



Representing the leadership at the University of Louisville School of Medicine (ULSOM), we are honored to submit this application to become a Network Organization in the NAM Action Collaborative on Clinician Well-Being and Resilience. We agree enthusiastically with the stated pursuits of raising visibility of burnout and developing and sharing multidisciplinary solutions. We believe our track record of healthcare provider wellness efforts will display our commitment to these noble efforts.

The Dean of the UofL School of Medicine, Dr. Toni Ganzel, has facilitated diverse wellness efforts on our medical campus since her tenure began. Dr. Ganzel founded Being Well, a comprehensive initiative to unite efforts across campus. The Being Well Initiative was launched by creating a broad-based, interdisciplinary Being Well Task Force comprised of faculty, staff, residents and students. The dean charged the task force with developing a simple, galvanizing framework around wellness and identifying programs and activities that would support a culture of well-being and resilience. The intention was to drive a coordinated and cohesive program, rather than take a fragmented approach to activities. The framework developed by the task force centered around compassion, health and resilience. It then divided into three corresponding work groups, each seeking to identify programs and activities that spanned across our four mission domains of education, research, patient care, and community engagement. To ensure effective implementation and tracking of the activities, five action committees were developed: Executive Leadership, Faculty, Residents, Students and Staff. The following describes the programs and activities of the Being Well initiative, organized according to the framework centered around compassion, health and resilience..

Compassion

Louisville's Mayor Greg Fischer vowed to make Louisville a "compassionate city." In this same spirit, the ULSOM has made compassion a crucial part of the Being Well Initiative. Examples of programs and activities in compassion are: a signed resolution to become one of the city's compassionate organizations, monthly compassion rounds, a Compassion Cultivation Training elective for students, lunch and learn workshops, and healthcare leadership school. We have recently instituted Compassion Clinics, which are interdisciplinary clinics that enter neighborhoods with economic challenges to provide free health assessments and referrals regardless of ability to pay.

Health

Efforts to address burnout could not succeed without expert attention to the health of individuals in our ULSOM community. Many new programs originated from health work group: body breaks, medical mile walking path, Eat 2B Well elective class, mental health matters series, and a wellness room for meditation / reflection. In addition, the Get Healthy Now program, a health benefit program for employees through HR, has promoted personal health and wellness of staff through health screening, education and monitoring.

Resilience

With intentions to place emphasis beyond simply identifying and fighting burnout, the resilience group was tasked with envisioning programs that would lead to staying centered in the face of adversity.

Examples of Resilience efforts are: mindfulness space, KORU classes, Weekly Yoga and Tai Chi, free subscriptions to the Whil app, Common ground groups, and Resident Drop-Ins. The Mind-Body Medicine training course for students and faculty cultivates resilience and enhanced mental health, while forming connections between individual participants.

We look back with gratitude on the large scale but pragmatic solutions to burnout in medicine, proud to have facilitated a culture of thriving over merely surviving. Being Well collected baseline data and is currently compiling prospective data to evaluate which efforts are received best and have promising return on investment. We also look forward to future programs and activities to continue engaging faculty, residents, students and staff.

Well-being must be integrated across all disciplines, and should be inherent in the mission of an organization. These creative alliances and partnerships will break through silos to create and nurture a culture of wellness. Acting as a liaison between the NAM Action Collaborative and UofL, Martin Huecker, MD will serve as the institutional point person and eagerly provide his time and energy to participate in and promote the work of the collaborative, to spread the word with social media, and to provide updates on the ongoing efforts at ULSOM.