



LSOM Faculty Assembly Executive Committee Meeting Minutes
Tuesday, March 7, 2019
12:00 - 1:00 PM

Executive Committee Members Present:

Ruth Berggren, MD, Gregg Bean, MD, Anh Dinh, MD, Teresa Evans, PhD, and Mark Muir, MD
Dean: Robert Hromas, MD
Guests: Jon Courand, MD

I. Approval of Minutes

Minutes from the January 3, 2019 meeting were submitted and approved.

II. Certification of Curriculum Committee Student Voting Member – Megan Whitlock, MS1

Deborah Conway, MD, Supervising Dean of the Curriculum Committee request the LSOM faculty assembly executive committee and Dean Hromas to appoint Megan Whitlock, MS1 as the first-year medical student to serve as a voting member of the Curriculum Committee. She was chosen after an open call to the Class of 2022 and a blinded ranking process by members of the Curriculum Committee Executive Committee.

The LSOMFAEC reviewed the request and approved by quorum vote. Dean Hromas approved. April Ainsworth will notify Dr. Deborah Conway of the approval.

III. FY20 Election - LSOMFAEC Secretary/Treasurer and UT Health SA Faculty Senate

Reminder that the call for nominations will go out in late March/early April. April Ainsworth will request the number of open senator positions from the UT Health Faculty Senate for FY20.

IV. Faculty Wellness/Physician Burnout – Jon Courand, MD

Dr. Jon Courand, Assistant Dean for Wellbeing, Office of Graduate Medical Education, presented on faculty wellness and physician burnout. Presentation slides are posted at the bottom of the minutes.

V. Dean's Update

Dean Hromas requested feedback from the LSOMFAEC members on:

1. What committees propel someone to development or positions that maximize faculty growth?

Muir: Position - Trauma Medical Director, Committee – Quality Committee with Dr. Volk at UHS



Bean: Committee – Various Department Level ones such as Incentives Committee, Position – Medical Director at the MARC

Dinh: Position – UHS Medical Director, Committee – LSOM Faculty Assembly EC

Evans: Committees – UT System Level, Board of Regents Career Development for Graduate Students, Internal Review for Grants Committee - grant seekers and T32 individuals. LSOM Faculty Assembly EC because give research and clinical faculty collaborations.

2. Who is the best faculty mentor?

Evans: Linda McManus, Sue Mooberry, Jennifer Potter, N. Blake

Dinh: Ron Stewart

Bean: Rebecca Laredo

Muir: Ron Stewart, Dan Dent, Don Jenkins

3. Best example of faculty leaders that are not Chairs?

Evans: Ruth Berggren and Jon Courand

Bean: Rajeev Suri

Muir: Ramon Cestero

4. Best way for Dean to communicate with faculty?

Assembly lunch, attending department faculty meetings, direct emails, video messages.

There being no further business the meeting was adjourned.

