projects. Open space with computers, design boards and water/coffee/snacks would be ideal!

Next Steps: The 15th floor of the south tower extension will have collaborative space, conference rooms, a coffee bar and the opportunity to have regular early evening events with beer and wine. The collaborative space and conference rooms will enable faculty to meet in different sized groups with movable partitions, large screens and white boards. Conference rooms will be equipped with video conference capability.

Evan Siegelman, Susanna Nazarian, Katherine Nathanson, Madhura Pradhan, Niharika Ganta and Despina Kontos will also receive prizes for their submissions related to faculty collaboration space.

Idea: On-site walk-in daycare

Submitter: Roy Hamilton

Description: For two career families like mine, an unexpectedly sick nanny or school closure is a scheduling nightmare/emergency. We end up staying at home, which is unproductive, or bringing kids to work, which is disruptive to the work environment, looks unprofessional, and is potentially inappropriate (especially for those of us with clinical obligations). It would be amazingly helpful if we had the ability to drop off our children at an on-site daycare on short notice, and even better if we had the flexibility to pick them up and drop them off again over the course of a given day.

Next Steps: The new daycare center will be operated by Bright Horizons; a nationwide firm that operates more than 875 childcare centers. The center will be located on the second floor of an eight-story Penn Medicine office building to be constructed at 3600 Civic Center Drive. We anticipate opening in late 2018. The center will include an outdoor playground area connected to the center on the second floor and parking will be available for parents in the garage at the site. We are currently negotiating with Bright Horizons on the possibility of a "walk-in" option.

In addition, The University's Backup Care program can help when your babysitter cancels at the last minute, your child has a school holiday or in-service, an elderly parent is visiting and can't be left alone, or your spouse/partner needs assistance after surgery. For more information, click [here](#).

Kristin Kobaly, Elaina Lin, Yuchi Han, Deirdre Sawinski, and Danielle Sandsmark will also receive prizes for their submissions related to flexible childcare options.

Idea: Concierge medical care

Submitter: Dan Vogl

Description: Physicians have bad health care because we access the system in haphazard ways. Scheduling primary care, dental, and vision evaluations is difficult because of busy schedules. For minor illnesses, we often care for ourselves, and for major illnesses, we find care through informal social networks. We need primary care medical and dental practices located within the workplace, as well as a concierge service to arrange rapid consultations within our health system for our families and ourselves.

Next Steps: A navigator function will be piloted for faculty to access primary and specialty care more easily.

Amy Behrman will also receive a prize for her submission related to accessible care for physicians.

Idea: Tech help aka Penn genius bar

Submitter: Paul Ufberg

Description: Nothing is more frustrating than tech issues. "My computer is broken" or "my phone is a mess" are common complaints. Offering a window of time for people to bring their tech issues to an expert would be helpful. Can be expanded for home systems (limited to portable units). Think of it like Penn Genius Bar, refreshments optional.

Next Steps: The Penn Social Media and Health Innovation Lab will pilot a genius bar on the 1st floor of the Perelman Center for faculty, employees and patients. Help the team prepare for the pilot by telling us about the types of the services you'd like access to at the bar. Click [here](#) to submit your preferences.

Daniel Farber and Lee Goldberg will also receive prizes for their submissions related to tech support.

Idea: Guess Who's Coming to Dinner!

Submitter: Jack Ende

Description: A staff person is assigned to book, well in advance, tables for 6 or 8 at the most popular (and often difficult to reserve) restaurants. Places like Vedge, Vernick, Zahav, etc., as well as other less well known but still great places. These are posted in the faculty lounge, with a web address allowing you to sign up for two spots, for yourself and guest/significant other, but you do not know who else has signed up. If the table has not been filled within two days of the date, a staff person calls the restaurant and downsizes the table. Every couple pays for themselves.

Next Steps: A web-based sign up process will be developed to pilot this concept for events for faculty at popular restaurants in Philadelphia. Have ideas for restaurants? Email us at facultywellness@uphs.upenn.edu.

Idea: Take out dinner

Submitter: Anonymous

Description: Offer pre-ordering of dinners for pick-up on the way out the door at the end of the day. There is reason to believe that pre-ordering leads to healthier choices (less impulse choices when dinner is near). Pre-ordering might also reduce some of the financial and food waste risk of meals ready to go that aren't selected. But there could also be some meals ready to go for those who forgot to order. Delivery could be considered in the future as well.

Next Steps: We will work with the One West Café vendor to implement a pilot of “to-go” options for faculty. Future enhancements might include delivery. Help us prepare for the pilot by telling us about the types of food offerings you'd prefer. Click [here](#) to submit your preferences.

Carolyn Vachani will also receive a prize for her submission related to packaged meals to-go.

Idea: Faculty fitness center

Submitter: Matt Palmer

Description: Exercise has enormous short and long-term benefits to energy levels, stress levels, and long-term health. Install a gym and incentivize employees to use it. Consider something like what Mayo does, which gives you a financial incentive to use the gym. This would also simplify many employees' daily routine, who make a separate trip to a gym outside of work.

Next Steps: A faculty fitness space will be piloted on the 14th floor of BRB to determine usage rates. A small shower area and locker space will be provided. The pilot will be used to determine a fitness prototype for other satellite fitness areas around Penn Medicine.

Khoo-Yen Tay, Sara Pinney, Lynn Meaney, Serena Cardillo, Kristie Lynch, Joseph Teal, and Don Boyer will also receive prizes for their submissions related to faculty fitness centers.

Idea: Bicycling and walking incentives

Submitter: Desmond Oathes

Description: Provide freebies (leg straps, bike lights, water bottles) for faculty who pledge to bike to work. Offer monetary incentives to those who pledge to walk at least 0.5 mi or bike 1.0 miles or more per day as part of their work commute. Thank them with a bi-annual wine/cheese social.

Next Steps: A program will be rolled out offering incentives and giveaways to faculty who forego parking to bike or walk to work.

Idea: Convenient farmers' markets

Submitter: Anonymous

Description: Partner with local vendors to host farmers' markets at convenient locations on campus at hours that work for faculty.

Next Steps: We will investigate options for a farmers' market and determine a feasible location.

Dare Henry-Moss will also receive a prize for her submission related to farmers' markets.