



New Faculty Foundations: Building for Success

October 20, 2025



OHSU Well-Being

Creating a culture of psychological support, belonging, and professional fulfillment at OHSU for staff, faculty, and learners since 2020

Dr. Megan Furnari, Assoc Chief Wellness Officer
New Faculty Orientation

About me.

- Associate Chief Wellness Officer

My focus areas:

- Well-Being
- Leadership Development
- Local stability, sustainability, and building partnerships.



OHSU Well-Being Team

- OHSU 2025 strategic plan made wellness a priority
- Well-being team started during COVID in March 2020
- Support all missions & members
- Funded by the President's Office & Healthcare
- University Cabinet is our Steering Committee
- Programs run by interprofessional content experts at OHSU
- We also have a Well-Being Collaborative: 25 members

Mission

To collaboratively improve the well-being of OHSU through intentional partnership, implementation, and evaluation of well-being efforts for staff, faculty, and learners.

Vision

To support a workplace and learning culture where community members thrive.

2025: Healthcare Well-Being National Trends

- Systems improvement: AI Scribe, SPRINTS
- Crisis response: Psychological support element
- Community and belonging: Repair post COVID, virtual
- Psychological support: debrief, coaching, peer



OHSU Well-Being Programs

- **Building Community:**
 - Camaraderie Groups
 - Well-Being Grants
 - Creative Wellness Workshops
- **Psychological Support:**
 - Wellness Consults for Leaders & Teams
 - Debrief Team
- **Meaning & Purpose:**
 - Schwartz Rounds
 - Vibrancy & Vitality Rounds
- **Workplace Efficiency:**
 - WISE (Working in Supportive Ecosystems)
 - Recharge Retreat

Building Community



Well-Being Grants: Seed money for new innovative projects

- Select for culture change potential, can be scaled and shared broadly
- Anyone at OHSU can apply
- Completed 10 grants from research, healthcare, education missions in past 2 cycles
- Prior recipients: coaching, peer support, DEIB focused storytelling, improving well-being support programs locally, trauma-informed care, burnout in resident trainees

Creative Wellness Workshops!

TO REGISTER: GO to O2, Safety and Support, Wellbeing, Programs, Creative Wellness Workshops

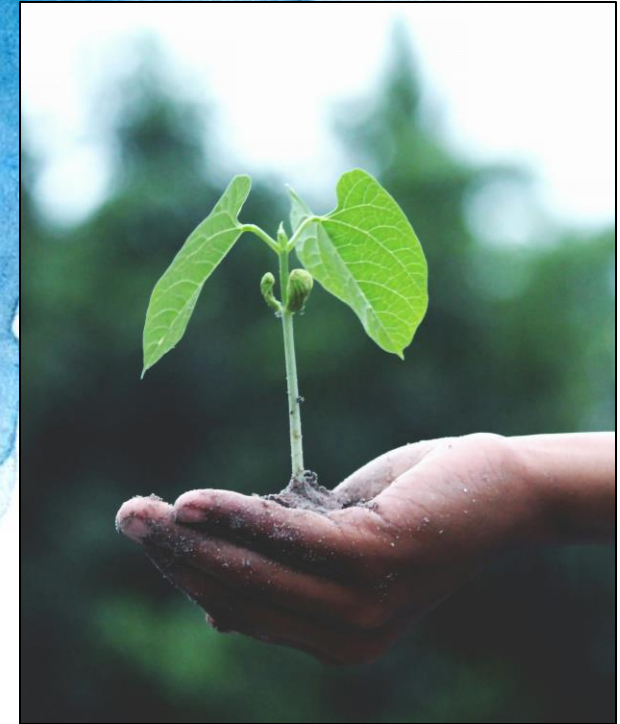
- Dr. Joanne Chan PsyD: Mindful Handwork
 - Nov 17, BICC Rm 123
- Dr. Elizabeth Lahti MD: Art Walks and Mixed Media Workshops
 - Dec 3: 12-1pm, CHH2 Lobby



Psychological Support

Wellness Consults for Leaders & Teams:

- 1:1 Consultation with Leaders
- Supporting leaders and teams through difficult situations
- In-house, responsive and available
- Applying well-being best practices to resource leaders:
 - Recognizing one's own reaction, ways of coping, strengths
 - Using effective crisis leadership principles
 - Attending to members most affected
 - Focus on collective efficacy



Debrief Team

- Supportive debriefs with teams after hard patient care case
- In-person or virtual
- Use a trauma informed approach to discuss the case with only those who were part of the case
- Happen soon after experience
- Staffed by trained volunteers in the community and led by two psychologists on the OHSU Well-Being Team
- If your team needs a debrief, email **OHSUWellbeing@ohsu.edu**

Sense of Meaning & Purpose

Vibrancy & Vitality Rounds:

- For faculty/staff/learners
- Patient/family attend with focus on patient journey narrated by providers and patient
- 75-100 OHSU members attend each rounds, 2 rounds per year in-person
- Data shows increased compassion, sense of purpose, and meaning at work
- Dept of Neurosurgery hosting next rounds on November 17th, 7-8am, Vey Auditorium
- Want to join us: email Furnari@ohsu.edu



Vibrancy & Vitality Cetas Rounds

DECEMBER 9TH, 2024 | 7-8AM | RJH 4340

BREAKFAST WILL BE PROVIDED.





