



Faculty Well-Being at UCSF

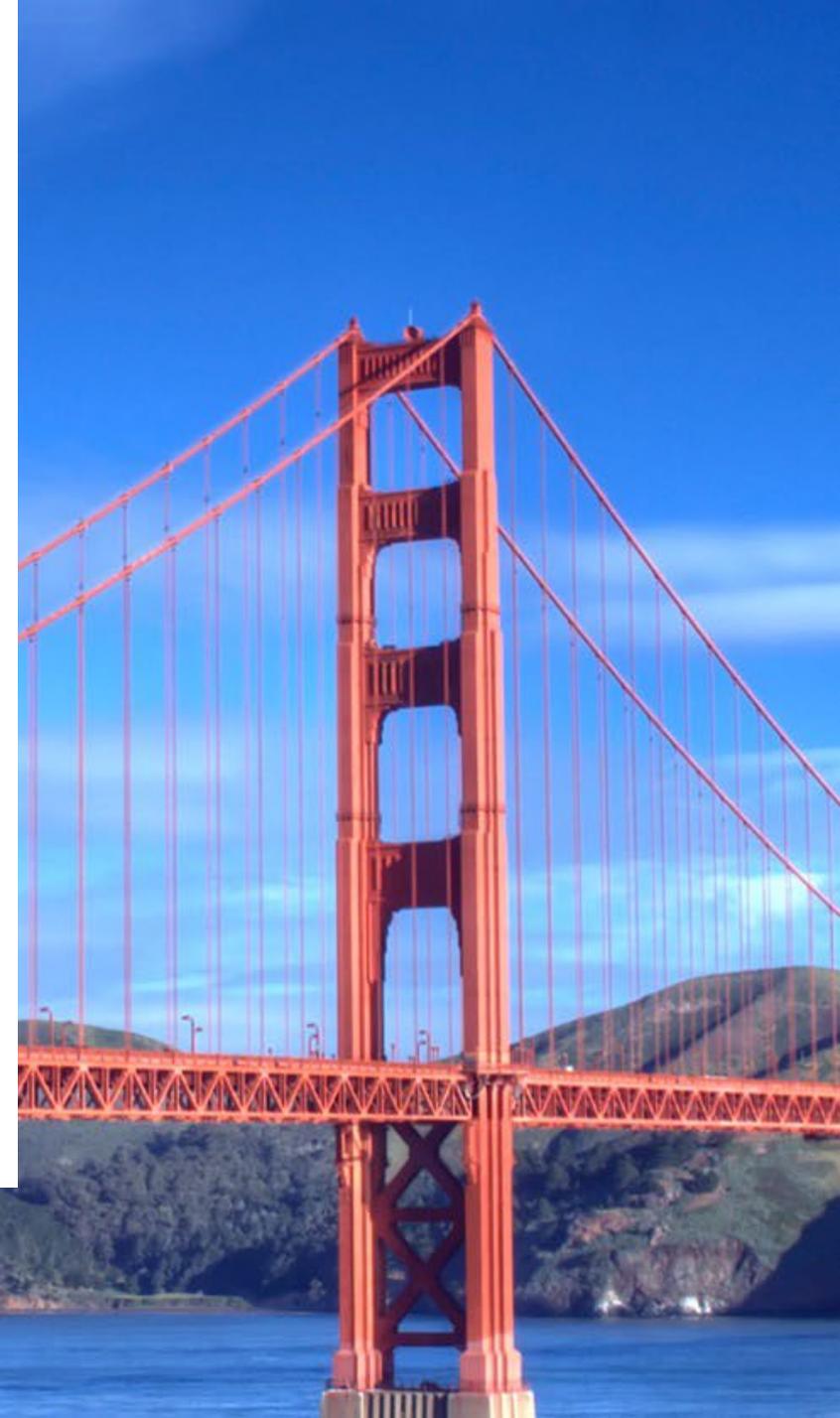
Faculty Development Day

September 21, 2023

Larissa Thomas, MD

Starr Knight, MD

Diane Sliwka, MD



Well-Being Framework

Driver Dimensions



A Model

Culture

- Leadership
- Values Alignment
- Influence over Work (Voice/Input)
- Meaning/Purpose
- Community/Collegiality
- Peer Support
- Appreciation
- Flexibility
- Culture of Compassion
- Communication
- Family Friendly Policies



©Stanford Medicine 2016

Clinical Efficiency and Resources

- EHR usability
- Scheduling
- Documentation
- Team Based Care
- OR Turnaround Times
- Staffing of physicians and support staff (amount and quality)

