

Michigan Medicine Commitment Statement on Clinician Well-Being and Resilience

Michigan Medicine is a world leader in providing exemplary clinical care, conducting cutting-edge research, and educating the next generation of health care innovators. In all of these missions, our people are our most precious resource, and their health and well-being is a top priority.

Unfortunately, mounting evidence shows that the complexities and stress of our current health care environment have compromised the well-being of individuals working in our leading health care systems, including Michigan Medicine. Medical school faculty, clinicians, and learners today are subjected to increasingly time-consuming administrative activities, disproportionate challenges to maintaining a healthy work-home balance, and a culture where recognizing and seeking help for mental health challenges is difficult.

At Michigan Medicine, we strive to foster an environment where all can thrive. This environment should empower individuals and teams to solve problems and inspire the best in each other within a culture of respect and value. Importantly, we are not only committed to effectively treat those suffering from burnout, depression and other mental health problems. We are also committed to create a healthy environment that prevents and protects against the development of problems in the first place. With the collaborative leadership of our Deans, Chairs, and Chiefs, working with designated groups and stakeholders such as the Wellness and Civility Task Force and the Faculty and Physician Health Initiative Task Force, Michigan Medicine is taking steps to:

- Improve the overall workplace experience of those who care for patients, educate learners, and conduct research
- Endorse the health and well-being of our healthcare professionals and learners as a core value and cultural norm of Michigan Medicine
- Implement changes to improve the clinical work flow and reduce the clerical burden for physicians
- Open an on-site wellness office to provide day-to-day support for employees, learners and faculty
- Use a standardized benchmarked instrument to longitudinally measure well-being, and include the measure in the institutional performance dashboard.
- Conduct regular check-ins on the well-being of faculty, staff, and learners
- Implement changes to address work-life balance needs
- Remove obstacles and improve access to mental health care

We recognize that the challenges in improving the well-being of healthcare professionals are complex and that, beyond these early initiatives, sustained change and ongoing improvements will require a holistic, robust approach that employs both proactive and responsive interventions. Michigan Medicine will continue to lead and support research to improve clinician well-being and implement evidence-based practices in a timely and effective manner.