



2022-2023 ANNUAL REPORT

JULY 2022 - JUNE 2023

The Tulane University School of Medicine Wellness Committee was created to coordinate student, resident, and faculty initiatives to create an environment that promotes well-being and builds a foundation for formal wellness programming.

The primary goals of the Wellness Committee are to:

- Promote and increase visibility, utilization, and access to existing mental health and wellness services
- Identify and address unmet needs
- Recruit wellness champions among UME, GME, faculty, and staff
- Initiate new programming to promote mental health and well-being

Administration



The Tulane Wellness Committee is open to all faculty, staff, residents/fellows, and students within the School of Medicine. It is currently comprised of 20 members and meets quarterly at a minimum.

The core administration (pictured to the left) is comprised of 3 primary faculty and two support personnel. The core group meets monthly to address committee goals and current issues.

Accreditation Standards

The Liaison Committee on Medical Education (LCME), the SOM's accrediting body, outlines requirements and expectations regarding personal counseling, mental health, and well-being programs. See below for the accreditation element as well student satisfaction data on the AAMC Graduation Questionnaire (GQ) completed by the Class of 2023.

Element 12.3:

A medical school has in place an effective system of counseling services for its medical students that includes programs to promote their well-being and to facilitate their adjustment to the physical and emotional demands of medical education.

Indicate your level of satisfaction with the following: [Percentage Sum of Satisfied/Very Satisfied]	National Avg	Tulane
Wellness: Student programs and activities that promote effective stress management, a balanced lifestyle, and overall well-being.	63.2	48.4
Student Health: Student mental health services	73.1	49.4

AMA Joy In Medicine

The American Medical Association developed the Joy in Medicine™ Health System Recognition Program to empower health systems to reduce burnout and build well-being so that physicians – and their patients – thrive. The program is designed to spark and guide interested, committed, or already engaged organizations to improve physician satisfaction and reduce burnout.

Recognition Criteria:

Recognition is based on organizational achievement and effort in 6 competency areas, evaluated through self-assessment and supporting documentation. See below for criteria at a glance. Applicants for Bronze must complete five of six Bronze criteria. Assessment must be one of the five.

	 Bronze	 Silver	 Gold
ASSESSMENT	<ul style="list-style-type: none"> Measure burnout at least once in the last three years Share burnout results with individuals eligible to participate in the survey 	<ul style="list-style-type: none"> Measure burnout at least twice in the last 36 months Share burnout results with executive leadership & establish targets for improvement 	<ul style="list-style-type: none"> Measure work intentions (intent to leave) at least once in the last 36 months
COMMITMENT	<ul style="list-style-type: none"> Establish formalized well-being committee Estimate annual costs of burnout to organization and share with executive leadership 	<ul style="list-style-type: none"> Establish executive leadership position (0.5 FTE) devoted to wellness 	<ul style="list-style-type: none"> Develop an organizational strategic plan to address physician well-being
EFFICIENCY OF PRACTICE ENVIRONMENT	<ul style="list-style-type: none"> Measure time on EHR via EHR audit data Share EHR results with specialty leader(s) 	<ul style="list-style-type: none"> Normalize two or more EHR metrics to 8 hours of patient scheduled hours Share EHR results with executive leadership 	<ul style="list-style-type: none"> Normalize EHR_h and WOW_h to 8 hours of patient scheduled hours Implement intervention based on EHR audit results
TEAMWORK	<ul style="list-style-type: none"> Assess teamwork once within the last 24 months 	<ul style="list-style-type: none"> Measure teamwork via EHR audit data (TW_h) Teamwork and TW_h results shared with executive leadership 	<ul style="list-style-type: none"> Implement intervention based on teamwork assessment and EHR audit results
LEADERSHIP	<ul style="list-style-type: none"> Assess leadership skills for all frontline leaders at least once in the last 24 months OR Query physicians about unnecessary administrative burdens 	<ul style="list-style-type: none"> Implement leader development program that builds skills that promote well-being Query physicians about unnecessary administrative burdens 	<ul style="list-style-type: none"> Implement a customized leader development program based on assessment results Actively dismantle administrative burdens identified in query
SUPPORT	<ul style="list-style-type: none"> Establish peer support program to deal with adverse events 	<ul style="list-style-type: none"> Implement two or more programs or policies aimed at broader issues of physician support 	<ul style="list-style-type: none"> Develop structured program(s) to actively cultivate community at work



"This is a huge win for Tulane School of Medicine because this is a prestigious award exclusive to organizations that are proving changes for physician well-being," said Chrissy Guidry, DO, Assistant Professor of Surgery and Director of Well-Being for Graduate Medical Education. "If institutions want to provide top of the line care to patients, we have to prioritize our physician wellness."

