



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER,
EL PASO

Office of Faculty Affairs
Wellness Program

TTUHSC FACULTY WELLNESS INITIATIVES

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MISSION

The mission of the TTUHSC El Paso Faculty Wellness Program is to enhance faculty well-being and career growth through a system wide, multifaceted approach.

400
die by suicide each year,
a rate more than
2X
that of the general
population
Andrew & Brenner, 2015



Physician rates of
depression
remain alarmingly
high at
39%
Shanafelt, 2015

→ 24%
of ICU nurses tested positive
for symptoms of post-traumatic
stress disorder
Mealer et al., 2007

23-31%
Prevalence of emotional
exhaustion among
primary care nurses
Gomez-Urquiza et al, 2016

How can we protect the health of the people who protect our own?



National Academy of Medicine
Action Collaborative on
Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing

@theNAMedicine

Burnout

- ▶ State of emotional, physical and mental exhaustion.
- ▶ Caused by a non-resilient or otherwise ineffective response to excessive and chronic stress.
- ▶ Results in reduced functional capacity.
- ▶ High levels of cynicism.
- ▶ Most common in professionals that have intense interactions with people.
- ▶ Current prevalence in practicing physicians exceeds 50%.

Shanafelt TD, et al. 2015

“PHYSICIAN HEAL THYSELF”

- ▶ “We still do not practice what we preach. It’s time to change that.”

Neal J Thomas, M.D., MSC - Ann Intern Med 2019

- ▶ At least 48 articles with phrase “physician heal thyself” in the title.

Pub Med since 2005.

SOME COMMON THEMES IN SELF-CARE LITERATURE FOR HEALTH PROFESSIONALS:

- ▶ Compassion and self compassion.
- ▶ Core competencies of professionalism.
- ▶ Addressing stress and burnout.
- ▶ Trust worthiness.
- ▶ Being connected.
- ▶ Mindfulness.
- ▶ Resilience.
- ▶ Whole person self-care.
- ▶ Coping strategies.

AMA CODE OF MEDICAL ETHICS

- ▶ “To preserve the quality of their performance, physicians have a responsibility to maintain their health and wellness, construed broadly as preventing or treating acute or chronic diseases, including mental illness, disabilities and occupational stress” .

Source: AMA Journal of Ethics 2011

AMA CHARTER ON PHYSYCIAN WELL BEING

- ▶ Dedication to serving the interest of the patient.
- ▶ Effective patient care promotes and requires physician well-being.
- ▶ The entire health care team is affected by the health of each of its members.
- ▶ Physician Well Being is a quality marker
 - ▶ Physician burnout has been estimated to contribute 1/3 the cost of physician job turnover.
- ▶ Physician Well Being is a shared responsibility.
 - ▶ Needed collaboration between physicians and their organizations.

PLFSOM: Personal and Professional Growth Development

Goals and Objectives

(What we assess in our medical students)

