INTRODUCTION: BACKGROUND

National Drivers for Well-Being

- Physician Burnout = safety, quality, workforce issue
- ACGME Common Program Requirements
- ACGME CLER (Clinical Learning Environment Review)
- National Academies of Medicine (NAM) action collaborative on clinical well-being and resilience

GME Action Plan

- Strategic Plan: GME leaders convened a GMEC retreat to develop a well-being strategic plan with key system leaders attending
- Needs Assessment: Prior to the retreat the ACGME’s
  - Inventory of Elements of Your Program’s Well-Being Plan was completed by each Residency & Fellowship Program
  - Inventory of Elements of Your Institutional Well-Being Plan was completed by GME Office
- At the retreat
  - Each Program Director and the DOI presented key findings from their inventory and an action plan
  - Cross cutting themes were identified → GME specific aims

PROJECT AIMS

- To serve as well-being system leaders through the development of clear GME protocols and procedures
- To identify and provide GME specific and system-wide resources/support to team members
- To improve resident and faculty well-being through residency/fellowship program specific initiatives

METHODS: MATRIX

- NI-6 Program, GME-Wide and System-Wide actions
- Selected Drivers of Burnout and Engagement in Physicians from organizational/leadership approach
- Assigned tasks to respective teams; monitor progress

METHODS & RESULTS: GME WELL-BEING MATRIX

<table>
<thead>
<tr>
<th>DRIVERS</th>
<th>PROGRAM SPECIFIC</th>
<th>GME-WIDE</th>
<th>AURORA LEGACY /AAH</th>
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<tbody>
<tr>
<td>Workload &amp; Job</td>
<td>OB/GYN Restructuring Weekend - Overnights</td>
<td>Revise Faculty Contracts to reflect education roles</td>
<td>Contracts Aligned with Medical Grp Policies</td>
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<td>Demands</td>
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<td>Efficiency &amp;</td>
<td>FM Resource ½ Days</td>
<td>Appoint Well Being Director</td>
<td>Partner with System Leaders</td>
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<td>Resources</td>
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<td>Access to Confidential Behavior Health Services</td>
<td>WBI Implemented System Wide</td>
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<td>Social Support</td>
<td>Radiology Redesign Journal Club / Lectures</td>
<td>Expressions of Well-Being</td>
<td>Align AHC Legacy and AAH</td>
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<td>&amp; Community at</td>
<td></td>
<td>Soliciting Feedback ACGME Model©</td>
<td>Clinician Well-Being Priorities</td>
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<td>Work</td>
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<td>GME Lounge at all Sponsors</td>
<td>Advocacy with Leadership</td>
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<td>Work-Life</td>
<td>IM Wellness Challenges</td>
<td>Quarterly ½ Days Well-Being</td>
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<td>Integration</td>
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LEGEND: ✓ = Completed; □ = In Progress

MAYO WELL-BEING INDEX

- % of at risk scores ↓ from 17.3% to 12.7% over 11 months

AGCME WELL-BEING SURVEY

Key Findings:
- Mayo Well-Being Index ≠ ACGME Well-Being Measures
- Program Level Interventions critical, complimenting GME system-wide efforts

Limitations:
- Change in engagement survey due to AAH merger
- No WBI Baseline data at the time of interventions

Go Forward Strategies:
- Monitor Mayo WBI resources usage
- Unify WB resources + action plan via AdvocateAurora Academic Affairs Well-Being Director
- Review WBI (2/year) and well-being data and WBI inventory at GMEC meeting

References