



## Schulich Wellbeing Lead Role



### Background:

Schulich Wellbeing peer support program *Peers for Peers* was developed in March 2020 during COVID pandemic by Vice Dean Clinical Faculty Affairs Dr. Andrea Lum to provide wellness support for clinical faculty at Schulich School of Medicine & Dentistry. The model is evidence based on pilot peer support programs throughout the world. The program's Vision "Faculty wellbeing matters, caring for ourselves by building a program" with the clear incentive vested in patient care as "Health and Wellbeing" is "linked to quality and safe patient care". A team of Wellbeing Leads together provide psychologically safe wellbeing support for their peers.

### Wellbeing Lead:

- Is a physician who has been selected/appointed by their departmental medical leadership, Department Chair/Chief (or in collaboration with Chief/Head) to provide wellbeing support for their peers.
- As per their departmental structure may be supervised/report to department Chair, department Wellness Program Leader, or another delegated leader.
- They are selected for their interest and attributes of providing psychologically safe peer support enabled in their capacity as a volunteer.
- Has committed to completing the Schulich *Peers for Peers* accredited training curriculum modules.
- Has acknowledged within the training program that as part of Entrustable professional activity, their role is to provide Confidential and psychologically safe peer support.
- Has been trained in empathetic listening, support is not expected long-term, usually twice.
- Is knowledgeable about resources at Schulich/Western, Hospitals, External and will provide these resources to their peers when contacted.
- To ensure psychological safety, is typically not an organizational leader, nor is the support a clinical therapeutic relationship.

### Academic Program Oversight:

- Assistant Dean Faculty Wellbeing provides oversight of the *Schulich Peers for Peers* wellbeing training program consisting of asynchronous training modules (~6) which is available through Schulich Continuing Faculty Development Faculty Development office.
- Scholarly work about the training program has continued with new modules added. There continues to be updates of the training program which is externally available through Schulich Continuing Professional Development Office.

### Resources:

- Academic Schulich Resources are available for all faculty on Schulich Clinical Faculty Affairs website (i.e. Promotions, Mentorship, Human rights, etc.)
  - Promotion workshops are available several times annually through CPD/FD Office
  - Mentorship website provides workshop training with mentorship list available [https://www.schulich.uwo.ca/clinicalfacultyaffairs/faculty\\_mentorship/mentorship/index.html](https://www.schulich.uwo.ca/clinicalfacultyaffairs/faculty_mentorship/mentorship/index.html)



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- Human rights, equity, mistreatment, harassment/intimidation are provided through Western Human Rights Office <https://www.uwo.ca/hro/index.html>
- Western Wellbeing accommodation are provided through Western Human Resources [https://www.uwo.ca/hr/safety/well\\_being/accommodation/contacts.html](https://www.uwo.ca/hr/safety/well_being/accommodation/contacts.html)
- Practice and Departmental Resources are available through appropriate departmental leadership, either the Academic Schulich Chair or Hospital Chief of Head (i.e. practice plans, AMOSO, etc.)
- Hospital matters may require additional resources at a specific hospital leadership level depending on hospital, either the Medical Advisory Committee & Director of Quality of Medical Care LHSC, or the Vice President of Medical Affairs SJHC or the Chief of Staff at community hospital.

