

## Parker J. Palmer Courage to Lead Award



The Parker J. Palmer Courage to Lead Award honors designated institutional officials (DIOs) who have demonstrated excellence in overseeing residency and fellowship programs at their Sponsoring Institutions. DIOs have authority and responsibility for all graduate medical education (GME) programs in a teaching hospital, community hospital, or other type of institution that sponsors GME programs.

### **Meghan Walsh, MD, MPH, FACP**

Hennepin Health System  
Minneapolis, Minnesota



#### **Nominators had this to say:**

“Dr. Walsh supported the creation of a new resident mental health program, through which any resident at any time of need can get in contact with a staff psychiatrist for confidential, free care. The program has increased the accessibility to mental health resources and helped residents integrate these services into their lives despite busy schedules.”

“Dr. Walsh has transformed the accessibility of mental health resources for residents. Prior to her leadership, the only institutional mental health resources available to our residents was the resident assistance program, which was universally reviewed poorly, and our clinic system,

where it took weeks or longer to get an appointment. Meghan's passion and drive to improve these resources led to her developing a system where one psychiatrist is available as the point of contact for any resident with mental health concerns, and a process to get residents urgent next day or same week appointments with our psychiatry providers.”

“Dr. Walsh applies the principles of due process and just culture to every aspect of her work. Her guiding principles are integrity, equity and empowerment. She creates psychological safety. Her faculty meetings are generative work, rather than transactional. She is an avid innovator who has designed simulation-based institutional onboarding to create team cohesion among incoming trainees while introducing hospital priorities and culture. She promotes reflective practice through story-telling events that bring residents and faculty together in shared humanity.”

“In light of the emerging COVID-19 pandemic, she has been balancing the need to provide care with efforts to protect staff and trainees and maintain educational value during a crisis of unprecedented scale. She brought our community DIOs together to align responses across hospitals and allow trainee and staff concerns be heard.”