Faculty Senate – March 19, 2024

Welcome – Faculty Senate President-Elect Tyler Anstett

Approval of Minutes from February Meeting

- Approved.

Dean's Update

- Deferred to next meeting.

Faculty Survey Results – Dr. Lotte Dyrbye, Senior Associate Dean of Faculty, Chief Well-Being Officer

- April 2022
- UCHealth launched PWAC survey that included CU SOM Faculty
- CHCO – Dr. Jennifer Reese led efforts

- Professional Fulfillment Average – below national benchmark for physicians and APPs
- Burnout higher than average – below national benchmark for physicians and APPs

Departmental Well-Being ~20 Initiatives

- CU SOM approach includes organizational culture (e.g. paid parental leave from day 1,) work optimization, faculty & leadership development, reduce clerical workload, advocacy.
- Thrive: Offices for the Faculty Experience and redesign of the Dean's Office

- 2024 CU SOM Response Rates: 67.5% physician responders, 59% APP
- Professional fulfillment higher for physicians and APPs, burnout is lower for physicians and APPs in 2024 compared to 2022
- Scientist professional fulfillment has increased and burnout is lower

CU SOM Framework (using Stanford model below)

- Heat map shows that one size will not fit all for solutions, different departments have different needs (e.g. control over schedule vs EHR hassles vs value alignment) – variety of solutions will be needed to address the needs of different departments/physicians/APPs/trainees/scientists.

Next Steps

- Data sharing, Dept well-being listening tours, results available to all faculty in June
- SOM Institute of Healthcare Quality, Safety and Efficiency to support faculty well-being

Planetary Health Report Card - Caroline Walsh MSIII

- Dr. Beth Gillespie is faculty advisor
- Inspired by WC4BL initiative "Racial Justice Report Card"
- Needs-based assessment tool to identify medical school strengths and areas of improvement in:
    - Planetary healthy curriculum
    - Research
    - Community engagement
    - Student led initiatives
    - Campus sustainability

- CUSOM is participating for the 3rd year
- At other institutions, Medicine, Pharmacy, Nursing, Physiotherapy schools participate
- Annual report published in April of every year
- 52 US medical schools participate in 2023 with final published results
    - Projected score curriculum 2024: B
    - Planetary Health Curriculum: B
    - Interdisciplinary Research: A
    - Community Outreach and Advocacy: A
    - Support for Student-led Planetary health Initiatives: B
    - Campus Sustainability: C-
    - Institutional Grade: B

- Next steps: hiring 2 new FTE positions for 1) sustainability resources & waste diversion coordinator 2) green labs program coordinator
- Environment justice in the curriculum