

# Organizational Well-Being in Health Care: A National Symposium

**Thursday, Aug. 5 & Friday, Aug. 6**

## SPEAKERS

### **Keynote: Systems Solutions for Enhancing Professional Well-Being**

Grace Gengoux, PhD, BCBA-D | 10-11:30 CT Aug. 5



Grace Gengoux, Ph.D., BCBA-D, is a Clinical Professor, Director of the Autism Intervention Clinic, and Well-being Director for the Department of Psychiatry and Behavioral Sciences at Stanford University. Dr. Gengoux has co-authored a book focused on professional well-being and practical strategies to promote resilience for providers of mental health care. In her work as Department Well-being Director, Dr. Gengoux leads a task force charged with developing solutions to combat burnout by improving efficiency of practice and cultivating a stronger culture of wellness in the Department of Psychiatry. Dr. Gengoux is also a licensed clinical psychologist with expertise in naturalistic developmental behavioral intervention for children with Autism Spectrum

Disorder. Dr. Gengoux serves as Associate Editor for the Journal of Positive Behavior Interventions. Dr. Gengoux received her Ph.D. in Clinical Psychology from the University of California Santa Barbara and completed her clinical internship and postdoctoral fellowship at the Yale Child Study Center, before joining the Stanford University School of Medicine clinical faculty in 2010.

### **Ashley Stewart, PhD, MSW, LSW**

- Taking an Equity First Framework: Sustainability in Diversity and Inclusion Efforts | 11:40-12:40 CT Aug. 5
- Panel Discussion: National Perspectives for Improving Organizational Responses to Health Professionals' Well-Being | 10-11:20 CT Aug. 6



Ashley Stewart, PhD, MSW, LSW is an Adjunct Expert, Trainer & Curriculum Development Specialist at C4 Innovations. She received her Ph.D. from The Ohio State University, College of Social Work and her Master's at Columbia University. She is an Assistant Professor at Temple University, College of Public Health, School of Social Work, training interdisciplinary students about social justice theories and frameworks and translational skills for anti-oppressive practice. Ashley provides racial equity training, consultation, and support and understands and respects the intricacies inherent in equity-centered work. Her research includes assessing the intersections of identity, structural oppression, health and mental health, and policy. In addition to the advanced study of the consequence and causes of identity-based oppression, Ashley supports the implementation of anti-oppressive practices at organizational, structural, programmatic, and clinical interventions.

### **Colin West, MD, PhD**

Special Topics in Organizational Well-Being (1/2) | 12:50-1:50 CT Aug. 5



Originally from Seattle, Dr. Colin West received his M.D. and Ph.D. in Biostatistics from the University of Iowa in 1999. He completed residency and chief residency in internal medicine at Mayo Clinic, and joined the faculty in General Internal Medicine in 2004. He is currently Professor of Medicine, Medical Education, and Biostatistics at Mayo. He directs the evidence-based medicine curriculum for the Mayo Clinic Alix School of Medicine and is Assistant Dean for GME Scholarship at Mayo. Dr. West's research has focused on medical education and physician well-being, and he is Co-Director of the Mayo Clinic Program on Physician Well-Being. His research has been widely published in prominent journals including Lancet, JAMA, Annals of Internal Medicine, and JAMA Internal Medicine.



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### Lauren Peccoralo, MD, MPH

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- Special Topics in Organizational Well-Being (2/2) | 12:50-1:50 CT Aug. 5
- Panel Discussion: National Perspectives for Improving Organizational Responses to Health Professionals' Well-Being | 10-11:20 CT Aug. 6



Lauren Peccoralo, MD, MPH, is the Senior Associate Dean for Faculty Well-Being and Development and an Associate Professor in the Departments of Medicine and Medical Education at the Icahn School of Medicine at Mount Sinai. Dr. Peccoralo earned her MD and Masters in Public Health and completed her internal medicine residency, chief residency and general medicine fellowship at the Icahn School of Medicine at Mount Sinai. Dr. Peccoralo is a practicing primary care physician and medical educator. Prior to her work in her current role, Dr.

Peccoralo founded and developed the Primary Care Track, an Integrated behavioral health program in her primary care practice and a Divisional Faculty well-being program. In her current well-being role, Dr. Peccoralo has developed a robust institution-wide Faculty Well-being Program, a leadership workshop in appreciation and coaching and has worked to reduce in-basket and clerical burden through work groups and a grant program. In her faculty development role, she aims to enhance career development programs, collaborate on leadership development opportunities; and create and promote mentorship programming. Dr. Peccoralo also serves as a senior member of Mount Sinai's COVID-19 Frontline Healthcare Worker Psychological research program. She has spoken at numerous national and international conferences on her work on the impact of COVID on Health Care worker mental health and on her Coaching and Appreciation Sessions for Leaders.