### Term:

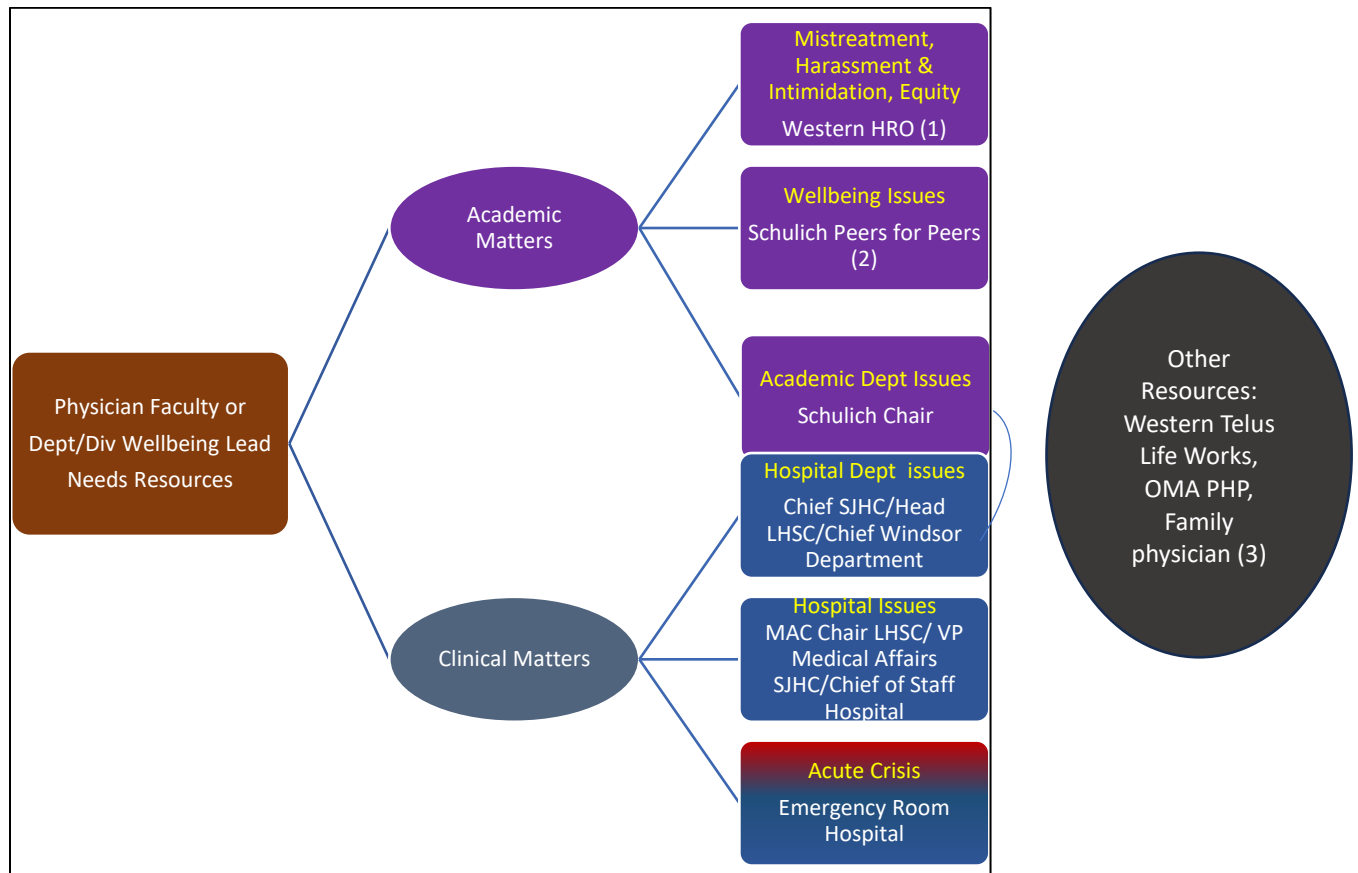
- There is no specified term, and their commitment is personally directed, defined within their department in conjunction with their departmental leadership.
- When appointed, the department leadership (administration) should send an email to [faculty.wellbeing@schulich.uwo.ca](mailto:faculty.wellbeing@schulich.uwo.ca) to enable training in the *Peers for Peers* program.

(2024)

### Attachment:

1. Pathway of Resources for Physician Faculty

## Pathway of Resources for Physician Faculty



- (1) Email Western: Human Rights Office HRO [humanrights@uwo.ca](mailto:humanrights@uwo.ca)  
Human Rights Office HRO: <https://www.uwo.ca/hro/index.html>
- (2) Email Schulich: [faculty.wellbeing@schulich.uwo.ca](mailto:faculty.wellbeing@schulich.uwo.ca)  
Schulich Clinical Faculty Affairs: <https://www.schulich.uwo.ca/clinicalfacultyaffairs/>
- (3) Western Telus Life works: <https://www.uwo.ca/hr/benefits/eap/index.html>  
OMA PHP: <https://php.oma.org/>  
Family physician: <https://www.uwo.ca/health/shs/employee-family-health.html>