Minutes taken by April Ainsworth

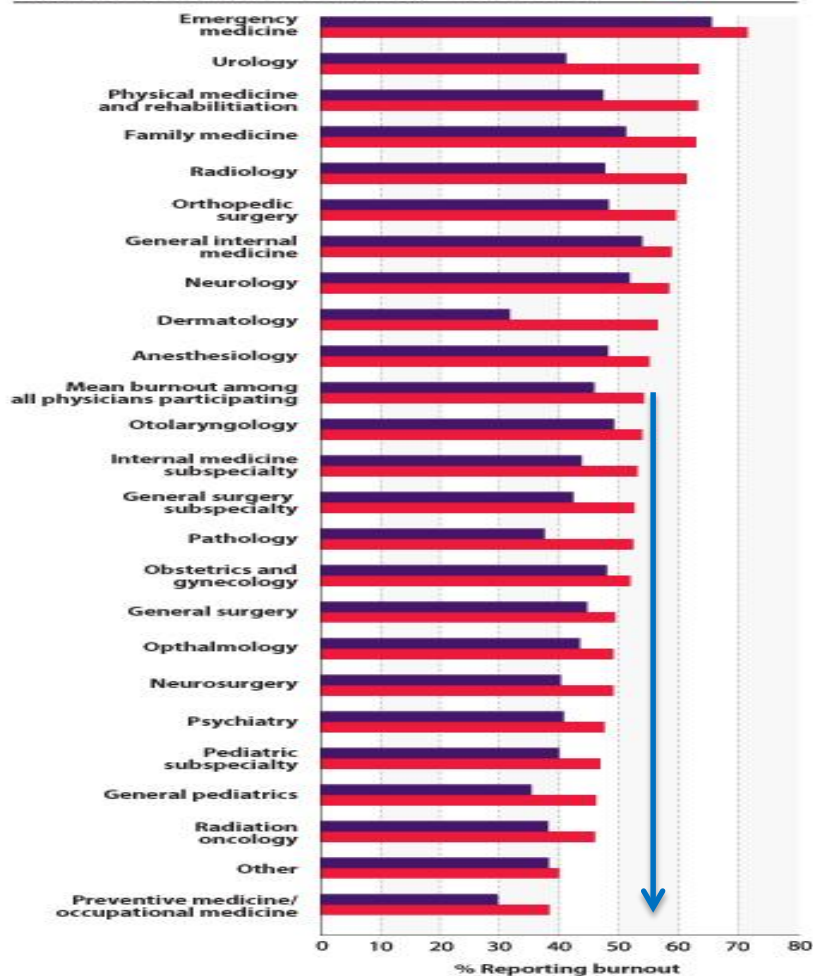
Faculty Burnout Assessment

LSOM Faculty Assembly Executive
Committee

March 7, 2019

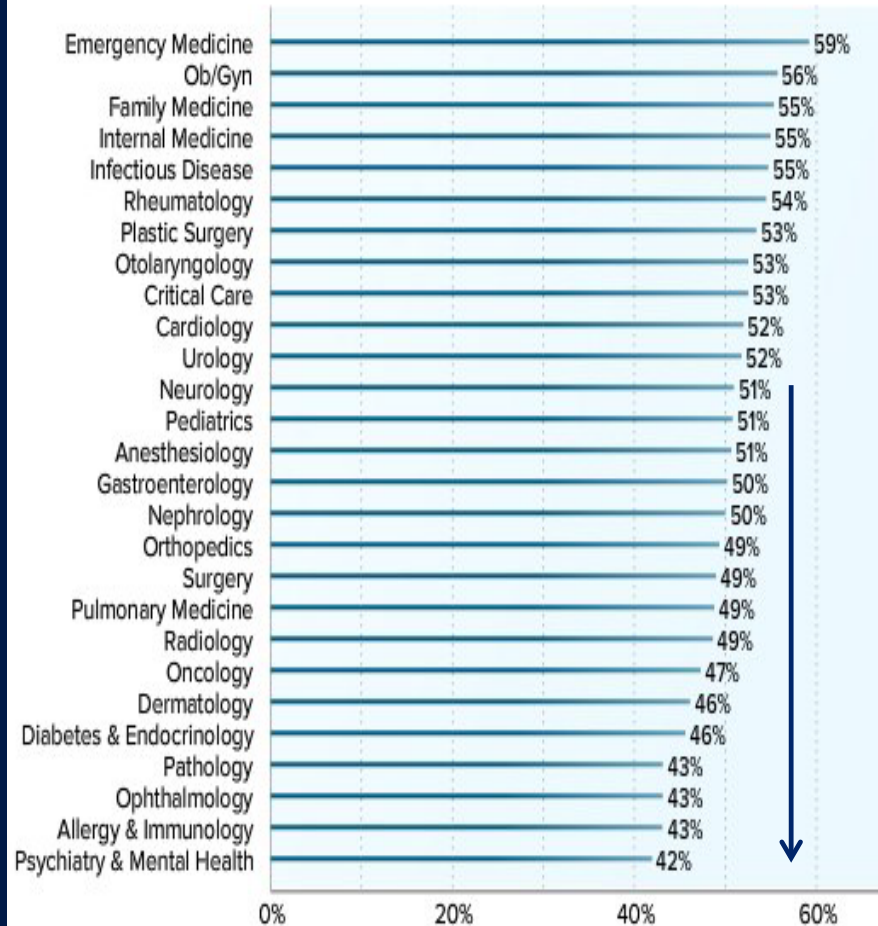
Burnout In Physicians

BURNOUT RATES BY SPECIALTY



Mayo Clinic Proceeding December 2015 **56%**

Which Physicians Are Most Burned Out?

