

LSU Vet Med Wellbeing Strategic Plan 2022-2027

Wellbeing in veterinary medicine is a critical initiative. According to the National Wellness Institute, wellbeing is an active process through which people become aware of, and make choices toward, a more successful existence. We know that culture and environment directly influence health and wellbeing. The LSU School of Veterinary Medicine (LSU Vet Med) is committed to creating an environment that promotes personal growth and wellbeing through an inclusive culture and intentional programming, incorporating the nine mutually interdependent dimensions of wellbeing: occupational, intellectual, spiritual, social, emotional, physical, financial, creative, and environmental.

Through counseling, consultation, and education, our wellbeing initiatives aim to support the LSU Vet Med community in its academic, personal, and professional development, effecting successful members in the veterinary community and beyond. We look forward to cultivating a team of caring, highly trained, multidisciplinary professionals who work together for the greater wellbeing of the LSU Vet Med.

Goal 1: Maintain, create, and implement evidence-based wellbeing programming, initiatives, and services that promote a positive culture within the LSU Vet Med community's health & wellbeing through knowledge, skills, behaviors, and a sense of belonging.

Objective 1: Offer support to LSU Vet Med Year 1 Doctor of Veterinary Medicine (DVM) students, including team-building exercises during orientation, encouraging participation in the Accepted Students Wellbeing Course offered through American Association of Veterinary Medical Colleges (AAVMC), and providing a yearly elective focused on personal development, including stress management, time management, and self-care strategies.

Objective 2: Collaborate and support the initiatives of the Associate Dean for Educational Strategy each semester by providing group facilitation in Problem Based Learning (PBL), preparing and participating in Communication Skills related Clinical Skills laboratories, and serving as a veterinary assistant and/or evaluator in Year 1, 2, & 3 Objective Structured Clinical Examinations' (OSCE), building and improving rapport through intentional participation.

Objective 3: Partner with the Associate Dean for Admissions and Student Success to determine a wellbeing related speaker/panel for the Dean's Grand Rounds each semester.

Objective 4: Coordinate with the Associate Dean for Faculty Affairs on establishing wellbeing related speakers for faculty professional development seminars each semester.

Objective 5: Collaborate and support the Student American Veterinary Medical Association (SAVMA) Wellness Committee in their annual wellbeing initiatives.

Goal 2: Prioritize prevention-focused initiatives across the social-ecological framework for greater population impact, including individual counseling and consultation and departmental-focused psychoeducation.

Objective 1: Provide mental health counseling and/or consultation when appropriate as requested.

Objective 2: With the assistance of the LSU Vet Med Wellbeing Committee, arrange quarterly and ongoing wellbeing offerings for faculty, staff, and students surrounding the nine dimensions of wellbeing. Potential options include workshops and activities focused on mindfulness, conflict management, strengths-based leadership, emotional intelligence, personal safety, exercise and physical fitness, healthy nutritional habits, and intentional wellbeing breaks.

Objective 3: Ongoing promotion of mental health awareness and resources to LSU Vet Med.

Objective 4: Deliver quarterly QPR Gatekeeper training to the LSU Vet Med community.

Objective 5: Provide biannual communication and professional skills training to hospital staff, including veterinary nurses, house officers, live-in's, and client services.

Objective 6: Offer departmental wellbeing check-in meetings for house officers upon request.

Goal 3: Implement evaluation measures, including needs assessments, to impact current and future programming.

Objective 1: Solicit wellbeing programmatic evaluations, including needs assessments, every three years.

Objective 2: Solicit targeted programmatic evaluations following specific workshops.

Objective 3: Attend quarterly Open Forums hosted by the LSU Vet Med Dean to encourage open feedback.

Objective 4: Distribute a questionnaire to incoming house officers to determine wellbeing topics of interest for bi-quarterly intern rounds.

Objective 5: Participate in yearly exit interviews for graduating LSU Vet Med DVM students in an effort to obtain information on areas for improvement and note successful endeavors.

Goal 4: Increase collaborative opportunities with LSU, LSU Vet Med, and community partners to expand reach and foster a greater culture of wellbeing.

Objective 1: Reinvigorate the LSU Vet Med Wellbeing Committee, composed of faculty, staff and students, hosting monthly meetings to engage committee representation in identification of appropriate, responsive wellbeing initiatives.

Objective 2: Partner with LSU, LSU Vet Med, and the greater veterinary community quarterly to increase and expand the reach of wellbeing programs and services. Identified partnerships include, but are not limited to the following: AAVMC, Academic Veterinary Wellbeing Professionals (AVWP), LSU EJ Ourso College of Business, LSU Executive Education, LSU Olinde Career Center, LSU Police Department, LSU School of Nutrition and Food Sciences, LSU UREC, LSU Wellness and Health Promotion, LSU Vet Med Culture and Events Committee, LSU Vet Med Office of Inclusive Excellence, LSU Vet Med SAVMA Wellness Committee, LSU Vet Med Sustainability and Climate Awareness Committee, LSU Vet Med VOICE, and the Ontario Veterinary College.

Objective 3: Initiate biannual meetings with the LSU Vet Med administration and student leadership focused on specifically targeted constituent initiatives in an effort to collaborate across cohorts.

Objective 4: When requested, the wellbeing team will offer informed recommendations to the LSU Vet Med administration related to policy, training, and resources specific to wellbeing initiatives.

Goal 5: Develop communication strategies to effectively and efficiently promote wellbeing resources and messaging, utilizing a variety of methods to ensure greatest reach.

Objective 1: Create a Wellbeing Microsoft Teams channel for the whole LSU Vet Med community by February 2022 in order to broadcast wellbeing opportunities and cultivate belonging.

Objective 2: Maintain and update the wellbeing resources webpage and intranet bimonthly.

Objective 3: Maintain and update the LSU Vet Med Wellbeing Community Facebook bimonthly.

Goal 6: Advocate for space and other resources as needed that sustain and build capacity for wellbeing services.

Objective 1: Collaborate with the Associate Dean for Admissions and Student Success as future increased class sizes and subsequent renovations occur to request and advocate for wellbeing-related spaces and physical resources.

Goal 7: Identify and remain current on relevant certifications through continuing education units for wellbeing resources and mental health licensure.

Objective 1: Attend at least one national conference annually to remain current on veterinary medicine wellbeing research, for AVWP networking purposes, and to represent LSU Vet Med. (i.e. AAVMC conference and Iverson Bell Symposium)

Objective 2: Complete [Mastering EQ Level 1 and Level 2 Train-the Trainer](#) certification workshops by 2025 in order to provide annual Emotional Intelligence Workshops for interns and residents.

Objective 3: Complete [Certified Compassion Fatigue Professional](#) certification by 2024 in order to provide more informed Compassion Fatigue Seminars for all cohorts.

Objective 4: Maintain the QPR Gatekeeper Trainer Certification in order to provide quarterly QPR Gatekeeper training to the LSU Vet Med community.

Objective 5: Maintain yearly continuing education units for licensure requirements, targeting beneficial continuing education in the mental health and wellbeing realm.

Goal 8: Acquire additional wellbeing assets as student, staff, and faculty sizes and subsequent wellbeing needs increase, in order to maintain demands and expand onsite resources.

Objective 1: By 2024, hire a third licensed mental health professional to continue assessment and provision of wellbeing programming at a macro-level.

Objective 2: Annual assessment of ongoing needs and effort of allocation specific to assigned responsibilities.

Objective 3: Create an anticipated annual budget and identify resources focused on wellbeing programming for all constituents.