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The mission of the University of Arkansas for Medical Sciences (UAMS) is to improve the health and health care of Arkansans.

The UAMS core values are: respect, diversity and health equity, teamwork, creativity, excellence, safety.

To fulfill its mission, UAMS recognizes the importance of professional wellbeing and burnout prevention for its care providers, researchers, educators, students, and staff. Promoting wellness is an important component of our daily operations. The institution recognizes the effects of professional burnout at the organization level, including decreased patient satisfaction, increased medical errors, and increased turnover. At the individual level, we recognize the adverse outcomes of burnout, such as mental health and substance use problems, decreased quality of life, and poor work-life integration. As the sole academic medical center in the state, our example will inform other healthcare institution across Arkansas.

Our Commitment

UAMS is committed to promoting professional wellbeing across the professional and educational lifespan. From students, to residents, to faculty and staff, the institution is committed to working on developing, promoting, and sustaining locally created interventions to prevent burnout, promote resilience, and facilitate professional and personal growth. Specific steps being taken by UAMS to address burnout and promote resilience include:

1. Conducting annual surveys of clinical staff to document burnout levels and inform the development of interventions. The interventions may be universal, targeted, or indicated.
2. Having engaged leadership at the Integrated Clinical Enterprise, as well as at individual colleges, committed to supporting the professional wellbeing program.
3. Creating a Professional Wellbeing Taskforce to oversee the implementation of selected interventions – with representatives from Undergrad and Graduate Medical Education, Human Resources, and Faculty Affairs.
4. Supporting individual based interventions, including mindfulness training and Balint Groups.
5. Fostering organizational level interventions to be developed in conjunction with the various work units.
6. Empowering faculty, students, and staff to propose strategies and interventions to address clinician burnout and thus creating a culture of professional wellbeing.
7. Promoting research on the causes, drivers, and neurobiology of professional burnout and wellbeing.
8. Enhancing diversity and professional engagement through collaboration with the UAMS Center for Diversity Affairs.