

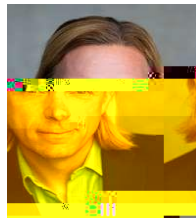
Fourteen years ago, one of my mentors advised: "You need to be flexible and nimble as a leader." I heard him, and somewhat dismissed it at the time as I had so much more to learn about managing our department. I do not think I fully grasped what he was saying.

That said, my medical education helped

Jon A. Johnson

Notes from Administration

A system change is coming to
MCW!



Notes from the VA

Embracing Change Through the Lens of

Managing Your Mental Health During Change

As a proud member of Generation X, one of my favorite musicians is David Bowie. His song "Changes" is truly one of the best songs of all time, so good that lyrics from it were used as an epigraph in the 1985 movie *The Breakfast Club*. Another Gen X reference! The song "Changes" came out in 1971 and it was the last song Bowie ever performed on stage before he passed in 2016.

When I was asked to write this article, I immediately thought about the song and the lyric, "Time may change me, but I can't trace time." When I was younger, I always thought the lyric was, "Time may change me, but I can't change time." This was back in the day of records (yup, back to being Gen X again), and we didn't have the internet to look up such things as song lyrics. You just sang along in your car with your friends and made it up.

Regardless, both versions ring true. Change is a constant in life, and we have no option other than to accept and move through it. Some changes are positive and welcomed, while others are unsettling and stressful. Our clinic has certainly dealt with several big changes over the past few years, such as COVID, the passing of a beloved team member, the retirement of a wonderful leader, and many other events. It has not been an easy path, but we have come together as a team to navigate these changes.

When I reflect on what has been helpful to us as a team, it is about the things that help to build resilience: having a routine, connections with others, prioritizing self-care, relaxation, and fun, among other things. For our clinic, that might look like having coffee together in the morning, chatting with colleagues in the hallway, discussing a difficult case in supervision, or just taking a few minutes to check in with yourself before a busy day. For me personally, I have really needed to lean on my hobbies, family time, and physical activities to help me cope with change. My hope is that you can find meaningful ways to not only cope and manage the change in your life, but to thrive.

Amy Ridley Meyers, PhD
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The increased presence of DEI (diversity, equity, and inclusion) in the media and political discourse has led many organizations to start having conversations about DEI/JEDI related policies, values, and intentions. Some organizations have made significant changes in opposition to DEI, while others have had a reaffirmation of the work. Our JEDI committee is pleased to have received unwavering support from the department and MCW leadership in our efforts to strive for a culture of inclusion, equity, and racial justice.

Where the JEDI committee has faced change is in leadership. As term limits came up, the co-chairs of the committee have turned over from Erica Arrington, MD, and Lisa Roehl, MA, LPC, to Mara Pheister, MD, and me, Laura Lingle (formerly Wozniak), MA, MN, RN. The committee has managed these changes by facilitating slow and gentle transitions. Dr. Arrington and Lisa continue to be great supports to Dr. Pheister and myself, offering guidance and advice as we take on our new tasks and challenges. And Joan Sowatzke brings invaluable historical knowledge to the table as we discuss opportunities and next steps. The members of the committee have also helped these changes by offering support and patience. They have readily adapted to the new styles of leadership.

I have been managing a more difficult change in my personal life, which is reflected publicly in my name. My wife and I got married the same year I started nursing school, and I was excited to take her last name for my new career and our new life. Anyone who has been through a divorce knows what a powerful blend of emotions it is, and there is a thin added layer of complexity when your right to marry was federally recognized less than ten years ago. Managing my mental health through divorce has been made easier by exactly what you expect—therapy, medication, and the support of loved ones. It has also been

GETTING TO KNOW...

Faculty and Staff from the Department of Psychiatry and Behavioral Medicine

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CORINNE PALMER
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Combined IM/Psychiatry Residency
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What is your educational background?

MAKENZIE (MAC) GOERTZ, PHD
Assistant Professor
Psychologist embedded within Palliative
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Transplant Cellular Therapy Program
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What is your educational background?

How long have you worked at MCW?

David J.