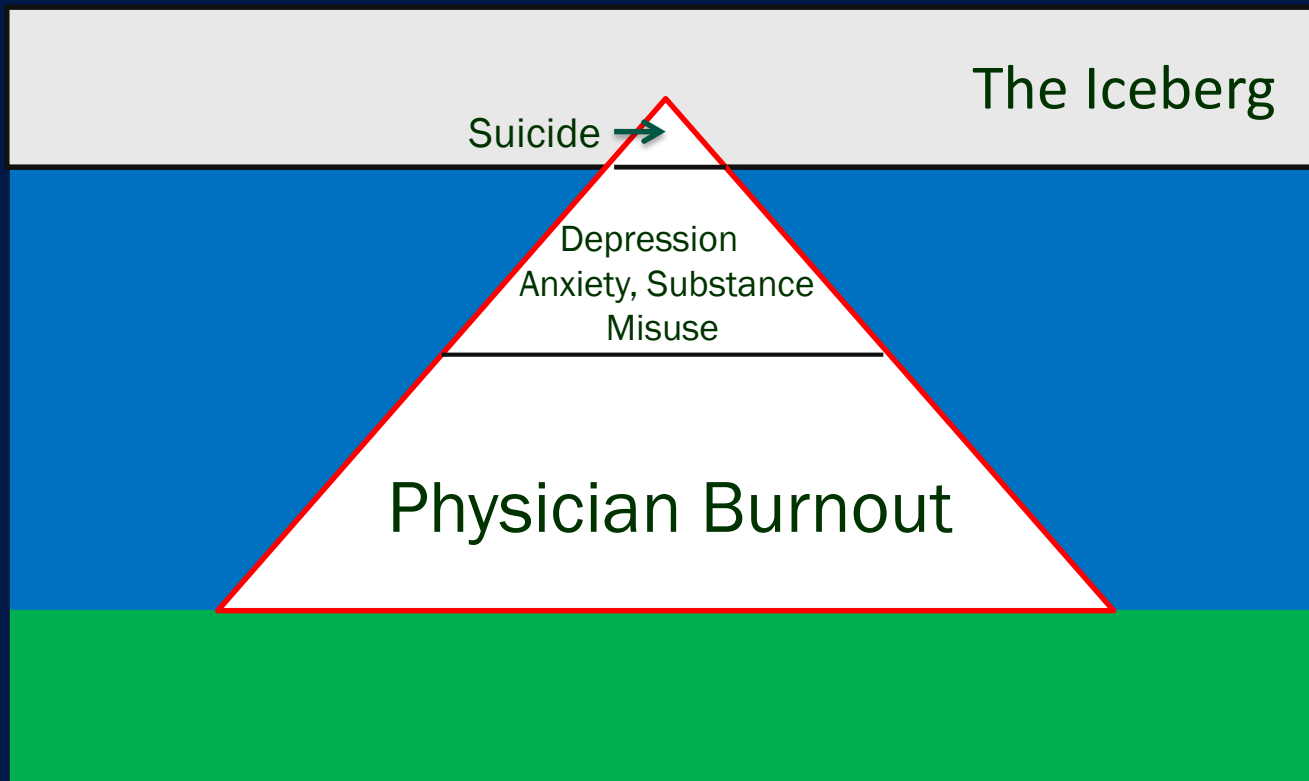


Medscape Lifestyle Report 2017 **52%**

Why Worry About Burnout

- Burnout has been shown to:
 - Increase in **Medical Error** rates
 - Decrease **Patient Satisfaction**
 - Increase **Turnover** of Faculty
 - Reduced **Productivity**
 - Desire for early **Retirement**
- Recommended by the UT System at the level of the Chancellor and Vice Chancellor
- Rising anger in Faculty who see students, residents and fellows having well-being incorporated into their programs/schedules yet “no one cares about my wellness” – Observational

Left Unaddressed



Presentation at the National ACGME Symposium on Physician Wellness.

Depression/Suicide Rates

- Depression Rates among Physicians
 - Total rate of 30% (18-20% females, 10-12% males)
 - General Population 6.8-10
- Suicide Rates among Physicians*
 - Male physicians 40% and Female physicians 130% more likely to die by suicide than non-physician gender matched peers
 - On average approximately 6-7% of physicians have had a suicidal ideation in the past 12 months
 - Approximately 300-400 physicians die by suicide yearly

*Schernhammer ES, N Engl J Med 352; 24 June 16, 2005 (25 Separate Studies)

UT System Symposium Faculty Advisory Council

- Two-day program held at MD Anderson Hospital (09/2017)
- Keynotes from 3/5 top investigators in Burnout (Maslach, Shanafelt, West), with Darrell G. Kirch, MD the President and CEO AAMC
- After program “Think Tank” with 35 participants, 5 from San Antonio
 - **Clinical Efficiency and Documentation**
 - **Medical Education and Residency**
 - **Leadership, Community, Faculty Voice**
 - **Financial Structures and Organizational Values**
- ***White Paper*** created and provided to the UT System Chancellor William McRaven – released to Presidents in October of 2018

UT System White Paper

- Distributed to the UT System Institutions in October
- One of primary recommendations for the Institution: Adopt a validated, standardized burnout measure at each institution that is endorsed by the National Academy of Medicine Action Collaborative on Physician Burnout*. Perform periodic assessment of work units, departments, schools, institutions in comparison to normative data from other institutions nationwide.

