



Statement on Commitment to Clinician Well-Being and Resilience

One of the six goals of the UC Davis Health 2017-20 strategic plan is transforming our culture by engaging everyone with compassion and inclusion, inspiring innovative ideas and empowering each other. A core outcome of this goal is to promote a flexible work environment and develop a fully engaged workforce. This includes an investment in our workforce and our community to promote health and well-being.

UC Davis Health has a longstanding reputation for hard-working clinicians and trainees who provide high-quality patient care. Because we recognize the deep importance of clinician well-being and resilience and its impact on patient care, we support the Quadruple Aim as a fourth arm of the Triple Aim. Environmental and systemic contributors to stress and burnout must be addressed, and we have committed many resources over a number of years to promoting and supporting overall well-being and mental health of all faculty, trainees and staff. Current programs include:

- **Medical Staff Well-Being Committee**, which provides a supportive, non-punitive process for identifying, referring for treatment, and monitoring medical staff members who may be suffering from impairment from drug or alcohol use or other disabling psychiatric or physical conditions that pose a threat to professional functioning and patient care. The committee also provides educational and preventive programming and initiatives. In addition, the committee disseminates to all faculty, residents and medical students an Interactive Screening Program, a confidential online questionnaire to help identify stress, depression, and other mental health conditions. Respondents receive a personalized reply from a mental health counselor.
- **The Office of Student Wellness**, which provides mental health services and wellness programming for School of Medicine and Betty Irene Moore School of Nursing students.
- **Academic and Staff Assistance Program (ASAP)**, which provides mental health services to all faculty and staff, workshops addressing preventive health issues such as stress management and how to avoid burnout, as well as critical incident debriefing. A dedicated program is available to residents and fellows that includes confidential counseling as well as programs to support overall well-being.
- **The Work Life and Wellness Program** supports community well-being through programs such as our nationally recognized breastfeeding initiative, child and elder care resources, and smoking cessation courses. Wellness Ambassadors work within their departments to promote wellness messaging, activities and resources.
- **UC Living Fit Forever** is a sustainable fitness and wellness program that includes fitness testing and on-site fitness training such as cardio interval, core strengthening, Pilates, strengthening/conditioning, Zumba and yoga. Lecture series topics include nutrition, stress reduction, injury prevention and aging well.

UC Davis Health plans to bolster these activities and launch additional efforts in the future. For example, the EMR is known to be a major stressor for many clinicians and we are working with our Electronic Medical Records team to improve the functionality and capacity of our clinicians to use this important clinical tool. In addition, in mid-2018, we are planning an internal summit to

bring together numerous UC Davis Health staff and faculty to plan and coordinate many future activities around clinician well-being and resilience. In particular, we will increase efforts in and commit funding to the following:

- Clinician support, which will include interventions and improvements to engage and monitor them to promote continued improvements in well-being.
- Educational program development for clinician well-being and resilience that will be made available locally and nationally. Several academic departments have funded positions and work in this area, including a Center for Physician Health and an endowed chair in physician health in the Department of Psychiatry. Faculty and staff are developing a number of hybrid (in-person and online) programs that we expect will be available locally and nationally by late 2018.
- Research and evaluation of relevance to clinician health and wellbeing, with a focus on individual, clinical and professionalism issues, and how these interact with well-being. We are exploring the launch of routine burnout/resilience surveys to supplement longstanding work we have conducted on university-wide faculty morale and attitudes.
- Assessing, monitoring and treating physicians with psychiatric- or substance-related problems and offering this expertise nationally.

Well-being is always a priority at UC Davis Health, and we want to ensure that everyone feels supported. UC Davis Health commits to supporting the goals of the National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience as well as collaborating with other institutions to actively nurture and protect the personal and professional well-being – physical, emotional, psychological and spiritual– of the health care workforce in the United States and abroad.