

# ANNUAL NEWSLETTER 2023



## HEALTHY PROFESSIONAL WORKER PARTNERSHIP

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## HPW WINS BEST PAPER AWARD!



The HPW team is proud to have won an award for best article of the year (2022) in the Sage journal Healthcare Management Forum for the comparative analysis of "The pathway from mental health, leaves of absence, and return to work of health professionals: Gender and leadership matter".

The award was received at the June 2023 Canadian College of Health Leaders conference in Toronto and included an opportunity to host a panel where an overview of the paper was provided. Henrietta also presented the BIPOC analysis she undertook and Jelena and Melissa presented on the health worker burnout toolkit based on the HPW research.

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## IN THE NEWS

### TEACHING



**Melissa Corrente** was an invited podcast speaker for the Ohio School Wellness Initiative. School Wellness with Al Levin on March 6, 2024. You can listen to Melissa's episode [here](#).

**Kristen Ferguson** discussed the Healthy Professional Workplace Partnership with Maureen Palmer for the Canadian Teacher Magazine. You can read the article [here](#)



### DENTISTRY



In April 2023, **Mario Brondani, Tracey Adams, Tala Maragha, Swathi Ramachandran** and **Ivy Bourgeault** did an interview with Sierra Bellows from CDA Essentials. You can read the finished article, titled "**The Burdens of Burnout**" [here](#)



## ACADEMIA



**Ivy Bourgeault** testified to the House of Commons Standing Committee on June 23, 2023 about the long-term impacts of pay gaps experienced by different genders and equity-seeking groups among faculty at Canadian universities.

The evidence she presented can be read or watched [here](#).





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## PRESENTATIONS



### ACADEMIA

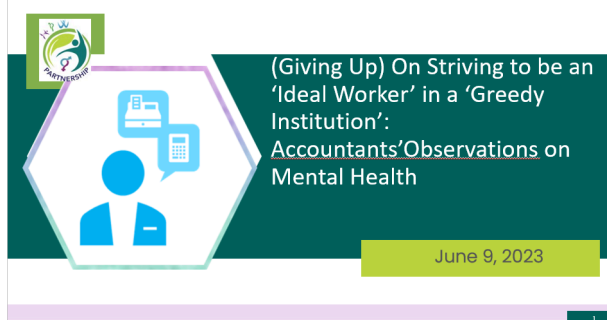
**Christine Tulk, Janet Mantler, Nicole Power, and Ivy Bourgeault** presented “**Pathways to Leaves of Absences for Mental Health Issues for Academics.**” at the Work, Stress, and Health Conference 2023.

At the same conference, **Janet Mantler, Christine Tulk, Sarah Simkin, Henrietta Boateng, and Ivy Bourgeault** presented “**Managing Leaves of Absence: Applying the Research**”.

### ACCOUNTING



**Merridee Bujaki, Darlene Himick, and Suzanne Paquette** presented “**(Giving up) On Being an 'Ideal Worker' in a 'Greedy Institution: Accountants' Observations on Mental Health**” at the Canadian Academic Accounting Association Conference on June 8, 2023.



**Merridee, Darlene and Suzanne** gave the same presentation at the European Accounting Association Virtual Research Seminar on November 3, 2023.

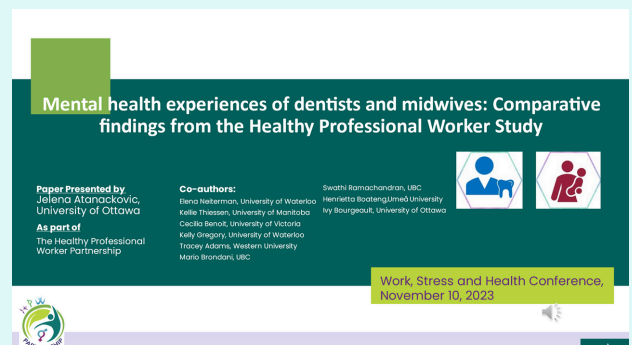
On November 14, 2023, **Merridee** presented “**Accountants' Mental Health in Canada: Some Preliminary Findings and Concerns for the Future**” to GGFL.

### DENTISTRY



On October 25, 2023, **Jelena Atanackovic** presented **Mental health experiences of dentists and midwives: Comparative findings from the Healthy Professional Worker Study** at the HPW Webinar.

At the Work, Stress and Health 2023 Conference, **Jelena Atanackovic, Elena Neiterman, Kellie Thiessen, Cecilia Benoit, Kelly Gregory, Tracey Adams, Swathi Ramachandran, Mario Brondani and Ivy Bourgeault** presented **Mental Health Experiences of Dentists and Midwives: Comparative Findings from the Healthy Professional Worker Study** on November 10, 2023.