The American Medical Association distinction is granted to those organizations that demonstrate a proven commitment to preserve the well-being of clinical care team members by engaging in real efforts to combat work-related stress and burnout. One of many wellness initiatives established at Tulane is the appointment of 'wellness champions' in every residency and fellowship program. These champions talk regularly and share issues that require attention; Dr. Guidry then uses this information to connect residents and fellows with appropriate resources and solutions.

In terms of assessment, Tulane recently purchased a subscription to the Well-Being Index (WBI), a validated tool for measuring burnout and levels of distress. *Karen Weissbecker, LMSW, PhD, is director of Student Support and Wellness. "We know that medical students come in with lower rates of anxiety and depression than peers their same age, but that quickly changes, under the pressures of school," said Weissbecker. "It is important help students develop the tools they can use to combat burnout and to cultivate a culture that destigmatizes getting help when you need it."*

Geraldine Menard, MD, Associate Professor of Medicine, Chief of the Section of General Internal Medicine and Geriatrics and Vice Chair of Clinical Affairs, Deming Department of Medicine, says the next steps are to establish a system of evaluation and feedback for School of Medicine leadership and develop measurements to see how wellness is improving at Tulane. Tulane's bronze recognition level will be valid till 2024, and Menard sees this as just the beginning. *"This gives us a roadmap and goals to aim for as we continue to improve," said Menard. "We want our caretakers to be in the best health and to be well supported and grounded so that they can take care of our community. We're looking forward to getting **Silver** in the future."*



Well-Being Index

In October of 2022, the Mayo Clinic Well-Being Index (WBI) was rolled out to residents, fellows, and medical students. The WBI is a validated, anonymous web-based tool used to measure well-being in less than 1 minute, predict risk of distress over 6 dimensions, provide immediate resources to participants, and track individual and organizational progress over time.

6 Dimensions of Distress and Well-Being:

- 1) **Meaning in Work:** Employees who are not feeling fulfilled by their job duties are at a high risk of psychological distress. Individuals who can develop an honest connection to their work are far less likely to experience other dimensions of distress such as burnout.
- 2) **Likelihood of Burnout:** Burnout is one of the leading dimensions of psychological distress.
- 3) **Severe Fatigue:** Severe fatigue is more than simply feeling sleepy; it is a dimension of psychological distress that is characterized by severe exhaustion and is commonly related to depression. Common causes include lack of sleep, lack of physical activity, and unhealthy eating habits. Severe fatigue can also be the symptom of prolonged mental work or extended periods of stress and anxiety and can be intensified by boring or repetitive tasks.
- 4) **Work-Life Integration:** Work-life integration can be defined as an approach that creates synergy between all areas that make up one's life, including their career or profession, home and family, and community. The measurement of this dimension aims to discover how successfully an individual is creating the optimal engagement, fulfillment, and well-being from their entire being. A healthy mix and integration between all aspects of one's life has a profound impact on their state of psychological well-being.
- 5) **Quality of Life:** Mental quality of life is an important dimension of both distress and well-being. The Well-Being Index identifies both a high or low mental quality of life in individuals as part of their overall well-being assessment.
- 6) **Suicidal Ideation:** Suicide is a serious public health issue and suicidal ideation is one of the most important dimensions of psychological distress to measure consistently. The Well-Being Index measures the risk of suicidal ideation in participants as part of their overall distress and well-being. The measurement of this dimension of mental distress is not an evaluation or diagnosis, but instead an assessment of the potential risk of suicidal thoughts if no changes are made to the individual's well-being.

Scan this QR code to access the WBI:



Users who complete the WBI receive a Well-Being Index score along with comparison data to gauge how their well-being compares to peers nationally. Tulane residents and medical students can reassess their well-being monthly to track changes over time.

