



The University of Chicago's Biological Sciences Division (BSD) is comprised of the undergraduate, medical, and graduate programs in the Biological Sciences and the Pritzker School of Medicine, as well as the University of Chicago Medicine (UCM), an academic medical health system based on campus in Hyde Park, with hospitals, outpatient clinics and physician practices throughout Chicago and its suburbs. The Division counts over 900 faculty and includes 24 academic departments, 12 interdisciplinary committees for graduate education, 11 extramurally-funded and well-established centers for research, four major institutes, and numerous ancillary support units.

A top institutional priority in the BSD is the creation of an environment that allows our physicians, faculty, students, and staff to meet their professional goals, clinical responsibilities, and academic aspirations. To reach this overarching goal, we have committed to establish:

1. Clarity of leadership working in engagement
2. A culture of well-being
3. Enhanced clinical efficiencies to reduce individual burden
4. Mitigation of burnout and mental health improvement
5. Sustainability and continuous improvement of well-being initiatives

Toward this end, we will embed consideration of well-being in all BSD activities and processes. We will identify key focus areas that have a large, measurable impact. We will track our efforts, test what works, and continually refine our plans to achieve success. By investing resources, listening to suggestions, and building on the "in it together" mentality critical to recent successes, we will demonstrate that well-being and engagement matter at our institution.

In summary, the Biological Sciences Division at the University of Chicago is committed to increasing the meaningfulness of work, sense of purpose, connectivity with colleagues, and belonging among physicians, faculty, students, and staff within our institution. Investment in engagement will drive success across the three missions of clinical care, research, and education. This endeavor will become a centerpiece for increasing fulfillment, one that can be translated across our health system.