

Wisdom and Wellbeing Collaborative 02/2023

Entity	READY	REACTING	INJURED	ILL
<p>Wisdom and Wellbeing Program</p> <p>Eligibility: All Health System Employees</p> <p>https://www.medicalcenter.virginia.edu/wwp/</p> <p>Email: WisdomAndWellbeing@uvahealth.org</p> <p>POC: Peggy Plews-Ogan (mp5k) Richard Westphal (rjw5a)</p>	<p>Unit/department workshops on</p> <ul style="list-style-type: none"> -stress awareness -Stress first aid -positive practices for self -positive practices for unit -communication -Stepping in 4 Respect -disclosure and peer support after an error 	<p>Unit/departmental consultations in high stress units</p> <p>1:1 coaching for faculty and staff level 1</p> <p>1:1 Leader coaching</p>	<p>1:1 coaching for faculty/staff Level 2</p> <p>Unit/dept consultations and interventions (“deep dive”)</p>	<p>Referral to: Clinician Wellness Program, FEAP, Behavioral Health</p>
<p>Faculty and Employee Assistance Program (FEAP)</p> <p>Eligibility: All University Employees</p> <p>https://uvafeap.com/ 434.243.2643</p>	<ul style="list-style-type: none"> -Assessment -Coaching -Referral to internal/external resources -Education/Seminars -Critical incident response, Manager consultation, Support groups and support sessions, Coordinated outreach -Virtual, self-guided, on-demand tools and webinars 	<ul style="list-style-type: none"> -Assessment -Brief supportive counseling -Education/Seminars -Critical incident response, Coaching, Manager consultation, Support groups and support sessions, Coordinated outreach -Referral to internal/external resources 	<ul style="list-style-type: none"> -Trauma-informed assessment & support -Brief counseling (may be extended based on EAP assessment) -Critical incident response, Manager consultation -Referral to internal/external resources for longer term or specialized care 	<ul style="list-style-type: none"> -Assessment & referral to internal/external providers for diagnosis and treatment -Consultation regarding impairment -Fitness for Duty -Evaluation coordination

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<p>Clinician Wellness Program</p> <p>Eligibility: School of Medicine Faculty and Students</p> <p>POC: Karen Warburton 216-964-8018</p>	<p>Intervention: Large or small group didactic or interactive programs (faculty or trainee orientation, grand rounds, workshops) -stress and burnout -impairment -work-life integration -finding meaning in work</p> <p>Assessment: 360 evaluations</p> <p>Work group assessments (climate surveys)</p>	<p>Individual sessions with clinicians and/or supervisors</p> <p>Referral, as needed, for mental health services; counseling regarding stress, burnout, interpersonal interactions; professional coaching</p> <p>Management and ongoing care for clinicians with addiction disorders</p>	<p>Same as for reacting</p> <p>Effective Communication and Coping Skills (ECCS) short course</p>	<p>Fitness for duty evaluations and treatment programs</p> <p>ECCS full course</p> <p>1:1 level 2-3</p>
<p>GME Coach</p> <p>Eligibility: Medical Center Residents</p> <p>POC: Karen Warburton 216-964-8018</p>		<p>Individual sessions with clinicians and/or supervisors</p> <p>Referral, as needed, for mental health services; counseling regarding stress, burnout, interpersonal interactions; professional coaching</p> <p>Management and ongoing care for clinicians with addiction disorders</p>	<p>Same as for reacting</p>	

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<p>Population Health</p> <p>Eligibility:</p> <ul style="list-style-type: none"> • UVA Patients recently discharged from UVA-Health after a hospitalization and referred to our patient programs • UVA Fellows, Residents, Staff, Faculty, Clinicians, and Clinical Team Members (including UPG & UVA-Wise) <p>www.uvaph.com Request an Appointment</p> <p>Virtual & In-Person Appointments Available If meeting in person, our office is located at: <i>1222 Jefferson Park Ave., 5th floor, Room 5217, Charlottesville, VA 22903</i></p>	<p>Wellness Circles (Seasonal):</p> <ul style="list-style-type: none"> • Circle of Light • Emotional Emancipation Circle 	<p>1:1 therapy up to 8 sessions for employees</p>	<p>1:1 therapy 12 sessions based on need</p> <p>Supportive counseling and evidence-based trauma focused psychotherapy offered. Our therapists will assess and support clients to address issues of Racial Trauma as needed or requested.</p>	

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<p>HOOS WELL</p> <p>Eligibility: All UVA Employees</p> <p>(Note: resources within this row with an asterisk are available only to EEs and spouses on the UVA Health Plan or UPG Anthem Health Plan)</p> <p>https://hr.virginia.edu/wellness</p> <p>HoosWell@virginia.edu</p>	<ul style="list-style-type: none"> • eM Life (live and on-demand mindfulness practices)* • Monthly series of Emotional wellbeing webinars (with FEAP) • Mindful Leadership Training (with eM Life and UVA Mindfulness Center) • Hoos Well web portal*: Journeys (self-directed learning modules), sleep & nutrition guides, and more • Healthy Minds @Work • Resources for physical and nutritional wellbeing 	<ul style="list-style-type: none"> • Next-Steps Consult (conversation with a Health Guide* • Unlimited 1:1 virtual Health Coaching, through Virgin Pulse* <p>Additional resources managed by the Benefits division of UVA HR:</p> <ul style="list-style-type: none"> • Aetna One Advocate – call 24/7 at 1-800-987-9072 • Virtual therapy through Teladoc 		
<p>Chaplaincy</p> <p>Eligibility: All Patients, Family, and Medical Center Staff</p> <p>https://uvahealth.com/services/spiritual-support</p> <p>434-924-2642</p>	<p>Request religious rites, services and prayers or sacred literature</p>	<p>Talk over concerns about ethics or health care decisions</p>	<p>Coping with grief and death</p>	

