



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™
EL PASO

Office of Faculty Affairs
Faculty Wellness Program

FACULTY WELLNESS MATTERS

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BURNOUT AMONG U.S. MEDICAL SCHOOLS

43% of faculty feel under stress without reaching the burnout stage.



31% with clinical department faculty with patient care



28% with clinical department faculty with NO patient care



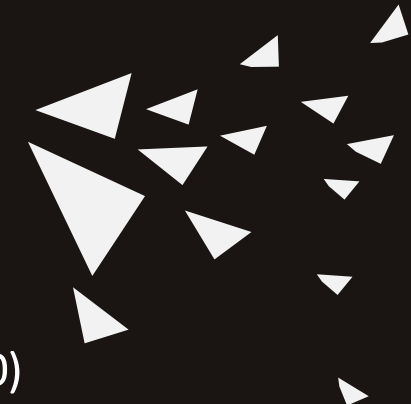
26% with faculty in science departments

STILL AN EPIDEMIC: BURNOUT IN HOSPITAL REGISTERED NURSES

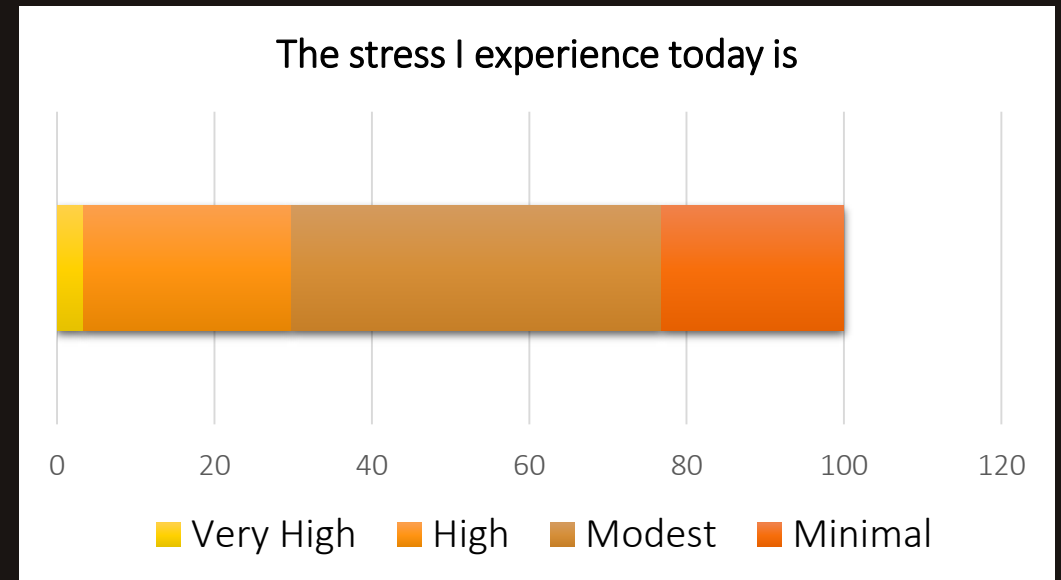
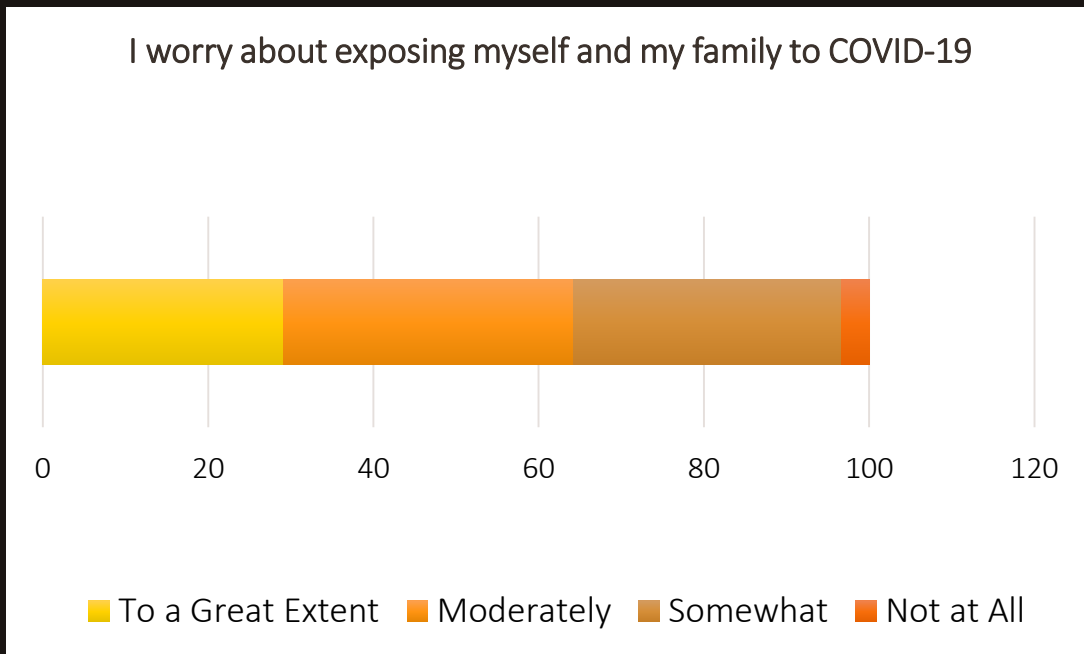
- Increased turnover rates
- Poor job performance
- Threats to patient safety
- More prevalent with higher patients per nurse ratio (shortage issue)
- Higher in younger nurses



