



**MESSAGE FROM THE CHAIR**

Dear Faculty, Staff and Trainees,

I am delighted to inform you that today, the first UPHS employee was vaccinated at 6:15 am, an ED nurse at PAH. There is a detailed plan for vaccination and it is anticipated that all UPHS employees will be vaccinated in the next few weeks. In fact, UPHS employees will receive the vaccine before 98% of the US population. Later today, I will circulate some slides from leadership about the roll-out plans, as transparency in this process is essential. What I hope this means is that we are now at the “beginning of the end” of the pandemic. That said, the COVID-19 census across health systems hospitals remains high, between 330-350 patients. As well, we will all need to continue wearing masks and maintaining physical distance for the time being. Recall too, that the vaccines from both Pfizer and Moderna require 2 doses, separated by a few weeks. Nonetheless, the news is good!

Meanwhile, we continue to want to make our work environment as positive as possible. You can help by completing the pulse survey. Details on how to do so can be found in the next article. Thank you in advance for your participation!

I want to thank you for all of the hard work you do. It is a privilege to work with this amazing team! I know I say this every week, but we are truly blessed. Our work is important and highly relevant, focused on alleviating the suffering of those who have mental illnesses, permitting us opportunities for altruism every single day. That is something for

which to be very grateful. Importantly, altruism and gratitude build resilience. But we each must stay centered on taking care of ourselves. Please be sure to keep to your routines regarding eating, sleeping and exercise and take good care of yourself. If you need assistance, please access COBALT or our “This plane has an oxygen mask for you” program.

This holiday season will be like no other but I urge you to find ways to celebrate with your loved ones, even if by zoom. Maybe cook a meal “together” each bubble in their own kitchen making the same recipes; maybe doing a coffee and dessert family zoom after a holiday meal; maybe a holiday breakfast together. I wish everyone a peaceful and healthy holiday season and am looking forward to welcoming 2021 as a year that will be better than the current one.

Warmly, m

### **CULTURE OF SAFETY AND EMPLOYEE ENGAGEMENT PULSE SURVEY**

As a reminder, the health system is administering a Culture of Safety and Employee Engagement Pulse survey. This survey will help us assess the impacts COVID-19 has had on our work environment. There is one week left to complete it! It will close on December 21<sup>st</sup>

What is the Culture of Safety and Employee Engagement pulse survey and why are we doing it?

- A brief (5-minute, 18-item) electronic survey to assess safety culture and employee engagement.
- Given the impacts of COVID-19 on the work environment, we want a systematic strategy for hearing from staff.
- These data will inform the health system, hospital, and/or departmental response to staff needs.

How do employees **participate**?

- You received an email invitation to participate.
- You can click [here](#) to access it.
- It's posted under What's Hot on the intranet page.
- You can also access the survey from the below QR code, which is also on posters hanging in various locations.



1. It's a "self-select" survey, meaning that instead of being automatically mapped to an area in which you work, you have to choose the area you think best describes where you work. Advantageously, this gives you flexibility to pick where you work most often. Disadvantageously, this means that response rates by unit or department are sometimes inaccurate.
2. It's a pulse survey, meaning we're not expecting as much granular detail as we would with a normal survey. We are simply looking for the gestalt across the organization and within disciplines. We won't dissect it as precisely as a normal survey, and we won't expect unit or department-level action plans.
3. It's very challenging to drive the response rate as intently as we usually do amidst all the challenges we're currently facing, and that's ok. We do want a good response rate, though, so we hope that you will do your best to take the survey and remind a colleague to do the same.

### **CPUP VACCINE INVITATIONS, BY DEBORAH DRISCOLL**

We will begin vaccinating health care workers including faculty and house staff at PAH on Wednesday December 16th and at HUP and PPMC on Thursday December 17th. CCH is awaiting confirmation of their shipment date but should start by Friday at the latest. Vaccines are being given in a sequence based on the recommendations of the Penn Medicine Vaccine Advisory Committee. We anticipate that most of you will be immunized within the first three to four weeks. Vaccination is voluntary and you will need a second dose. Invitations to schedule an appointment will be sent by email so it is important that you check your emails so you don't miss your invitation. The invitation is good for 7-days, but do not worry if you miss it or need to defer for medical or personal reasons you will receive a second invitation in the next round. Instructions and a consent will be sent to you – please download, print and bring to your appointment. The invitation will contain information about the vaccine and there is also information available at [COVID-19 Vaccines – Penn Medicine](#). Please be patient everyone who wants to be immunized will be. We anticipate immunizing about 3500 individuals across the three downtown hospitals and 1000 at CCH in the first week, and continuing at that rate until everyone in our hospitals, ambulatory practices and non-clinical staff have the opportunity to be vaccinated. We are also working on a plan to administer at our ambulatory practice sites, too.

## NEXT PENN PSYCHIATRY TOWN HALL

Please hold the date, Wednesday, January 13<sup>th</sup> at 5:00 p.m. We will forward a topic when we get closer to the date. For the best experience join through your computer by clicking [here](#). If you care to connect via audio only, please dial (866) 226-4650, the Meeting ID is 810835873. The Psychiatry Department Town Halls take place twice a month. Currently both monthly town hall meetings are scheduled at 5 p.m. One is the second Wednesday of the month and the other is the fourth Tuesday of the month. We are considering holding one of the meetings during lunchtime. Please click on this [link](#) below to complete a two question survey with your time preference no later than Friday, 12/18 at noon. Thank you.

## AND NOW FOR SOMETHING COMPLETELY DIFFERENT



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## WELLNESS RESOURCES

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

## THANK YOU FOR YOUR SERVICE.

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### **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.