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### Carol Bernstein, MD

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Panel Discussion: National Perspectives for Improving Organizational Responses to Health Professionals' Well-Being | 10-11:20 CT Aug. 6



Carol A. Bernstein, M.D. is Professor and Vice Chair for Faculty Development and Wellbeing, Departments of Psychiatry and Behavioral Science and Obstetrics and Gynecology and Women's Health at the Montefiore Medical Center /Albert Einstein College of Medicine. She is also a Senior Scholar in the Department of Education and Organizational Development for the Accreditation Council for Graduate Medical Education (ACGME). She was previously Vice Chair for Education and Director of Residency Training in Psychiatry at NYU. From 2001-

2011, Dr. Bernstein also served as the Associate Dean for Graduate Medical Education and the Designated Institutional Official for ACGME accredited training programs at NYU. Dr. Bernstein is a Past-President of the American Psychiatric Association and served the Association as Vice-President, Treasurer and Trustee-at-Large and as the chair of multiple committees. She has served as a spokesperson for the American Psychiatric Association on many occasions and received the 1997 exemplary psychiatrist award from the National Alliance for the Mentally Ill (NAMI). She is the recipient of the APA/NIMH Vestermark Award in Psychiatric Education and the APA Alexandra Symonds Award for contributions to the advancement of women in leadership and in women's health. In 2018, Dr. Bernstein received a special Presidential commendation from the APA for her work in educating the public about mental illness through her role on Sirius/XM Doctor Radio. In 2019, she received the John Gienapp Award for notable contributions to Graduate Medical Education from the ACGME and the Distinguished Service Award from the American College of Psychiatrists.

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### Andrew McLean, MD

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Panel Discussion: National Perspectives for Improving Organizational Responses to Health Professionals' Well-Being | 10-11:20 CT Aug. 6



Dr. McLean is Chair of the Department of Psychiatry and Behavioral Science at UND School of Medicine and Health Sciences. He obtained his medical degree from the University of North Dakota School of Medicine, completed a psychiatry residency at the University of Wisconsin and an M.P.H. degree from the University of Minnesota. He is the recipient of a number of awards, including the UND School of Medicine Distinguished Alumnus Award, the American Psychiatric Association Bruno Lima award for outstanding contributions to Disaster Psychiatry, and teaching excellence awards. Dr. McLean previously was the Medical Director of the ND Department of Human Services. He has served on a number of clinical, administrative and regulatory boards including medical licensing and professional health programs. He has lectured internationally on pertinent behavioral and public health issues. Dr. McLean has a particular interest in working with and advocating for individuals with serious and persistent behavioral health issues. He also is interested in individual and community resilience.

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### Steve Wengel, MD

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Panel Discussion: National Perspectives for Improving Organizational Responses to Health Professionals' Well-Being | 10-11:20 CT Aug. 6



Steven Wengel, MD, is a professor in the Department of Psychiatry at the University of Nebraska Medical Center (UNMC) and the first-ever assistant vice chancellor for campus wellness for UNMC and the University of Nebraska-Omaha. Dr. Wengel is from Omaha and has been a practicing psychiatrist since 1991, specializing in geriatric psychiatry. He treats patients with a broad range of psychiatric conditions, including dementia, depression, and anxiety disorders. He is currently the director of the UNMC Division of Geriatric Psychiatry, and he previously served as the chair of the UNMC Department of Psychiatry, from 2004 to 2018. Dr. Wengel has a longstanding interest in the role of non-medication interventions for reducing stress and anxiety. He has employed meditation techniques in his personal, clinical, and academic practices for many years, and has worked with the University of Nebraska to create innovative academic and clinical programs in stress reduction. In his current role as the wellness champion for UNMC, he oversees academic programs reaching out to faculty and trainees in all disciplines. His goal is to reduce stress and burnout in health care students and staff, as well as to reach out to other populations across the state and region.



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### **Kristin Scardamalia, PhD**

Orientation to the Organizational Well-being Inventory (OWBI) | 11:20-11:40 CT Aug. 6

Tips, Tricks and Common Pitfalls in Addressing DEI in Your Organization | 1-1:45 CT Aug. 6



Dr. Scardamalia's research builds on her extensive experience as a school psychologist working with high needs youth and their families. In addition to providing services for traditional public school campuses, Dr. Scardamalia has worked as a school psychologist in juvenile justice settings including juvenile detention and post-adjudication residential treatment. Dr. Scardamalia has conducted research on factors influencing determinations of special education eligibility under the disability category of emotional disturbance. Her current research focuses on the intersection of the public education, juvenile justice, and mental health systems and their contribution to the disproportionate number of minorities impacted by the school to prison pipeline. Dr. Scardamalia's research addresses universal prevention and intervention through her work on the development of a modularized, classroom based, social emotional learning curriculum and through her research on district-wide strategies to reduce exclusionary discipline practices. In addition to conducting school-based research, she provides training, technical assistance, and consultation support to school districts and educational leaders at local, state and national levels.

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