Annual Faculty Update

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Penn Medicine Faculty Well-Being

- Wellness Culture
- Working Environment Optimization
- Personal Resilience
- Individual Well Being
1. Well Being Index

Penn Medicine has over 800 active users
- Track your well being over time
- National score comparisons by specialty
- Access to Penn specific resources

Your well-being as a physician is vital to a patient's outcome. Assess your well-being and compare your results nationally.

University of Pennsylvania invites you to participate in the Physician Well-Being Index. This validated tool is an opportunity to help you better understand your overall well-being and areas of risk compared to other physicians across the nation, as well as provide access to local and national resources.

It's important to note, this tool is 100% anonymous - your information and score are private and your
## 2. More Onsite Childcare

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<td>Infants</td>
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<td>Toddlers</td>
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<td>Twos</td>
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<td>Preschool</td>
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<td>KPrep</td>
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3. Paid Parental Leave Policy

• The University will provide up to a maximum of 4 weeks of paid parental leave to eligible employees following the birth or adoption of an employee’s child.

• The CPUP leave policy was revised to:
  • ensure the fair and consistent application of leave standards across the school
  • ensure that productivity targets are adjusted for the proportionate amount of time available for clinical work
  • incorporate University sponsored Paid Parental Leave
4. Reduced Effort Policy for AC’s

• The reduced effort policy for AC’s is designed to benefit faculty with dependent care responsibilities or serious personal illness.

• Rationale for policy:
  • The role of AC’s is often less flexible given the clinical nature of their responsibilities creating personal challenges for many.
  • While traditionally, the Reduction in Duties (RID) policy is applied, it is limited to 6 years.

• In concert with the Vice Provost’s office, a “Reduced Effort Policy” was created to enhance flexibility for faculty while maintaining their full time appointments as long as they are more than 80% effort.
  • Effort below 80% would be considered “reduction in duties” and subject to the 6 year limitation.
5. Program to Advance Clinician Educators

- PACE – Program to Advance Clinician Educators
- Goals: To provide CE’s with tools, strategies and skills to maximize success on the CE track in a longitudinal cohort model that promotes community and near peer mentoring
- Targets: all CE’s hired in the previous 18 months; voluntary
- Monthly sessions (90 mins each)
  - Success strategies for CE
  - Effective mentoring and mentoring up
  - Advancing research and identifying resources
  - Networking at Penn; one-year review/optimization
  - Time-energy management I
  - Negotiation
  - Crucial conversation/managing conflict
  - Time-energy management II
  - Mapping your career
6. Anna T. Meadows CE Society

- **Goal:** Establish a CE society that provides peer-to-peer connectivity between CE faculty aimed at improving parallel and step-wise information exchange.

- **This goal will be achieved by:**
  - A governing body to coordinate activities of the CE Society
  - Establishing an informal on-demand network of peers
  - Building a forum based on asynchronous communication (message board, slack style) allowing for simultaneous connectivity
  - Investigate needs using short surveys, focus groups and guided interviews
  - Coordinate seminars and/or meetings to address issues frequently raised during peer-to-peer interactions including topics such as Promotion Myth Busters, professional development, etc

- **Targets:** CE at any rank
7. Mid to late stage career planning

- **Goals**: use facilitated and group mentoring to explore pathways for creating the most rewarding, productive and sustainable faculty careers possible.

- **Through a series of 4 small cohort-based workshops**, each participant will be guided in developing a personalized plan for the next 5-10 yrs.

- **Targets**: any faculty at the Associate or Professor level

- **4 sessions (3 hours each)**
  - Life chart exercise to create the 10 year “back to the future” presentation
  - Present 10 year looking back exercise
  - Present 4 stakeholder/content expert interviews, major takeaways
  - Present 6-12-month plan with concrete next steps
8. Health Advocate

Resources

• Trained Personal Health Advocates will work with you and your immediate family members one-on-one to find the solutions you need. They’ll help you sort out billing concerns, get approval for covered services, locate the right treatment facilities, coordinate health care for your elderly parents and more.

How to Access

• Simply pick up the phone and call Health Advocate at 1-866-799-2329 (toll-free). For more information, click here or visit Health Advocate's website.
The Employee Assistance Program is:

- Confidential.
- Available 24/7.
- Flexible: meet in-person or by telephone.
- For you and your immediate family members.
- Offers up to 8 counseling sessions per fiscal year, per issue.