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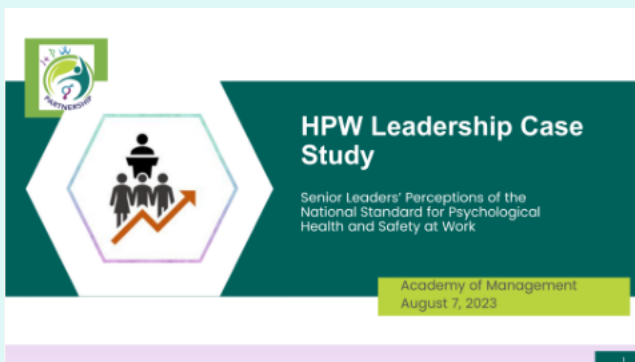
## PRESENTATIONS

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### LEADERSHIP

**Amanada Hancock, Kara Arnold, and Ivy Bourgeault** presented **Senior leaders talk mental health at work: A qualitative analysis of senior leaders' perceptions of the National Standard for Psychological Health and Safety at Work ten years in** as part of the Employee Mental Illness, Interpersonal Discrimination at Work, and how Human Resources can Help' at the Academy of Management Conference from August 4-8, 2023 in Boston.



### MIDWIFERY



On November 10, 2023 at the Work, Stress and Health 2023 Conference, **Jelena Atanackovic, Elena Neiterman, Kellie Thiessen, Cecilia Benoit, Kelly Gregory, Tracey Adams, Swathi Ramachandran, Mario Brondani and Ivy Bourgeault** presented **Mental Health Experiences of Dentists and Midwives: Comparative Findings from the Healthy Professional Worker Study.**



### TEACHING

**Melissa Corrente, Jelena Atanackovic and Magda Baczowska and Ivy Bourgeault** presented **Mental Health CARE at Work Toolkit: Opportunities for Health Workforce Transformation** at the APA's Annual Work Stress Health Conference.

At the same conference **Kristen Ferguson, Christine Tulk, Melissa Corrente, Susan Rodger, and Ivy Bourgeault** presented a poster titled "**Facilitators and Barriers to Return to Work for Teachers Taking a Leave of Absence Due to Mental Health Issues**".

**Melissa, Kristen, and Ivy** presented "**Put On Your Own Oxygen Mask First: Exploring a Teacher Mental Health Hub.**" at the Healthy Schools National Forum in Ottawa.

At the 57th Annual Conference of the Canadian Sociological Association, **Kristen, Melissa and Christine** presented "**Leaves of Absences Among Canadian Teachers: Frequency, Facilitators, and Barriers**".

**Ivy, Melissa and Kristen** presented **Supporting Teacher Mental Health: A Call to Action** at the 9th Annual IAFOR International Conference on Education in Honolulu, Hawaii.

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## PRESENTATIONS

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### TEACHING (CON'T)

**Melissa** and **Kristen** gave two presentations to the Ontario Secondary School Teachers' Federation; "**Protecting Your Mental Health: Exploring Resources for Teachers and Education Workers**" and "**Fill Your Own Cup First: Exploring Teacher and Education**".

At the NU360 Speaker Night at the Nipissing University Student Union (NUSU) Student Centre, **Melissa** and **Kristen** presented "**Teachers Making a Difference in the Community**".

Leaves of Absence Among  
Canadian Teachers:  
Frequency, Facilitators, and  
Barriers

Kristen Ferguson, Nipissing University  
Christine Tulk, Carleton University  
Melissa Corrente, University of Ottawa  
Ivy Bourgeault, University of Ottawa



### COMPARATIVE

**Henrietta Akuamoah-Boateng, Jelena Atanackovic, Nabeelah Ahmed, Chaman Akoo, Abby Ayoub, Nour Elmestekawy, Kenchera Ingraham, Tala Maragha, Justine Pascual, Swathi Ramachandran, Shamel Rolle-Sands,** and **Ivy Bourgeault** presented "**The Unique Mental Health, Leaves of Absence and Return to Work Experiences of Black, Indigenous and Professionals of Colour**" at the Work, Stress and Health Conference.

At the 20th ISA World Congress of Sociology that took place from June 25th to July 1st 2023, **Jelena, Henrietta** and **Ivy** presented "**An Intersectional Contextualized Path Framework of Mental Health, Leaves of Absence and Return to Work Among Professional Workers**".

