

University of Utah Health
Commitment Statement on Clinician Burnout and Well-Being

University of Utah Health (UUH) is strongly committed to the wellbeing of faculty and staff. Our ability to provide the high quality, high value care Utah is known for depends on the wellbeing of our people. Our Senior Vice President for Health Sciences began the concerted effort to address needs across health sciences by appointing our inaugural Chief Wellness Officer August 1, 2014. We have since organized a comprehensive approach to optimal wellbeing among trainees, faculty and staff. The broad nature of our mission is innovative. We aim to serve all 18,000 Health Sciences employees.

Wellness programs were initially expanded for medical students and then for graduate medical education. The University of Utah Resiliency Center was established in 2017 to serve faculty and staff. It aims to support collaboration among existing faculty and staff wellness initiatives and coordinate with undergraduate and graduate medical education wellness programs. The Resiliency Center collaborates with many groups across the health system, including those working in the areas of Value, Equity and Inclusion, Risk Management, and Human Resources. The Center is a hub to coordinate existing efforts and build new resources.

The Resiliency Center's vision is: "Faculty and staff passionate about and energized by their work." Our mission is to support the quadruple aim of health care by promoting faculty and staff wellness through advocacy, collaboration, and innovative programming focused on individual and system resilience.

Center initiatives promoting individual resilience include mindfulness-based stress reduction courses, communication skills training, along with lectures and practical skills sessions. We advocate access to healthy food, exercise facilities and quiet workspace. Support programs include a crisis response protocol, resilience consultation, peer support and onsite Employee Assistance Program. Our focus on system resilience targets EMR burden, clinical efficiency, and team-based approaches to care and coordinates closely with UUH's value group. Our unique Wellness Champions model helps individuals develop projects that target issues specific to their group. Projects led by wellness champions have focused on team based patient care, clinic efficiency, building collegiality, and creating ways to give constructive feedback to leadership.

Our mission includes measuring the impact of our programs, and advancing to the science around resilience. We collect yearly burnout, satisfaction and engagement survey measures. These data will help us to continuously improve our support for clinician wellbeing.

Utah has a national reputation for quality of life and UUH is committed to creating an optimal workplace that continues to attract trainees and faculty from around the world. We aim to support wellness and resilience for every person that works at UUH.