

The mission of the University of Minnesota Medical School is to provide innovative education and training, conduct research that advances medicine, and deliver clinical care that improves the lives of our patients. This mission will be fulfilled only if we actively promote the wellbeing and resiliency of all people working within our healthcare system and mitigate or eliminate factors in our work environment contributing to burnout.

The prevalence, complexity and harm arising from burnout in healthcare are now well documented. Its impact is felt by patients and their families and by all engaged in our academic healthcare system regardless of their role or rank. This includes physicians, nurses, trainees and other providers; educators and researchers; executives, administrators and other healthcare workers. In extreme cases, patients may be harmed and clinician suicide may be a consequence.

The University of Minnesota Medical School is committed to garnering and deploying its resources to effectively address the issues of burnout, resiliency and wellbeing both locally and nationally by:

- Establishing a new role in the Medical School by naming a “Senior Advisor to the Dean for Physician Wellbeing” who will assume duties on January 1, 2018.
- Charging the senior advisor to provide guidance to the Dean and the Dean’s leadership team to establish a multi-dimensional, coordinated approach across the Medical School including strategies, policies, programs and best practices to reduce burnout, build resiliency and restore wellbeing.
- Reviewing and summarizing the national and international medical literature on these topics for presentation to local faculty, trainees and other providers as well as to our leaders and executives as a means to engage all in this effort.
- Conducting interviews and surveys of individuals, local teams, departments and others to learn what programs or interventions they have initiated to reduce burnout and build resiliency and wellbeing and determine their outcomes.
- Building on existing efforts at the individual, local, and departmental level to develop institutional approaches that improve the practice environment for clinicians and improve care for patients.
- Assessing burnout rates among our providers using validated instruments with national benchmarks on a recurring basis to enable valid comparisons to other similar healthcare organizations nationally and determine effectiveness of local interventions.
- Targeting interventions based on high burnout rates and low satisfaction scores.

- Hosting seminars, speakers, training sessions, mentoring and peer-to-peer meetings to confront burnout, increase resiliency, ensure a culture of wellbeing and optimize career fit.
- Reporting findings regularly to the University of Minnesota Physicians Board of Directors, the University of Minnesota Board of Regents and other relevant leadership bodies in our Medical Center.
- Pursuing research grants and opportunities, conducting clinical trials and publishing results emphasizing lessons learned through publications and other means.
- Earning a leadership role among U.S. medical schools in addressing these issues.

In summary, we are committed to using data to develop innovative strategies to address factors that compromise well-being and contribute to burnout. These strategies will support our academic mission and assure optimal care of our patients.