

University of New Mexico Health Sciences Center
Statement of Commitment to Clinician Well-Being and Resilience

The University of New Mexico Health Sciences Center (UNM HSC) commits to clinician well-being and professional fulfillment.

UNM HSC is New Mexico's leader in providing health care to New Mexico's uniquely diverse population. We are a greater than 600-bed health care system providing inpatient, outpatient, and emergency care. We have approximately 900,000 patient visits to our health system annually, and enroll approximately 2,000 students annually in our School of Medicine, College of Pharmacy, College of Nursing, and other health sciences programs. Our mission is to provide opportunities for all New Mexicans to obtain education in the health sciences, advance health sciences with a focus on the priority health needs of our communities, and provide access to the highest quality health care for all populations in our majority-minority state.

A growing body of evidence indicates that to achieve our mission requires prioritizing the health and well-being of our healthcare team members as well as the healthcare of those we serve.

UNM HSC is committed to improving clinician and student well-being and thereby improving patient care, quality, value, and safety. We endorse the widely used model that clinician well-being is dependent not only on personal resiliency, but also on developing a culture of wellness and on advancing ease of medical practice (<https://catalyst.nejm.org/physician-well-being-efficiency-wellness-resilience/>). We are collaborating across the Health Sciences Center to determine the extent of faculty, staff, and student burnout in order to recommend and implement effective strategies for promoting well-being. Some strategies we have already implemented include:

- A Physician Advisory Group that provides guidance to HSC on ease of practice initiatives
- An Office of Physician and Student Wellness
- UNM HSC Wellness Program, including a new on-campus fitness facility with 7-day access
- Curriculum and programming for medical students emphasizing well-being as part of professional identity formation, as well as opportunities for medical students to learn the skills necessary to promote resiliency
- Programming for residents emphasizing personal well-being as a competency, as well as opportunities for residents to learn the skills necessary to promote resiliency
- Wellness retreats for students and residents
- Mandated quarterly half-days off for residents to care for personal wellness needs
- Development of a wellness elective rotation for residents to learn the evidence behind wellness programming, engage in promoting a culture of wellness and implementing ease of practice initiatives, and practice personal resiliency strategies

- Surveys of medical students, residents, faculty, and staff about burnout, resiliency, and joy in practice in order to identify strategies for improvement

Together we aim to promote a deeper understanding of clinician well-being and its role in providing the highest quality patient care; provide resources to enable clinicians and trainees to tend to their professional fulfillment; and foster a learning environment that recognizes, supports, and responds effectively to peers and colleagues in need of assistance.