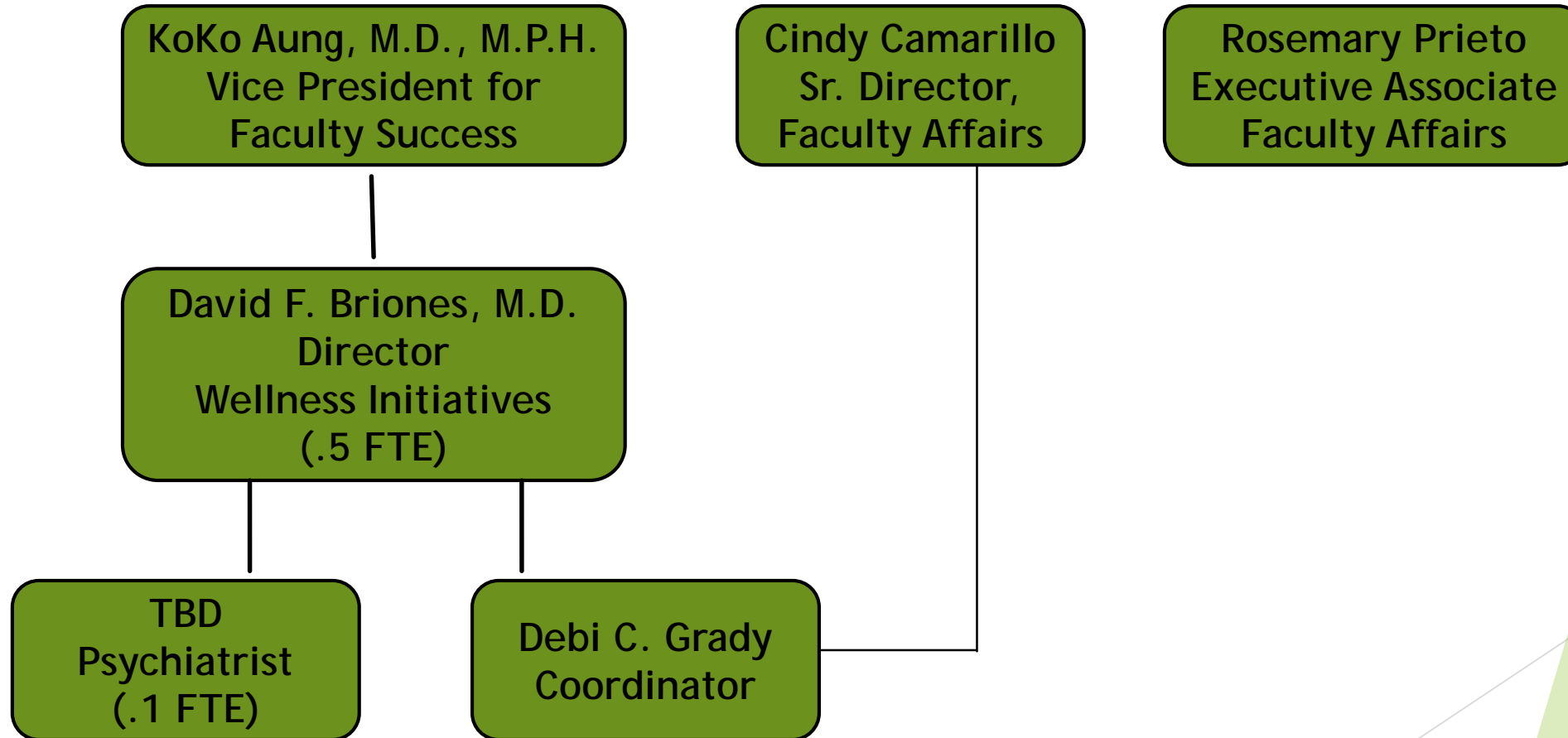
Demonstrate the qualities required to sustain lifelong personal and professional growth.

- ▶ Recognize when to take responsibility and when to seek assistance.
- ▶ Demonstrate healthy coping mechanisms in response to stress and professional responsibilities.
- ▶ Demonstrate flexibility in adjusting to change and difficult situations.
- ▶ Utilize appropriate resources and coping mechanisms when confronted with uncertainty and ambiguous situations.
- ▶ Demonstrate the ability to employ self-initiated learning strategies (problem definition, identification of learning resources and critical appraisal of information) when approaching new challenges, problems or unfamiliar situations.