*Victor Dzau, *chair* , Darrell Kirch, *co-chair* , Thomas Nasca, *co-chair*

Wayne State Burnout and Well-being Survey – Selection

ACGME Resident, Fellow and Faculty Wellbeing Survey

Below you find 12 statements with which you may agree or disagree. Using the scale, please indicate the degree of your agreement by selecting the response that corresponds with each statement.

| | Strongly Agree | Agree | Disagree | Strongly Disagree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| I find my work to be meaningful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I work in a supportive environment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of work I am expected to complete in a day is reasonable. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I participate in decisions that affect my work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have enough time to think and reflect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am treated with respect at work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I often feel emotionally drained at work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel more and more engaged in my work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I find my work to be a positive challenge. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I find new and interesting aspects in my work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| After work, I need more time than in the past in order to relax. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel worn out and weary after work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ACGME Faculty/Resident Survey

- Given Annually in January – March
 - All Residents and Fellows complete
- CORE Faculty complete (as chosen by PD)
 - Small programs most faculty are Core Faculty
 - Large programs much smaller percentage
 - Internal Medicine only 24 complete (190 total - clinical)
 - Pediatrics 27 complete (151 total – clinical)
 - Anesthesia 29 complete (42 total - clinical)
 - Represented 67% of the total LSOM Faculty
- Non-Core Faculty do not complete – **Focus**

Recommended Plan

- Already presented to Executive Council, Council of Deans, Departmental Chairs, GME and Wellness Action Committees – approval
- Survey sent to ALL **Non-Core** Clinical Faculty in largest 6 Departments (Anesthesia, Family Medicine, Internal Medicine, Pediatrics, Psychiatry, Surgery)
 - Late June via Survey Monkey
 - Voluntary and anonymous
 - GME Office will do the data analysis
- Report will include both Core Faculty (ACGME) and Non-Core Faculty Data together with national specialty-specific benchmarks

Program # 1

Question

2018

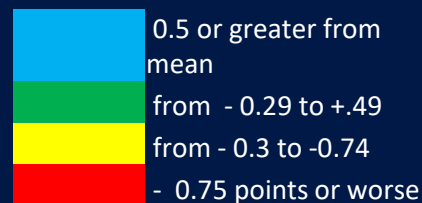
| | | Residents | | | Faculty | | |
|-----|---|-----------|----------|------------|---------|----------|------------|
| | | Local | National | Difference | Local | National | Difference |
| Q1 | Reflected on how your work helps make the world a better place | 4.42 | 3.60 | 0.82 | 4.50 | 4.00 | 0.50 |
| Q2 | Felt the vitality to do your work | 4.75 | 4.00 | 0.75 | 4.60 | 4.30 | 0.30 |
| Q3 | Felt the supported by your co-workers | 4.83 | 4.40 | 0.43 | 4.40 | 4.40 | 0.00 |
| Q4 | Was proud of the work you did | 4.83 | 4.20 | 0.63 | 4.60 | 4.60 | 0.00 |
| Q5 | Was eager to come back to work the next day | 4.50 | 3.80 | 0.70 | 4.40 | 4.20 | 0.20 |
| Q6 | You felt your basic needs are met | 4.92 | 4.20 | 0.72 | 4.40 | 4.30 | 0.10 |
| Q7 | You ate well | 4.75 | 4.00 | 0.75 | 4.70 | 4.30 | 0.40 |
| Q8 | You felt connected to your work in a deep sense | 4.67 | 3.90 | 0.77 | 4.50 | 4.30 | 0.20 |
| Q9 | Felt the amount of work you were expected to complete in a day was reasonable | 4.67 | 4.10 | 0.57 | 4.20 | 4.00 | 0.20 |
| Q10 | Participated in decisions that affected your work | 4.58 | 4.10 | 0.48 | 4.30 | 4.20 | 0.10 |
| Q11 | Had an enjoyable interaction with a patient | 4.92 | 4.50 | 0.42 | 5.00 | 4.70 | 0.30 |
| Q12 | Knew who to call when something tragic happened at work | 4.33 | 4.50 | -0.17 | 4.40 | 4.50 | -0.10 |