**Ivy Bourgeault** did a poster presentation for the 2023 AAMC (Association of American Medical Colleges) Health Workforce Research Conference. She presented "**Mental Health, Leaves of Absence and Return to Work among Health Professionals in Canada**".

### NURSING



At the 2024 Canadian Association for Health Services and Policy Research (CAHSPR) conference, **Chaman Akoo, Kimberly McMillan, Kenchera Ingraham, Abby Ayoub, Shamel Rolle-Sands, Mylène Shankland** and **Ivy Bourgeault** presented "**I Feel Broken: Chronicling Burnout, Mental Health, and the Limits of Individual Resilience in Nursing**".

In February 2023 a presentation for the paper titled "**Understanding and establishing psychological safety in simulation-enhanced interprofessional education using an equity, diversity, and inclusion lens.**" was accepted by the Canadian Association of Schools of Nursing.

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## PUBLICATIONS

### DENTISTRY

**Tala Maragha, Jelena Atanackovic, Tracey Adams, Mario Brondani and Ivy Bourgeault**, submitted a paper to JDR Clinical & Translational Research. The paper, **Dentists' Mental Health: Challenges, Support Needs, and Promising Practices**, is currently under review.

Another article, titled “**Mental Health of Canadian Dentists before and during the COVID -19 Pandemic**” was submitted by **Jelena Atanackovic, Tracey Adams, Mario Brondani, Swathi Ramachandran and Ivy Bourgeault** to The Journal of the Canadian Dental Association.

### MIDWIFERY

**Kellie Thiessen, Cecilia Benoit, Jelena Atanackovic, Elena Neiterman, Kelly Gregory, Angela Freeman, Henrietta Akuamoah-Boateng and Andrea Mellow** submitted the paper titled **Midwives' pathways from mental health to leaves of absence and return to work: Findings from a pan Canadian Study** to the Canadian Journal of Midwifery Research and Practice.

### NURSING

**Kristen Ferguson, Yvonne James and Ivy Bourgeault** published **Teacher Mental Health and Leaves of Absences: A Pilot Study Examining Gender and Care** in the Canadian Journal of Education.

**Chaman Akoo, Kimberly McMillan, Kenchera Ingraham, Abby Ayoub, Shamel Rolle-Sands, Mylène Shankland and Ivy Bourgeault** published **“I Feel Broken”: Chronicling Burnout, Mental Health, and the Limits of Individual Resilience in Nursing** in Nursing Inquiry.



**Chaman Akoo, Kimberly McMillan, Kenchera Ingraham, Abby Ayoub, Shamel Rolle-Sands, Mylène Shankland and Ivy Bourgeault** submitted **Nurses Navigating Mental Health During Uncharted Times: Self, Others, Systems (S.O.S.)** to the Canadian Journal of Nursing Research.



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## PUBLICATIONS

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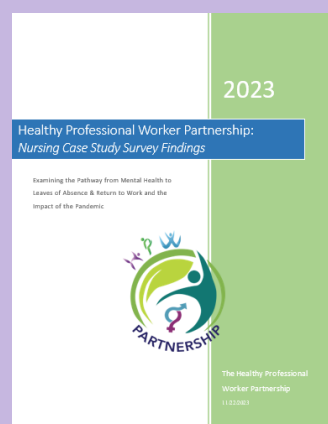
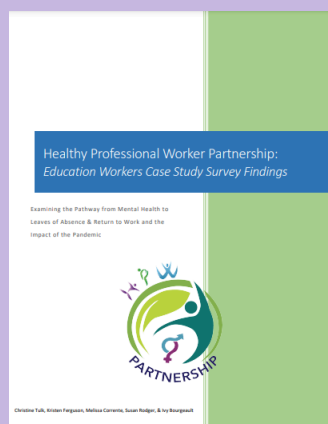
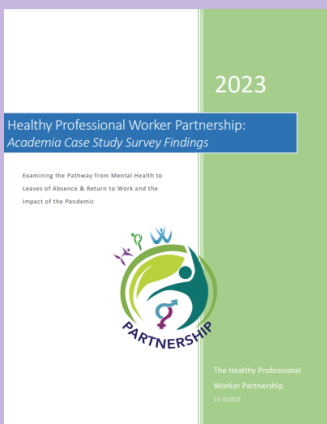
### TEACHING

**Kristen Ferguson, Christine Tulk, Melissa Corrente, Susan Rodger, and Ivy Bourgeault** released a technical report called “**Healthy Professional Worker Partnership: Education Workers Case Study Survey Findings**” on the Healthy Professional Worker Partnership website.