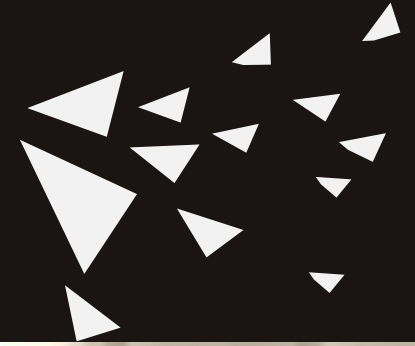
WHAT DO WE KNOW



TTUHSC El Paso - AMA COVID-19 Coping Survey Results (4/28-5/28/2020)



BURNOUT SYMPTOMS



- Feelings of energy depletion or exhaustion
- Increased mental distance from one's job or feelings of negativism or cynicism
- Reduced professional efficacy

ICD-11 (2022). Applies to workplace settings.

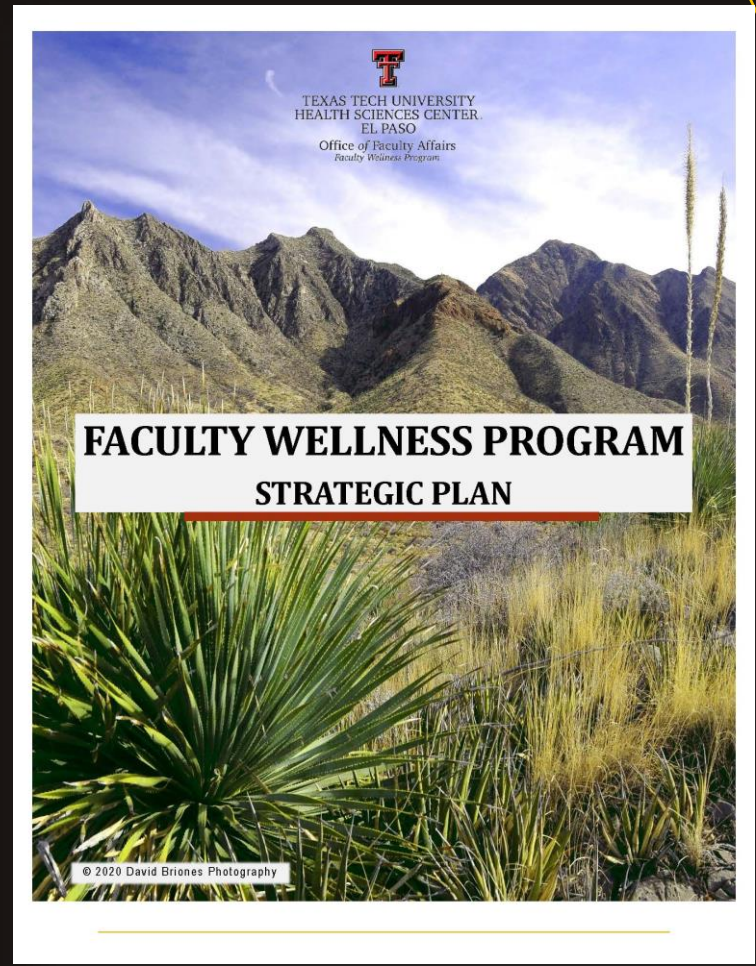




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VISION

To promote an organizational culture and healthy work environment that supports optimal wellness and professional fulfillment of the TTUHSC El Paso faculty