Program # 1 Aspirational

Question

2018

| Question | Residents | | | Faculty | | |
|--|-----------|----------|------------|---------|----------|------------|
| | Local | National | Difference | Local | National | Difference |
| Q1 Reflected on how your work helps make the world a better place | 4.42 | 3.60 | 0.82 | 4.50 | 4.00 | 0.50 |
| Q2 Felt the vitality to do your work | 4.75 | 4.00 | 0.75 | 4.60 | 4.30 | 0.30 |
| Q3 Felt the supported by your co-workers | 4.83 | 4.40 | 0.43 | 4.40 | 4.40 | 0.00 |
| Q4 Was proud of the work you did | 4.83 | 4.20 | 0.63 | 4.60 | 4.60 | 0.00 |
| Q5 Was eager to come back to work the next day | 4.50 | 3.80 | 0.70 | 4.40 | 4.20 | 0.20 |
| Q6 You felt your basic needs are met | 4.92 | 4.20 | 0.72 | 4.40 | 4.30 | 0.10 |
| Q7 You ate well | 4.75 | 4.00 | 0.75 | 4.70 | 4.30 | 0.40 |
| Q8 You felt connected to your work in a deep sense | 4.67 | 3.90 | 0.77 | 4.50 | 4.30 | 0.20 |
| Q9 Felt the amount of work you were expected to complete in a day was reasonable | 4.67 | 4.10 | 0.57 | 4.20 | 4.00 | 0.20 |
| Q10 Participated in decisions that affected your work | 4.58 | 4.10 | 0.48 | 4.30 | 4.20 | 0.10 |
| Q11 Had an enjoyable interaction with a patient | 4.92 | 4.50 | 0.42 | 5.00 | 4.70 | 0.30 |
| Q12 Knew who to call when something tragic happened at work | 4.33 | 4.50 | -0.17 | 4.40 | 4.50 | -0.10 |

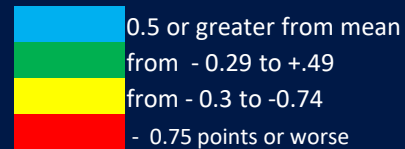


Deciding upon Breakpoints

- Original ACGME Questions – 100-90% was compliant (Extremely Often, Very Often) with a “Grey Box” for Sometimes, Rarely, Never: non-compliant.
 - 100%-90% **Green**
 - 89%-80% **Yellow**
 - 79% or less **Red**
- For the Wellbeing Questions – 5 point scale
 - 100-90% (5.0-4.5) **Aspirational**
 - 90-74% (4.49-3.7) **Meets Expectations**
 - 73%-65% (3.69-3.26) **Possible Concerns**
 - < 65% (3.25 or less) **Concerning Area**

Program # 2 Meets Expectations

| Question | 2018 | | | | | | |
|----------|---|----------|------------|---------|----------|------------|-------|
| | Residents | | | Faculty | | | |
| | Local | National | Difference | Local | National | Difference | |
| Q1 | Reflected on how your work helps make the world a better place | 3.75 | 3.60 | 0.15 | 3.89 | 4.00 | -0.11 |
| Q2 | Felt the vitality to do your work | 4.29 | 4.00 | 0.29 | 4.14 | 4.30 | -0.16 |
| Q3 | Felt the supported by your co-workers | 4.62 | 4.40 | 0.22 | 4.41 | 4.40 | 0.01 |
| Q4 | Was proud of the work you did | 4.25 | 4.20 | 0.05 | 4.59 | 4.60 | -0.01 |
| Q5 | Was eager to come back to work the next day | 4.08 | 3.80 | 0.28 | 4.37 | 4.20 | 0.17 |
| Q6 | You felt your basic needs are met | 4.29 | 4.20 | 0.09 | 4.29 | 4.30 | -0.01 |
| Q7 | You ate well | 4.00 | 4.00 | 0.00 | 4.29 | 4.30 | -0.01 |
| Q8 | You felt connected to your work in a deep sense | 4.04 | 3.90 | 0.14 | 4.41 | 4.30 | 0.11 |
| Q9 | Felt the amount of work you were expected to complete in a day was reasonable | 4.21 | 4.10 | 0.11 | 4.14 | 4.00 | 0.14 |
| Q10 | Participated in decisions that affected your work | 4.46 | 4.10 | 0.36 | 4.11 | 4.20 | -0.09 |
| Q11 | Had an enjoyable interaction with a patient | 4.67 | 4.50 | 0.17 | 4.85 | 4.70 | 0.15 |
| Q12 | Knew who to call when something tragic happened at work | 4.42 | 4.50 | -0.08 | 4.74 | 4.50 | 0.24 |