**Kristen Ferguson, Christine Tulk, Melissa Corrente, Susan Rodger, and Ivy Bourgeault** have three works in review, **The Experiences of Canadian Teachers with Mental Health Issues and Workplace Accommodations;** **Leaves of Absences Among Teachers Due to Mental Health Issues;** and **Return to Teaching After a Leave of Absence for a Mental Health Issue.**



### SUMMARY SURVEY REPORTS



The **Academia, Teaching** and **Nursing** teams all published reports this year! These reports highlight each team’s survey findings, and can be found in the respective case studies section on the HPW website.

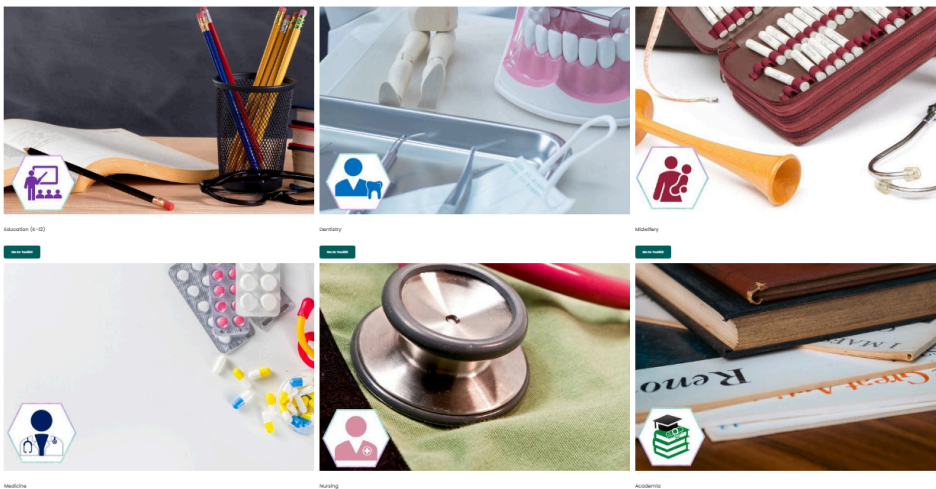
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## INTERVENTION TOOLKITS

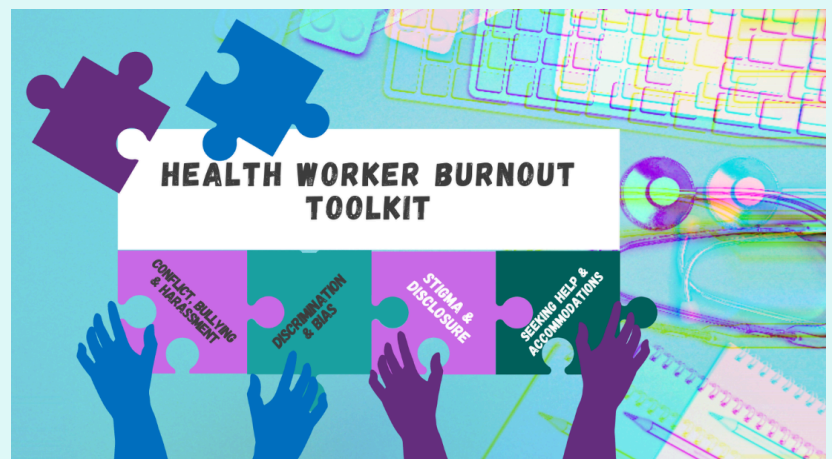
Profession Specific Toolkit



The **Teaching, Dentistry, Midwifery, Medicine, Nursing** and **Academia** teams have developed profession-specific toolkits to address workplace mental health. These toolkits include resources and interventions catered to the needs of each profession. You can access all of those toolkits [here](#).

Building on the HPW toolkits, a broader **Health Worker Burnout Toolkit** includes evidence-informed strategies to improve the mental health of healthcare workers.

The interventions are categorized according to four levels: system, organization, team and individual. In addition to an overarching toolkit, we have developed a pharmacy specific toolkit in collaboration with partners



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## TEAM UPDATES

Congratulations to Shamel who successfully defended her PhD dissertation in Jan. 2023.

**Shamel Rolle-Sands** PhD, RN, CM is now an adjunct Assistant Professor at the University of The Bahamas. Her research focus is human-health resources, employee wellbeing, and policy planning.




**Caroline Chamberland-Rowe**, member of the Midwifery team had a baby boy, Antony, on June 8th 2023!

Congratulations Caroline!



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