

The University of Kansas Medical Center and University of Kansas School of Medicine (SOM) are committed to the well-being of all of our students, faculty and staff. This commitment permeates throughout our organization and is codified in our Strategic Plan which delineates the high-level goal: **to develop and support a valued workforce.**

We undertook a multiyear approach in the SOM to identify and address issues in burnout and well-being. In our 2015 academic retreat, Dr. Tait Shanafelt from Mayo Clinic addressed the school discussing burnout and wellness. We followed this with a school-wide survey using the Modified Maslach Inventory. The results of this initial survey set a baseline for our future efforts. The data showed that while burnout approximated national averages, the basic science faculty were qualitatively differentially affected with less depersonalization compared with clinical faculty. We used this model for academic retreats in subsequent years as content experts were brought in to discuss strategies to address these issues. Follow-up surveys are done annually.

We followed the original survey with the Mayo Clinic-designed Leadership Behavioral Survey in SOM departments. While the simple fact of asking about the behaviors was important, the results had dramatic impact in two dimensions. First, it provided a means for faculty to provide feedback; and second, it identified chairs who were outliers in the lack of supportive behaviors. Changes in behaviors and personnel resulted from the survey.

As the pandemic has increased concerns regarding behavioral health and wellness, the current goal of our institution is to assure that each clinician has access to counseling and psychiatric care. Counseling services have always been a strength of our undergraduate medical school. Almost half of all students take advantage of these services during their four years. We recently extended these services to residents, including a mandatory visit for awareness. Yet our faculty are covered through a statewide Employee Assistance Program that is rarely utilized. We are working to address this issue.

We hope that participation in this collaborative will provide avenues for cooperation and awareness that will support our ongoing efforts. We are proud to participate.