Program # 3

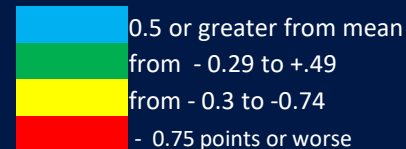
Question

2018

| | | Residents | | | Faculty | | |
|-----|---|-----------|----------|------------|---------|----------|------------|
| | | Local | National | Difference | Local | National | Difference |
| Q1 | Reflected on how your work helps make the world a better place | 3.42 | 3.60 | -0.18 | 4.13 | 4.00 | 0.13 |
| Q2 | Felt the vitality to do your work | 3.29 | 4.00 | -0.71 | 4.00 | 4.30 | -0.30 |
| Q3 | Felt the supported by your co-workers | 4.20 | 4.40 | -0.20 | 4.27 | 4.40 | -0.13 |
| Q4 | Was proud of the work you did | 3.81 | 4.20 | -0.39 | 4.47 | 4.60 | -0.13 |
| Q5 | Was eager to come back to work the next day | 2.79 | 3.80 | -1.01 | 4.00 | 4.20 | -0.20 |
| Q6 | You felt your basic needs are met | 3.93 | 4.20 | -0.28 | 3.93 | 4.30 | -0.37 |
| Q7 | You ate well | 3.81 | 4.00 | -0.20 | 4.13 | 4.30 | -0.17 |
| Q8 | You felt connected to your work in a deep sense | 3.04 | 3.90 | -0.87 | 4.00 | 4.30 | -0.30 |
| Q9 | Felt the amount of work you were expected to complete in a day was reasonable | 3.78 | 4.10 | -0.32 | 4.07 | 4.00 | 0.07 |
| Q10 | Participated in decisions that affected your work | 3.74 | 4.10 | -0.36 | 4.00 | 4.20 | -0.20 |
| Q11 | Had an enjoyable interaction with a patient | 4.29 | 4.50 | -0.21 | 4.60 | 4.70 | -0.10 |
| Q12 | Knew who to call when something tragic happened at work | 3.42 | 4.50 | -1.08 | 4.33 | 4.50 | -0.17 |

Program # 3 Mixed Picture

| Question | | 2018 | | | | | |
|----------|---|-----------|----------|------------|---------|----------|------------|
| | | Residents | | | Faculty | | |
| | | Local | National | Difference | Local | National | Difference |
| Q1 | Reflected on how your work helps make the world a better place | 3.42 | 3.60 | -0.18 | 4.13 | 4.00 | 0.13 |
| Q2 | Felt the vitality to do your work | 3.29 | 4.00 | -0.71 | 4.00 | 4.30 | -0.30 |
| Q3 | Felt the supported by your co-workers | 4.20 | 4.40 | -0.20 | 4.27 | 4.40 | -0.13 |
| Q4 | Was proud of the work you did | 3.81 | 4.20 | -0.39 | 4.47 | 4.60 | -0.13 |
| Q5 | Was eager to come back to work the next day | 2.79 | 3.80 | -1.01 | 4.00 | 4.20 | -0.20 |
| Q6 | You felt your basic needs are met | 3.93 | 4.20 | -0.28 | 3.93 | 4.30 | -0.37 |
| Q7 | You ate well | 3.81 | 4.00 | -0.20 | 4.13 | 4.30 | -0.17 |
| Q8 | You felt connected to your work in a deep sense | 3.04 | 3.90 | -0.87 | 4.00 | 4.30 | -0.30 |
| Q9 | Felt the amount of work you were expected to complete in a day was reasonable | 3.78 | 4.10 | -0.32 | 4.07 | 4.00 | 0.07 |
| Q10 | Participated in decisions that affected your work | 3.74 | 4.10 | -0.36 | 4.00 | 4.20 | -0.20 |
| Q11 | Had an enjoyable interaction with a patient | 4.29 | 4.50 | -0.21 | 4.60 | 4.70 | -0.10 |
| Q12 | Knew who to call when something tragic happened at work | 3.42 | 4.50 | -1.08 | 4.33 | 4.50 | -0.17 |



