

The mission of the University of Florida College of Medicine (UFCOM) is to improve health care in Florida, our nation, and the world through excellence and consistently superior leadership in education, clinical care, discovery, and service. To achieve this mission, we aspire to a number of goals including:

1. To develop humanistic, skilled, intellectually disciplined, and authoritative medical professionals who are committed to the highest ideals and standards of the profession and who model an exceptional standard of care for those they treat, lead, and serve.
2. To provide comprehensive, patient-centered, culturally sensitive, compassionate, and innovative health care of the highest quality to all.
3. To promote sustained, robust professional and personal growth, productivity, accountability, integrity, and synergistic collaboration, and synergy of faculty, students, and staff.

In pursuit of these goals, the UFCOM is committed to promoting wellness among physicians and scientists both in training and throughout their career.

For our medical students, we focus on self-care as a vital component of professionalism. To support this area of learning, we have initiated a wellness program within the required curriculum, which includes didactic presentations, interactive learning, and personal/social activity suggestions to bolster wellness and prevent burnout. Data are being collected to identify points in the curriculum associated with highest stress, evaluate the effectiveness of the curriculum, and assess student satisfaction with the wellness initiative. The Office of Medical Education has also supported the training of multiple faculty in mind-body medicine, to implement an optional medical student discovery track (“Promoting Resilience in Medicine”) for students to pursue mindfulness applications in more depth. Student-initiated activities (e.g., Medical Student Wellness Day) are also supported.

For our residents and fellows, internal research has been conducted to assess mental health, knowledge of available resources, and access to care. Our Office of Graduate Medical Education has revamped the house staff website and increased communication of available resources to physicians in training. A committee is examining opportunities to improve wellness, and we are encouraging programs best suited to individual needs.

For our faculty, the Office of Faculty Affairs and Professional Development frequently sponsors faculty development presentations related to professional health and wellness. Further, a faculty wellness initiative (“Vitality Signs”) is being developed to promote professional

fulfillment through strategies following the Stanford Model of Wellness (i.e., focus on Culture of Wellness, Efficiency of Practice, and Personal Resilience), beginning with an evaluation of faculty wellness and needs assessment.

In collaborations with many resources available across the university, UFCOM is working with the UF Wellness Council, the Counseling & Wellness Center, Center for Integrative Medicine, Employee Assistance Program, Department of Psychiatry, our internal health insurance provider, Arts and Medicine Program, Florida Physician Health Program, and colleagues across the campus to create an overarching wellness plan. We will develop a website integrating resources and opportunities for wellness promotion throughout the UFCOM.

We commit to participating in the NAM Collaborative on Clinician Well-Being and Resilience to fight physician burnout, distress, suicide, and addiction, and to promote physician wellness, resilience, and professional fulfillment.