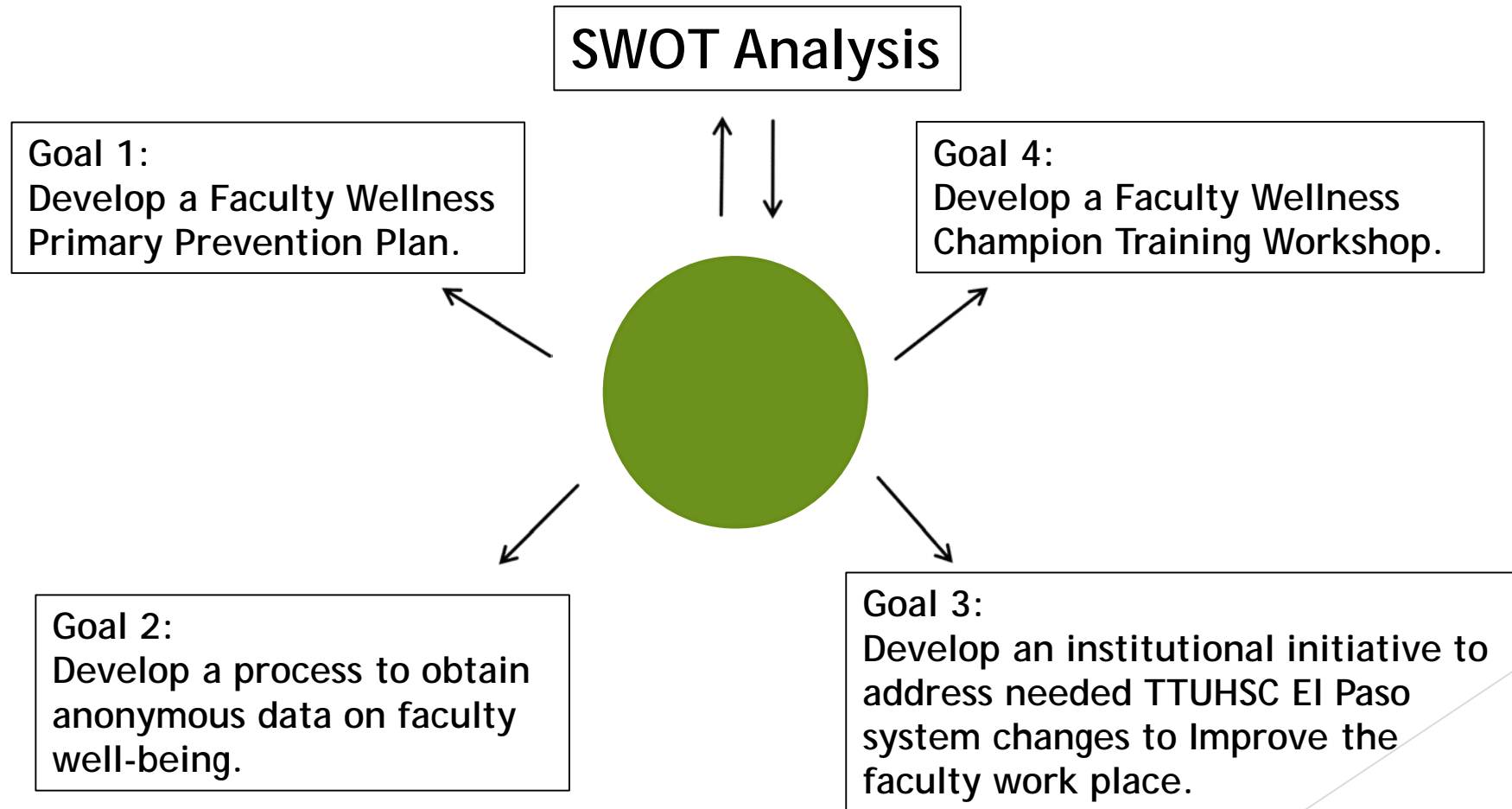


WELLNESS PROGRAM

Organizational Chart



TTUHSC EL PASO WELLNESS INITIATIVE PROPOSED STRATEGIC PLAN: Strengths, Weaknesses, Opportunities and Threats



Faculty Wellness Program

Faculty Wellness Program Scope

- ▶ Education and Training
- ▶ Screening
- ▶ Some screening tools that can be used: Well Being Index, stress inventory, depression index, sleep scales and others.
- ▶ Does not diagnose or treat behavioral or mental health conditions.
- ▶ Referrals provided when mental health services indicated through confidential website.

FACULTY WELLNESS PROGRAM

Department Wellness Champions

- ▶ Faculty peer support program to help alleviate stress and associated burn-out for faculty
- ▶ Serve as ambassador(s) for wellness programs and initiatives across the institution
- ▶ Training provided in Wellness champion Workshop

Wellness Workshop Training Objectives

- ▶ Physician heal thyself: Provide faculty members the ability to optimize their performance in the workplace with self-analysis and self-responsibility approaches.
- ▶ Lifestyle changes analysis to address unhealthy habits (bad dietary habits, sedentary behavior, sleep deprivation, poor stress management, etc.)
- ▶ Receive Resilience Training.
- ▶ Learn methods to approach, emphasize, and communicate with colleagues in distress/need.
- ▶ Learn the principals of Sleep hygiene and chronophysiology as the centerpiece of lifestyle, including the impact of fitness and stress management on chronophysiology.
- ▶ Participate in stress management training, including an introduction to importance of having enjoyable ways to exercise.

Wellness Workshop Training Objectives (cont):

- ▶ Receive a foundation in mindfulness training. This tool will be utilized throughout the skills training workshop.
- ▶ Explore and discuss suggested readings or other educational resources and tools.
- ▶ Receive an overview of the current science of the diathesis stress model and the biopsychosocial approach to lifestyle changes.
- ▶ Develop some tools to enhance the quality of personal relationships and life balance.
- ▶ Receive a mindfulness approach to hobbies.
- ▶ Explore the benefits of journaling and narrative medicine.
- ▶ Have follow-up “recharging” sessions.
- ▶ Explore methods for dealing with the dynamics of grief and loss in clinical as well as personal settings.

PLFSOM Physician Well Being Committee

Physician Well Being Committee (PWBC) Scope

Impaired Physician/House Staff/Medical Student Policy

- ▶ 5 full-time PLFSOM faculty, 3 students, 3 residents.
- ▶ Sub-committee formation to assess each referral.
- ▶ Referrals for workplace issues that may involve impairment of physician or medical student.
- ▶ Compliance and intervention plan, guidelines, resolution.
- ▶ The PWBC does NOT diagnose or treat impairment.
- ▶ Not applicable for Nursing, Dental and GSBS faculty and students.

ADDITIONAL WELLNESS RESOURCES ON CAMPUS

(Not part of Faculty Wellness Program)

- ▶ TTUHSC Program of Assistance for Students (PAS).
 - ▶ Includes up to 6 free counseling sessions per year
- ▶ Resident Assistance Program (RAP)
- ▶ Employee Assistance Program (EAP) - 5 free sessions