Program # 4 Resident Concerns

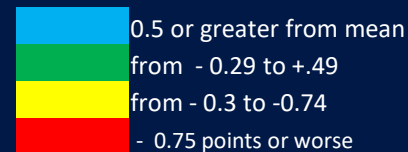
| Question | | 2018 | | | | | |
|----------|---|-----------|----------|------------|---------|----------|------------|
| | | Residents | | | Faculty | | |
| | | Local | National | Difference | Local | National | Difference |
| Q1 | Reflected on how your work helps make the world a better place | 3.20 | 3.60 | -0.40 | 3.96 | 4.00 | -0.04 |
| Q2 | Felt the vitality to do your work | 3.68 | 4.00 | -0.32 | 4.17 | 4.30 | -0.13 |
| Q3 | Felt the supported by your co-workers | 3.93 | 4.40 | -0.47 | 4.48 | 4.40 | 0.08 |
| Q4 | Was proud of the work you did | 4.00 | 4.20 | -0.20 | 4.66 | 4.60 | 0.06 |
| Q5 | Was eager to come back to work the next day | 3.14 | 3.80 | -0.66 | 4.10 | 4.20 | -0.10 |
| Q6 | You felt your basic needs are met | 3.89 | 4.20 | -0.31 | 4.28 | 4.30 | -0.02 |
| Q7 | You ate well | 3.69 | 4.00 | -0.31 | 4.45 | 4.30 | 0.15 |
| Q8 | You felt connected to your work in a deep sense | 3.23 | 3.90 | -0.67 | 4.24 | 4.30 | -0.06 |
| Q9 | Felt the amount of work you were expected to complete in a day was reasonable | 3.86 | 4.10 | -0.24 | 4.21 | 4.00 | 0.21 |
| Q10 | Participated in decisions that affected your work | 3.82 | 4.10 | -0.28 | 4.21 | 4.20 | 0.01 |
| Q11 | Had an enjoyable interaction with a patient | 4.07 | 4.50 | -0.43 | 4.48 | 4.70 | -0.22 |
| Q12 | Knew who to call when something tragic happened at work | 3.95 | 4.50 | -0.55 | 4.24 | 4.50 | -0.27 |

Program # 4 Resident Concerns

Question

2018

| | Question | Residents | | | Faculty | | |
|-----|---|-----------|----------|------------|---------|----------|------------|
| | | Local | National | Difference | Local | National | Difference |
| Q1 | Reflected on how your work helps make the world a better place | 3.20 | 3.60 | -0.40 | 3.96 | 4.00 | -0.04 |
| Q2 | Felt the vitality to do your work | 3.68 | 4.00 | -0.32 | 4.17 | 4.30 | -0.13 |
| Q3 | Felt the supported by your co-workers | 3.93 | 4.40 | -0.47 | 4.48 | 4.40 | 0.08 |
| Q4 | Was proud of the work you did | 4.00 | 4.20 | -0.20 | 4.66 | 4.60 | 0.06 |
| Q5 | Was eager to come back to work the next day | 3.14 | 3.80 | -0.66 | 4.10 | 4.20 | -0.10 |
| Q6 | You felt your basic needs are met | 3.89 | 4.20 | -0.31 | 4.28 | 4.30 | -0.02 |
| Q7 | You ate well | 3.69 | 4.00 | -0.31 | 4.45 | 4.30 | 0.15 |
| Q8 | You felt connected to your work in a deep sense | 3.23 | 3.90 | -0.67 | 4.24 | 4.30 | -0.06 |
| Q9 | Felt the amount of work you were expected to complete in a day was reasonable | 3.86 | 4.10 | -0.24 | 4.21 | 4.00 | 0.21 |
| Q10 | Participated in decisions that affected your work | 3.82 | 4.10 | -0.28 | 4.21 | 4.20 | 0.01 |
| Q11 | Had an enjoyable interaction with a patient | 4.07 | 4.50 | -0.43 | 4.48 | 4.70 | -0.22 |
| Q12 | Knew who to call when something tragic happened at work | 3.95 | 4.50 | -0.55 | 4.24 | 4.50 | -0.27 |