Personal Resilience

- Self care (sleep, exercise, nutrition)
- Self compassion
- Meaning in work
- Work life integration
- Social Support
- Cognitive/Emotional Flexibility
- Practices (mindfulness, gratitude, prosocial behaviors)

Systemic Interventions

Systemic Interventions That Support People



Original Investigation | Equity, Diversity, and Inclusion

Physician Satisfaction With Lactation Resources Following an Intervention to Improve Lactation Accommodations

Michelle Mourad, MD; Priya Prasad, PhD, MPH; Caroline Wick, IBCLC; Diane Sliwka, MD

wRVU credits for lactation time in each ambulatory session

▼ Clinical Accomodation

DHM provides an [accommodation for lactating parents](#) on direct care services (Goldman Medical Service, Saint Mary's, and Mt. Zion direct care teams) and teaching teams (ML Wards and St. Mary's). While on direct care services, lactating parents will have their census reduced by one to ensure they can balance patient care demands with the time needed for pumping. While on teaching service, there will be a reduction on the team census and a reduction in the admitting cap. On the post-call day, the cap will be 13 and on the post-post day, the team should be capped at 1 holdover. For both services, the faculty will add a dummy patient to the patient list, to help prevent going over the caps.

UCSF Data-driven Systemic Interventions

Race-Based Affinity Groups

Well Being Centered Leadership

BCH Cross Bay Collaboration

Lactation Support

Women Faculty Group Coaching

In Basket Initiative and Contact Center

Scribes

Child-Bearing/Child-Rearing Leave Policies

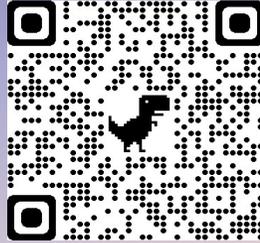
Salary Equity Review Process

Breaks Between Meetings

Personal Practices

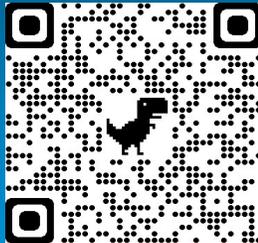
Begin with Self Assessment

Burnout/
Professional
Satisfaction



Systole
Diastole

Energy



Mental Health
Trauma
Abuse
Substance Disorders
Toxicity

FSAP



**Severe Burnout, Mental Health, Abuse, Substance Disorders, Toxicity
require specific professional support**



Cope
Self
Service

The best time to
plant a tree was 20
years ago...

The second-best
time is now.



The best time to ***start your personal well-being practice*** was 20 years ago...

The second-best time is now.



Individual Practices

1

Self Assess

Where am I?
What are my values?
What is bothering me most?
What can I control?

2

Check With Your Important People

(Work Life Advisory Board)

How are others perceiving the issue? How is it impacting my important people?

3

Brainstorm Ideas

What might work better?

4

Experiment

**Take 1 First Step
or Start 1 Tiny
Habit**

SMART goal

Reassess
Iterate

Best Practices

The Basics

Sleep, Exercise, Limit
Drugs/Alcohol

Self-Compassion, Gratitude Practice

Your Values, Strengths, and Meaning

Flow: Doing what you do
best

Meaningful work: >20%

Mindfulness Attention

Processing of difficult events

Boundary Setting

Spiritual Practice

Stress SOS Kit

Pro-Social Behaviors Connection

Pearls

**Hustle Culture
Glorified Busy-ness**

**Use your agency
(Curiosity>Judgement)**

**Attention is
powerful.
Our minds are
re-wireable.**

168 hrs/week – 59 worked – 49 hour slept
= 60 hours/week.

Be deliberate with your time.

Slowly and iteratively:

- what drains you**
- + what fuels you**

= impressive changes over time

UCSF Resources:

System improvements

- [UCSF Health Physician Work Experience Smartsheet](#)
- [Physician Experience Resources at UCSF Health](#)

Faculty Life Resources

- [Faculty Development Day Resources 2023](#)
- [My Wellness Campus Resources](#)

Support for Events and Conflict at Work

- [UCSF Resources for Conflict](#)
- [Caring for the Caregiver Peer Support](#)

Mental Health Resources

- [Faculty and Staff Assistance Program](#)
- [Cope Self-Guided Mental Health Resources](#)

Trainee Resources

- [Graduate Medical Education Well-being Resources](#)
- [Postdoc Well-being Resources](#)
- [Medical Student Well-being Resources](#)

Thank you!

Contact Us:

Starr.Knight@ucsf.edu,
Diane.Sliwka@ucsf.edu,
Larissa.Thomas@ucsf.edu

National Resources: [National Academy of Medicine Clinician Well-being Resource Compendium](#)

UCSF

University of California
San Francisco

