

2022 Departmental Well-Being Plan

Project Title:	Clinical Care Team Well-Being Plan
Department/Division:	Weill Cornell Medicine
Projected Time Frame:	Start Date: 1/1/2022 End Date: 12/31/2022
Submission Date:	

Well Being Plan

TOP 10 STRATEGIES TO PROMOTE PHYSICIAN WELL-BEING IDENTIFIED AT WEILL CORNELL MEDICINE:

1. Surround physicians with effective teams
2. Track well-being assessments
3. Address Epic WOW (“Work Outside of Work”) time
4. Establish departmental Well-Being Committee to promote well-being programs
5. Activate Peer Support Program for psychological first aid
6. Implement system for ongoing feedback of leadership
7. Consider schedules that promote work-life balance
8. Explore options for relaxation spaces and healthy snacks
9. Move collection of patient data upstream
10. Leverage current Epic functionalities to facilitate efficiency

PROJECT DESCRIPTION:

Areas of focus for the Weill Department of Medicine Wellbeing Plan are:

1. Establish departmental Well-Being Committee to promote well-being programs
 - a. Divisional representation to increase transparency in practice and improve collegiality across the department
2. Design of and training for Peer Support Program for psychological first aid around medical error and malpractice
 - a. Foster a culture of safety through sharing of experiences and support amongst peers
3. Leverage current Epic functionalities to facilitate efficiency
 - a. EPIC tips and pearls
 - b. Create expertise in EPIC workbench and other data mining tools
 - c. Develop interdisciplinary guidelines around EPIC etiquette
 - d. Ongoing lobbying for central data repositories to allow for direct access to allow for benchmarking and tracking of improvement efforts across the department
4. Build mechanisms for physician engagement across the department
 - a. Build on the “Cheers for Peers” program momentum to explore additional opportunities for direct engagement
5. Establish semi-annual seminars/workshops on areas of interest to the department

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PROJECT GOAL STATEMENT:

How will you know whether your plan is successful? What will be the metrics of success? At what time intervals will these metrics be captured?

Project	KPIS	Interval
Wellbeing Committee	Attendance Implemented initiatives	annual
Peer Support Program	Feedback # opportunities met	Q meeting (qo month)
Improve EPIC efficiency	Feedback	Q meeting (qo month)
Physician Engagement	# submissions to C4P # divisions recognized	monthly
Wellbeing seminars	attendance	Q conference

SCOPE STATEMENT:

WDOM well-being efforts will include credentialed physician faculty at the Weill Cornell uptown and Lower Manhattan campuses.

Areas of focus will be on those measurable to monitor for engagement/progress.

POTENTIAL BARRIERS:

Project	Barriers
Wellbeing Committee	Time
Peer Support Program	Time
Improve EPIC efficiency	Lack of EPIC support Lack of interdisciplinary collaboration Lack of access to data
Physician Engagement	Time
Wellbeing seminars	Participation Time Funding

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TIMELINE			
Project Goal <i>List project goals.</i>	Tasks/Steps <i>List the specific interventions designed to achieve the project goals.</i>	Planned Completion Date	Metric of Success <i>List the specific metrics and what target will indicate success.</i>
1. Wellbeing Committee	QoMon meetings (in person/Zoom)	1/31/2021	Established and ongoing. See above
2. Peer Support Program	<ul style="list-style-type: none"> • Expand existing workflow/operations • Identify and obtain resources required (training, etc.) 	6/30/2022	See above
3. Improve EPIC efficiency	See above	6/30/2022	See above
4. Physician Engagement	See above	10/30/2021	Established and ongoing. See above
5. Wellbeing seminars	See above	6/30/2022	See above

RESPONSIBILITY		
Role	Name	Email Address
Project Manager	Dr. Jennifer Lee Vice Chair, QPS, WDOM	Jel9026@med.cornell.edu
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