

Virginia Commonwealth University Health and VCU Health Sciences Schools Commitment Statement on Wellness

“We are VCU Health and VCU Health Sciences, a powerful melding of faculty, staff, and students, engaged in academic excellence and health care service. We commit to caring for each other so that we can sustain the contributions of our talent and vitality, thereby best serving those who need us.” We believe our teams are our greatest strength and our commitment to professional well-being is an essential step toward reaching our goals in clinical care, education, and research. The leadership of VCUHS launched a Task Force on Professional Engagement and Wellness to define the necessary actions to support this initiative. This cohesive and transparent approach, involving leaders from across the enterprise is proceeding to identify and mitigate factors that contribute to professional burnout.

We recognize that challenges in healthcare and science affecting professional wellness are evident at the individual, department, and organizational levels. We have a dedicated team and the commitment to analyze, define and take action for sustaining measures of change at each of these levels.

Through the approval of our senior leaders, we commit to the following actions on professional wellbeing:

1. **Lead the way including Professional Wellness as a Key Performance Indicator for the institution.**

Our wellness measurements will be shared across the organization and become an integral interface within our complex matrix of operations and will weave into all strategic initiatives across different dimensions and boundaries.

2. **Develop a visible resource to sustain Professional Engagement and Wellness.**

We commit to the development of an institutional resource/unit to lead, disseminate, educate and operationalize professional wellness across the continuum. Team members will reap the benefits of this resource from the time of their onboarding and throughout their career with us.

3. **Create a repository of best practice strategies and initiatives for wellness and disseminate widely.**

Some beneficial and innovative programs already exist here, such as our use of physician leadership to govern clinical practice, our Balint Society training, dyad teamwork goals, development of an internal scribe program and wellness topic grand rounds. These programs plus others from many resources will be identified and spread to other internal and external venues where they can provide benefit.

4. **Implement a culture change that enhances the voice of professional wellbeing among the many competing demands of VCUH.**

Academic medical centers have obligations to the community, patients, learners, and other parts of society in the midst of tightening financial and efficiency conditions. Professional wellness will be expressed as an essential aspect of meeting these obligations.

Our work will be a multifaceted approach with both short and long term goals and outcomes. VCU Health and VCU Health Sciences Schools recognizes and is committed to the key to making progress in the area of professional wellness by having engaged leadership at the highest level and engaged team members everywhere.