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<p>Moral Distress Consult Service (MDCS)</p> <p>Eligibility: Medical Center Employees</p> <p>Pager: 1712 POC: Beth Epstein (meg4u)</p>		<p>Provide an open, safe forum to discuss issues related to any situation causing moral distress. Sessions last 45-60 minutes and are typically unit-based.</p> <p>Consultation provides action plan to reduce moral distress</p>		
<p>Behavioral Medicine or Psychiatry</p> <p>Eligibility: Referral and initial intake to assess appropriateness of fit for UVA Psychiatric Medicine Northridge and UVA Behavioral Medicine Center</p> <p>Behavioral Medicine Center (4343-924-5314)</p> <p>UVA Psychiatric Medicine Northridge (434-243-4646)</p>			<p>Diagnosis and treatment of mental disorders</p> <p>1:1, including medication, therapy, or a combination</p>	<p>Diagnosis and treatment of mental disorders</p> <p>1:1, including medication, therapy, or a combination</p>

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<p>Compassionate Care Initiative (CCI)</p> <p>School of Nursing (SON)</p> <p>Eligibility: All Health System Employees</p>	<p><u>Activities</u></p> <ul style="list-style-type: none"> - Drop-in classes – e.g., yoga, meditation, etc. - CCI Learning Series (continuing education) - Special workshops and limited series – e.g., life drawing - UVA Schwartz Center Rounds - Haney Conference – annual community-based conference on compassionate care <p><u>Online Resources</u></p> <ul style="list-style-type: none"> - Includes webinars, podcasts, recordings, guided practices, and handouts <p><u>CCI Research</u></p> <ul style="list-style-type: none"> - Mattering in Healthcare and other publications and projects <p><u>SON Electives (for credit)</u></p> <ul style="list-style-type: none"> - Leading with Presence in Healthcare <p><u>Ambassadors</u></p> <ul style="list-style-type: none"> - Volunteers (faculty, clinical and student) who champion CCI’s mission where they work and learn to make positive, incremental changes. <p><u>Center for Appreciative Practice</u></p>	<p><u>Activities</u></p> <ul style="list-style-type: none"> - Drop-in classes – e.g., yoga, meditation, etc. - CCI Learning Series (continuing education) - Special workshops and limited series – e.g., life drawing - UVA Schwartz Center Rounds - Haney Conference – annual community-based conference on compassionate care <p><u>Online Resources</u></p> <ul style="list-style-type: none"> - Includes webinars, podcasts, recordings, guided practices, and handouts <p><u>CCI Research</u></p> <ul style="list-style-type: none"> - Mattering in Healthcare and other publications and projects <p><u>SON Electives (for credit)</u></p> <ul style="list-style-type: none"> - Leading with Presence in Healthcare <p><u>Ambassadors</u></p> <ul style="list-style-type: none"> - Volunteers (faculty, clinical and student) who champion CCI’s mission where they work and learn to make positive, incremental changes. <p><u>Center for Appreciative Practice</u></p>		

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<p>Mindfulness Center</p> <p>Eligibility:</p> <p>Mindfulness for Health System Employees- All Health System Employees</p> <p>Advanced Mindful Leadership- All University Employees who have taken the Introductory-level Mindful Leadership Program through Hoos Well or another 8-week mindfulness course</p>	<p>The Mindfulness for Health System Employees 8-week course meets for two hours each week. The courses have been shown to decrease stress, foster resilience and can lead to improved communication with patients and others.</p> <p>The Advanced Mindful Leadership course (with Hoos Well) meets for two hours a week for 8 week and focuses on applying mindfulness to being a more effective leader s. Emotional intelligence is key to being a mindful leader, and ways of cultivating emotional intelligence are presented throughout the course.</p>	<p>The Mindfulness for Health System Employees course can offer benefits in multiple additional areas, including: reduced stress, anxiety and burnout, increased well-being; and improved balance between work and personal life.</p> <p>The Advanced Mindful Leadership course (with Hoos Well) meets for two hours a week for 8 weeks and focuses on applying mindfulness to being a more effective leader. Emotional intelligence is key to being a mindful leader, and ways of cultivating emotional intelligence are presented throughout the course.</p>	<p>The Mindfulness for Health System Employees course can offer benefits in multiple additional areas, including: reduced stress, anxiety and burnout, increased well-being; and improved balance between work and personal life.</p>	
<p>Social Work</p>	<p>Identify/Problem solve barriers related to SODH related to access to health care, followed by implementation of resources and or providing Social Work intervention.</p>	<p>Identify/Problem solve barriers related to SODH related to access to health care, followed by implementation of resources and or providing Social Work intervention.</p>	<p>Identify/Problem solve barriers related to SODH related to access to health care, followed by implementation of resources and or providing Social Work intervention.</p>	<p>Identify/Problem solve barriers related to SODH related to access to health care, followed by implementation of resources and or providing Social Work intervention.</p>