To get started, call 1-866-799-2329
10. Mindfulness Course and Resources

Employee Assistance Program

• 4-session Mindfulness Course, offered quarterly; call to register at 866-799-2329
• Individual Mindfulness Sessions
• Mindfulness Hotline: 844-291-1128
• Visit https://www.pennbehavioralhealth.org/mindfulness/ (username: upenn; password: eap)
• Mindfulness Apps

Staywell Wellness Portal

• Offers a wealth of useful health information and resources from an online mindfulness course to healthy living articles to personal health coaching.
• Visit https://penn.staywell.com/
11. Free legal Services

Benefit from convenient access to qualified legal professionals. Receive 30 minutes of free legal consultation over the phone. The number of initial consultations per year on each new legal topic is limited.

Get professional help with:
• Estate planning
• Divorce
• Adoption
• Landlord/tenant matters
• State and federal tax issues
• Consumer law
• Referrals to local attorneys

Call 1-866-799-2329 and select the option for work-life services.
12. Free Financial Services

Take advantage of 30 minutes of over-the-phone access to financial guidance about everything from managing current debt to making decisions about future purchases.

The Employee Assistance Program can help you answer these questions and more:

- How can I improve my credit score?
- How can I better manage my debt?
- Do I need to adjust my payroll tax withholdings?
- Do I have the right amount of insurance?
- How can I stick to my budget?

Call 1-866-799-2329 and select the option for work-life services.
13. Free Personal Assistance

The services offered by care providers on Care.com include:

- **For Children**: Babysitters, Nannies, Au Pairs, Special Needs Caregivers, Tutors, Daycare Centers and more
- **For Adults & Seniors**: Senior Caregivers, Home Health Aides, Special Needs Caregivers
- **For Home**: Housekeepers and Providers for errands, house sitting, and more

Access the digital self-directed platform to find, book and pay caregivers online at penn.care.com.

If you prefer not to conduct a self-directed search, you can call Care.com at 855-781-1303 ext. 4 for professional guided assistance with your search, screening and hiring of caregivers. The Care.com team will help to prescreen candidates, create a caregiver wish list and narrow the results.
14. 10 days of Backup care for children and adults

Child Backup Care Home

Backup Care Summary

Co-Pay Information

| In-Home Child Care: $8.00/hour | Days Allocated | Days Used | Days Remaining |
| In-Center Child Care: $15.00/day | 10 | 0 | 10 |

Get started

Sick kids. School closings. Summer vacation. Balancing work and family priorities can be challenging. Fortunately, you have a benefit that enables you to find the last-minute child care you need. Our backup care programs are vetted so you can rest easy knowing that your family is in good hands.
To help you navigate the current road or the road ahead, find expert guidance and personalized assistance through Penn’s Senior Care Planning benefit.

- Finding immediate care.
- Developing long-term care plans.
- Facilitating family meetings and discussions.

In-depth phone consultations are provided by Care.com’s national network of providers, you have access to:

- Home care agencies.
- Adult day care programs.
- Senior housing facilities.
- Transportation services.

To access these services, call our partners at Care.com at 855-781-1303 ext. 3, go to penn.care.com, or email seniorcareplanningteam@care.com and arrange a free, in-depth consultation with a Masters Level Geriatric Social Worker. Senior Care Advisors are available from 9:00 a.m. to 6:00 p.m. ET.
16. Pet Services

- **Ryan Hospital at Penn Vet** offers all Penn faculty and staff a 20% discount off hospital services and substantial discounts through the Ryan Hospital's Primary Care Service. They also offer a drop-off service for pets to minimize work-day interruptions.

- Care.com care specialists assist with finding and hiring dog walkers, pet sitters, and pet trainers by calling 855-781-1303 ext. 4. Self-directed search for these providers is also available through penn.care.com.

- Pet insurance options are available through the YouDecide portal. [Link](https://www.youdecide.com/pfs/content/search/searchI.html?clientId=PENN834&Cacheld=0543545909&v=i&q=pet+insurance&x=0&y=0)
17. Share a ride: Emergency ride home

This service provides a "safety net" for commuters working in Southeastern Pennsylvania who carpool, vanpool, or use public transportation on a regular basis. In the event of an unexpected personal or family emergency or illness, unscheduled overtime, or if the regular ride home is not available for certain reasons, registered commuters are provided with an emergency ride to home, their car, or to the place of the emergency.

For more information, visit http://cms.business-services.upenn.edu/transportation/carpooling/emergency-ride-home.html
18. Faculty Discount Programs

• You Decide is a company that Penn has selected to serve as a resource to offer programs, discounts and services to Penn faculty and staff.
  • Hundreds of offerings including theme park tickets, restaurants, sporting events etc.

• Ford and General Motors
• AT&T, Verizon, Sprint
• Computer Connection
• Global Fit- discounted rates at hundreds of fitness clubs in Phil