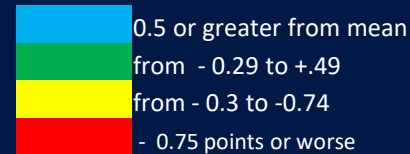


Program # 5 Faculty Concerns

Question

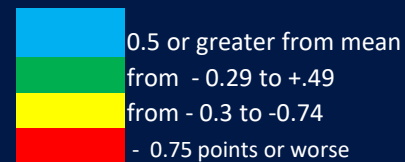
2018

| Question | Residents | | | Faculty | | |
|--|-----------|----------|------------|---------|----------|------------|
| | Local | National | Difference | Local | National | Difference |
| Q1 Reflected on how your work helps make the world a better place | 4.15 | 3.60 | 0.55 | 3.65 | 4.00 | -0.35 |
| Q2 Felt the vitality to do your work | 4.23 | 4.00 | 0.23 | 3.82 | 4.30 | -0.48 |
| Q3 Felt the supported by your co-workers | 4.54 | 4.40 | 0.14 | 3.88 | 4.40 | -0.52 |
| Q4 Was proud of the work you did | 4.46 | 4.20 | 0.26 | 4.06 | 4.60 | -0.54 |
| Q5 Was eager to come back to work the next day | 3.92 | 3.80 | 0.12 | 3.71 | 4.20 | -0.49 |
| Q6 You felt your basic needs are met | 4.23 | 4.20 | 0.03 | 3.71 | 4.30 | -0.59 |
| Q7 You ate well | 4.54 | 4.00 | 0.54 | 3.65 | 4.30 | -0.65 |
| Q8 You felt connected to your work in a deep sense | 4.15 | 3.90 | 0.25 | 3.77 | 4.30 | -0.54 |
| Q9 Felt the amount of work you were expected to complete in a day was reasonable | 4.39 | 4.10 | 0.29 | 3.12 | 4.00 | -0.88 |
| Q10 Participated in decisions that affected your work | 3.85 | 4.10 | -0.25 | 3.82 | 4.20 | -0.38 |
| Q11 Had an enjoyable interaction with a patient | 4.85 | 4.50 | 0.35 | 4.77 | 4.70 | 0.07 |
| Q12 Knew who to call when something tragic happened at work | 4.31 | 4.50 | -0.19 | 3.89 | 4.50 | -0.62 |



Program # 6 Dual Concerns

| Question | 2018 | | | | | |
|----------|-----------|----------|------------|---------|----------|------------|
| | Residents | | | Faculty | | |
| | Local | National | Difference | Local | National | Difference |
| Q1 | 3.47 | 3.60 | -0.14 | 3.67 | 4.00 | -0.33 |
| Q2 | 3.70 | 4.00 | -0.30 | 4.13 | 4.30 | -0.17 |
| Q3 | 3.70 | 4.40 | -0.70 | 4.40 | 4.40 | 0.00 |
| Q4 | 3.70 | 4.20 | -0.50 | 4.40 | 4.60 | -0.20 |
| Q5 | 3.39 | 3.80 | -0.41 | 3.87 | 4.20 | -0.33 |
| Q6 | 3.93 | 4.20 | -0.27 | 3.94 | 4.30 | -0.36 |
| Q7 | 3.92 | 4.00 | -0.08 | 3.80 | 4.30 | -0.50 |
| Q8 | 3.77 | 3.90 | -0.13 | 4.00 | 4.30 | -0.30 |
| Q9 | 3.62 | 4.10 | -0.48 | 3.74 | 4.00 | -0.26 |
| Q10 | 3.77 | 4.10 | -0.33 | 3.60 | 4.20 | -0.60 |
| Q11 | 3.47 | 4.50 | -1.04 | 3.33 | 4.70 | -1.37 |
| Q12 | 4.00 | 4.50 | -0.50 | 3.47 | 4.50 | -1.03 |



Program Interventions

- Essential to get Departmental Leadership engaged in the process and understand the data reported to them
- Information provided directly to the Department Chairman – **informational**, no action mandated in the first year, however essential tools and programs provided
- Internal and external resources available to the Chairman for investigating significant concerns or performing a deeper dive

Well-being Strategies for Faculty

- Review of working environment for issues of:
 - Excessive **Workload**
 - Loss of **Control** over decisions that effect individuals
 - A **Fairness** Issues among faculty
 - Loss of **Community** within the program
 - No **Balance** between effort and rewards
 - Poor **Values**, not aligned with individuals
- Strategies currently for Resident/Fellow Programs include: community building events, peer to peer mentoring, ethics in medicine training, well-being curriculum, work-life integration, assessments for isolation, mental health evaluations