TTUHSC El Paso Faculty Wellness Program Strategic Plan GOALS



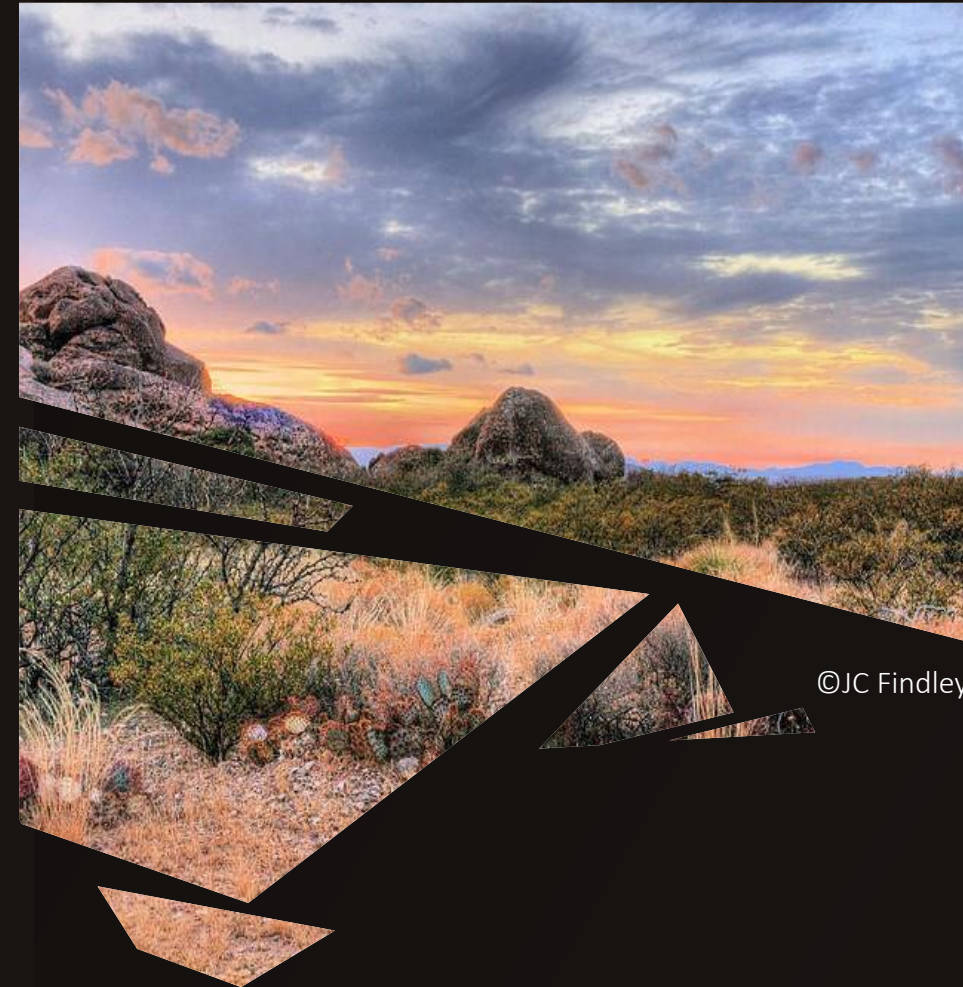
**Optimize
organizational
culture that
supports faculty
wellness**



**Increase
educational
opportunities that
promote wellness**



**Monitor wellness
and promote early
detection of
burnout**



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TTUHSC El Paso Faculty Wellness Program Strategic Plan