Schwartz Rounds

- For faculty/staff/learners, no patients in attendance
- Based out of the Schwartz Center in Boston
- Skilled facilitation from OHSU Schwartz Committee
- 4 sessions, all in-person:
 - December, Pediatrics
 - February, OBGYN
 - May, Surgery
 - June, Internal Medicine
- Opportunity to connect around shared purpose and think about your why/how
- Reflect on a case together with interprofessional perspectives
- Think about the emotional pieces that came up
- If you want to sign-up to attend: email **Hailey Porter** (porterhai@ohsu.edu)

Workplace Improvements

WISE (Working in Supportive Ecosystems)

- Pilot program
- Partnering with managers with significant experience across OHSU
- Focus on middle managers community via workflow support
- This team will take submitted needs/questions/problems and solve them
- Develop best practices and help orient/re-orient managers in need

Camaraderie Groups:

- Build psychological safety and community at OHSU post pandemic
- Statistically significant increase in sense of **belonging**, decrease in **stress**, decrease in **burnout**, and improved **job satisfaction**
- 6 cohorts since 2023 (32 groups, 300+ people): profession specific, interprofessional, higher risk for burnout groups, intact teams
- Published in Mayo Clinic Proceedings and presented internationally. Program used at University of Wisconsin, Nemour Children's
- **Recruiting for cohort 7:** Spring 2026. If you have a group of 10-12 people who want to do this, email Furnari@ohsu.edu. If you are a new leader and want to be in a group, email me.



Building Community.

Touchstones
Sharing Stories



Touchstones: (Parker Palmer, author/activist/educator)

- Define clear boundaries that create trustworthy spaces*
- Adapted to support any relationship, workplace, community*
- Use to honor the integrity of individuals and to build relational trust*
- Create your own culture, make visible the invisible*

Our Touchstones

Walk beside each other

Witness rather than resolve, diagnose, fix

Meeting one another where we are at

Intentional, supportive space

Vulnerability is not required; authenticity is always welcome

Silence and spaciousness are welcome

Stories stay, lessons leave

Assume good intent

Listen for understanding

Our stories.

Does this sound familiar?

The work we do is intense and has everything to do with people, yet our own stories and the stories of our team sometimes go unnoticed in the busy days...

The background of the slide is a vibrant blue watercolor wash. It features various shades of blue, from deep cerulean to light sky blue, with soft, blended edges and some darker, more saturated areas. The texture appears organic and fluid, typical of watercolor painting. Two semi-transparent white rectangular boxes are overlaid on the image to contain text.

Prompt: The future I create is...

2 min reflection:
write, think, dream

The background of the slide is a vibrant blue watercolor wash. It features various shades of blue, from deep cerulean to light sky blue, with soft, organic edges that blend into each other. The texture appears slightly grainy, typical of watercolor paint on paper.

Now, in the large group...

Share one word from your future

The background of the slide is a vibrant blue watercolor wash, with darker, more saturated blue on the left and lighter, almost white, blue on the right, creating a sense of depth and movement. The texture is soft and painterly.

Pair up.

Share your future vision (2min each)

Group Debrief

Conclusion

- Well-Being is about culture and system change
- Culture change is rooted in relationships, psychological safety, and a sense of shared purpose
- Touchstones and Storytelling are tools to help us get there

Conclusion, cont.

-I hope today helped you get to know a new part of yourself and a new person sitting next to you.

I wonder if...

- You feel a greater sense of belonging?
- You met a new friend?
- You want to do a Camaraderie group?
- You have a really good idea for how to improve well-being at OHSU, let me know.

Contact

- Dr. Megan Furnari, Assoc Chief Wellness Officer
Furnari@ohsu.edu



Faculty panels: “Wish I knew then what I know now”

Panelists

- [Shannon Anderson, M.P.A.S., PA-C](#), Associate Professor of Neurology
- [Ramon Barajas, M.D.](#), Professor of Diagnostic Radiology
- [Patricio Riquelme, M.D., Ph.D.](#), Associate Professor of Medicine