Introduction

- Research shows that U.S. physicians experience professional burnout and that medical students experience depression and suicidal ideation.
- Self-compassion, compassion for others, and wellness are essential for high-quality patient care but are compromised by physician burnout.
- Fragmented interventions to address these issues at the University of Louisville School of Medicine (ULSOM) had success but lacked scalability.
- ULSOM established the Being Well initiative to comprehensively promote wellness and improve patient care at a system level.

Summary of Work

- Being Well provides resources and programs to mitigate stress, loss of empathy, depersonalization, and burnout.
- Three focus areas: Resilience, Health, Compassion.
- ULSOM formed a Being Well task force to develop and launch multi-faceted, interdisciplinary initiatives for students, faculty, residents, and staff.
- The task force established community partnerships to promote sustainability, and a formal, institutional approach was made with Compassionate Louisville and the Charter for Compassion.
- Being Well targets four areas for implementation: research and scholarship, teaching and learning, community engagement, and patient care.
- Wellness outcomes are measured through:
  - Participation in Being Well programming.
  - Student responses on the AAMC Medical School Year Two Questionnaire (Y2Q).
  - Self-report Wellness Inventory sent in July 2017, which measured satisfaction with life, resilience, compassion, health, depression, work quality, happiness, and burnout.
  - The UofL IRB reviewed and approved this study.

Summary of Results

- Resilience, Health, and Compassion Work Groups established priorities and goals, recommended action plans.
- Dean and Executive Leadership refined action plans and reviewed mission alignment and resources.
- Wellness Action Committees implemented activities and programs for leadership, faculty, residents, students, and staff.

Conclusions

- Participation in Being Well programming is high, and feedback is uniformly positive.
- The ULSOM Being Well initiative represents an innovative approach cultivating partnerships between civic organizations and all members of an academic health center. Student results suggest a cultural shift at ULSOM toward well-being.

Future Study

- Faculty and current/incoming cohorts of medical students and residents will have the opportunity to complete a Wellness Inventory each year.
- Wellness opportunities and targeted programming will be expanded based on inventory outcomes.
- Longitudinal evaluation will also determine the long-term effectiveness of Being Well programming.

Bibliography

4. Interdisciplinary collaboration is crucial.
5. Variable programming addresses diverse needs.
6. Seeking and encouraging broad partnerships help to produce widespread cultural shifts.

Being Well at the University of Louisville: Preliminary Outcomes of a Comprehensive Wellness and Burnout Prevention Initiative

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