OVERARCHING OBJECTIVES



Optimize Healthy Eating & Physical Activity

Increasing healthy food options

Physical Activity interventions & supportive policies



Optimize Social Engagement

Assess current workspace environments

Assess and improve communication channels



Educational Programming

Support faculty during COVID-19

Provide CME educational series



Wellness Champion Network

Wellness Champion trainings and support



Assess/Monitor Faculty Wellness

Complete a Faculty Wellness Assessment

Update Strategic Plan from data collected from faculty

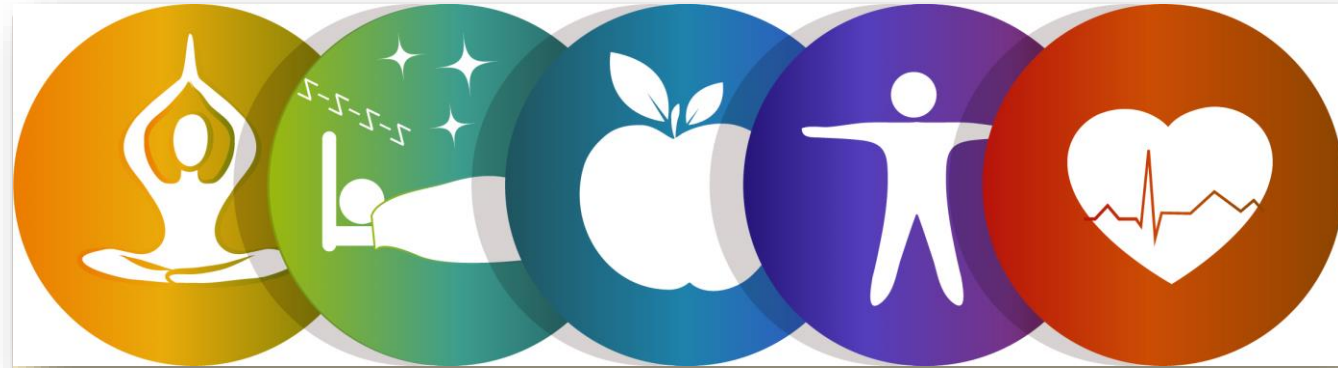


Early Detection of Burnout

Adopt and apply screening and referral mechanisms for burnout



MONTHLY WEBEX WELLNESS SESSIONS



SELF-CARE DURING THESE
UNCERTAIN TIMES

MINDFUL MEDITATION

SLEEP HYGIENE

REDUCING ANXIETY BY
HEALTHY EATING


DAILY PHYSICAL ACTIVITY TO
REDUCE STRESS

WORK-LIFE-FAMILY BALANCE

STRESS AND SUBSTANCE USE



WHERE WE ARE GOING FROM HERE...

- 
- Collecting data
 - Making informed decisions
 - Program planning
 - Revising the Strategic Plan
 - Implementing & evaluating interventions/policies
 - Tracking trends and program effectiveness

FACULTY WELLNESS ASSESSMENT (Dec. 1-30)

Health Status

- **General Health Status**
- **Chronic Conditions**
- **Stress**
- **Burnout**

Health Behaviors

- **Sleep**
- **Physical activity**
- **Healthy eating**
- **Sugar beverages**
- **Tobacco/nicotine use**

Workplace Needs/Interests

- **Practices**
- **Policies**
- **Environment**
- **Wellness activities**

Anonymous Demographic Questions

What school are you affiliated with?

Please provide us with your height/weight (BMI)

Where do you spend the majority of your time at work?

What gender do you identify as?

What is your age group?

What is your work status?

How many people live in your household?

Do you have children under the age of 5?

It will take 5-10 minutes to complete the survey



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WE WANT TO HEAR FROM YOU!

Shape the priorities for the Faculty Wellness Program

COMPLETE THE FACULTY WELLNESS ASSESSMENT

[Click Here to Access the Survey](#)

Identify your needs/interests
for health and wellness
initiatives at TTUHSC El Paso



Help us learn about the
faculty's current health status
and lifestyle behaviors



Inform our Faculty Wellness
Program priorities through
aggregate faculty data



Consider topics like burnout,
stress, nutrition, exercise,
childcare, sleep, time
demands, and more



- ✓ 100% Confidential
- ✓ No identifying information collected
- ✓ Only 5-10 minutes to complete
- ✓ Survey open until Dec. 30, 2020



Scan QR code to learn about the Faculty Wellness Program



For more information contact the Faculty Wellness Program at 915.215.4153

FACULTY WELLNESS ASSESSMENT SURVEY

DISCUSSION, QUESTIONS, COMMENTS



Thank you for
Joining us

FACULTY WELLNESS PROGRAM



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<https://el Paso.ttuhsc.edu/som/facultyaffairs/wellness-program/>