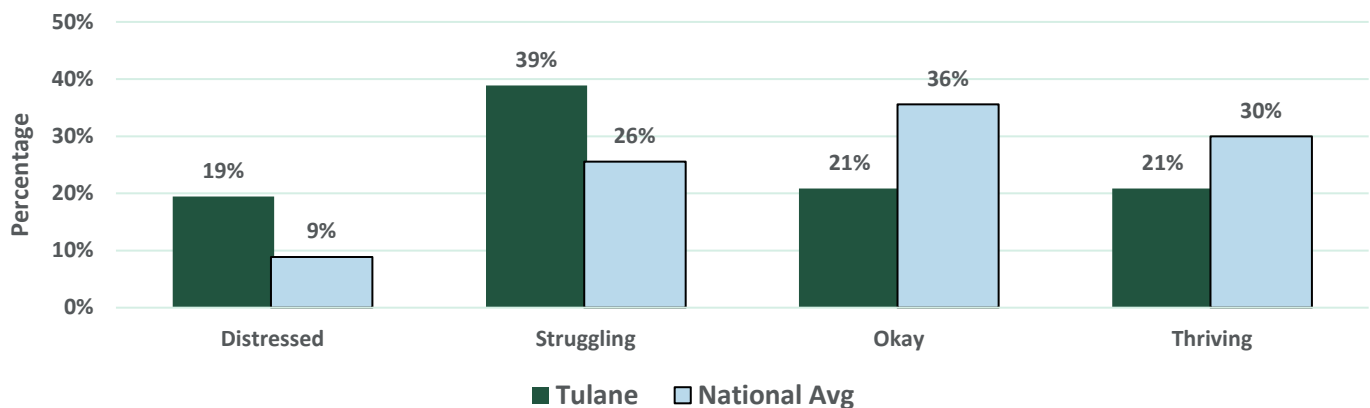
Routinely assessing the current state of distress and well-being at Tulane SOM among residents, fellows, and medical students is a vital step in improving mental and emotional health. This self-assessment tool can provide many benefits to overall health and wellness and brings awareness to Institutional leaders as to whether the wellness plan enacted is working.

Student Well-Being:

The chart below shows the Tulane Medical Student Well-Being Snapshot (N=72) on first-time assessments from October of 2022 – June of 2023 in comparison to a snapshot of a national sample of US Medical Students (N>3,900).



Medical Student Well-Being Snapshot



WBI Mean Score by Gender

The chart below shows the mean Tulane Medical Student WBI score by gender (N=72) in comparison to a national sample of US Medical Students (N>3,900). Higher mean WBI scores indicate greater distress.

	Your Medical Students (SD)	Sample Size	Medical Students Nationally (SD)
Female	3.98 (1.86)	47	2.97 (1.85)
Male	2.91 (2.24)	23	2.29 (1.91)
Gender Diverse	Sample Size Too Small < 5	2	4.27 (1.61) ⓘ

WBI Mean Score by Year in School:

The chart below shows the mean Tulane WBI score by Year in School (N=72). Higher mean WBI scores indicate greater distress.

Year in School	Mean Score (SD)	Sample Size
● Year 1 medical student	3.17 (2.08)	35
● Year 2 medical student	3.88 (1.96)	16
● Year 3 medical student	4.77 (1.12)	13
● Year 4 medical student	2.67 (2.05)	6
● Other (med student off-cycle)	● Sample Size Too Small < 5	2

WBI Resources:

Of the 72 medical students who completed the WBI, 40% accessed resources. See below for the resource types and the number of times each was accessed within the October 2022 – June 2023 timeframe.

Resource Type	Number of Views
● Stress & Resiliency	14
● Fatigue	26
● Emotional Concerns	9
● Suicidal Thoughts	6
● Health Behavior	4
● Alcohol / Substance Use	1
● Career Specialty Choice	26
● Academic Issues	1

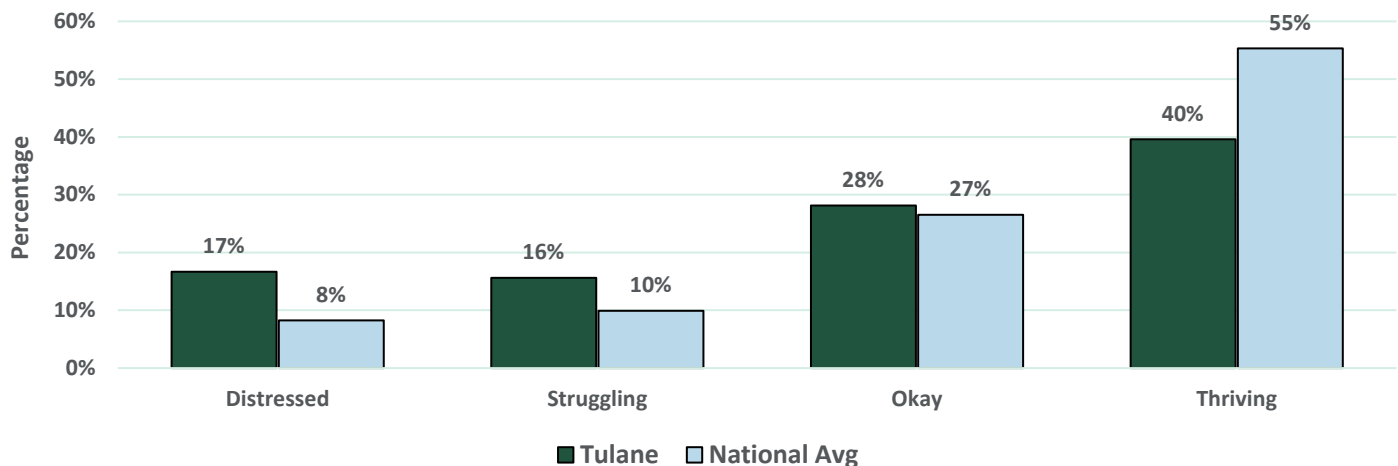
Resident/Fellow Well-Being:

Well-Being Snapshot

The chart below shows the Tulane Medical Resident/Fellow Well-Being Snapshot (N=96) based on first-time assessments from October of 2022 – June of 2023 in comparison to the snapshot of a national sample of US Residents/Fellows (N>9,100).



Resident/Fellow Well-Being Snapshot



WBI Mean Score by Gender

The chart below shows the mean Tulane Resident/Fellow WBI score by gender in comparison to a national sample of US Residents/Fellows. Higher mean WBI scores indicate greater distress.

	Your Residents / Fellows (SD)	Sample Size	Residents / Fellows Nationally (SD)
Female	3.55 (2.28)	47	2.74 (1.98)
Male	2.81 (2.00)	48	2.04 (1.96)
Gender Diverse	👤 Sample Size Too Small < 5	0	3.75 (1.74) ⓘ
No Answer	👤 Sample Size Too Small < 5	1	--

WBI Mean Score by Year in Residency/Fellowship

The chart below shows the mean Tulane Resident / Fellow Well-Being Index score by year (N=96) in comparison to a national sample of (N>9,100) US Residents / Fellows. Higher mean Resident / Fellow Well-Being Index scores indicate greater distress.

Year in Residency/Fellowship	Your Residents / Fellows (SD)	Sample Size	Residents / Fellows Nationally (SD)
Overall	3.15 (2.18)	96	2.42 (2.01)
Year 1	2.23 (2.23)	22	2.23 (1.96)
Year 2	3.69 (1.96)	26	2.73 (2.03)
Year 3	4.09 (2.02)	22	2.70 (2.00)
Year 4+	2.58 (2.00)	26	2.30 (2.01)

WBI Resources:

Of the 96 residents/fellows who completed the WBI, 39% accessed resources. See below for the resource types and the number of times each was accessed within the October 2022 – June 2023 timeframe.

Resource Type	Number of Views
 Stress & Resiliency	8
 Fatigue	5
 Emotional Concerns	2
 Suicidal Thoughts	1
 Money	5
 Career & Professional Development	9
 Relationship & Work-Life Balance	7

Reducing Unnecessary Administrative Burden

"Getting Rid of Stupid Stuff: Reduce the Unnecessary Daily Burdens for Clinicians" aims to help faculty identify and eliminate unnecessary tasks contributing to their daily workload. These tasks, often called the "stupid stuff," can lead to burnout. Using the AMA's G.R.O.S.S. (Getting Rid of Stupid Stuff) survey template, Tulane faculty were asked to rate their satisfaction with SOM efforts to reduce stress and burnout.

See survey results below (N=53). Note that there were higher rates of dissatisfaction (dissatisfied/somewhat dissatisfied) among clinical vs basic science faculty. Overall satisfaction (somewhat satisfied/satisfied) with the SOM's efforts to reduce stress and burnout was low: 33% for basic science faculty and 24% for clinical faculty.

How would you rate your satisfaction with the SOM's efforts to reduce stress and burnout?

#	Question	Faculty - Basic Science Department		Faculty - Clinical Department		Faculty - Other	
1	Dissatisfied	0.00%	0	13.04%	6	0.00%	0
2	Somewhat dissatisfied	16.67%	1	17.39%	8	0.00%	0
3	Neither satisfied nor dissatisfied	50.00%	3	45.65%	21	0.00%	0
4	Somewhat satisfied	16.67%	1	15.22%	7	100.00%	1
5	Satisfied	16.67%	1	8.70%	4	0.00%	0
	Total	Total	6	Total	46	Total	1

In terms of qualitative feedback, results indicated that one of the biggest burdens is the excessive number of emails received, especially those sent via listservs. Faculty expressed a need to reduce email overload and suggested two potential solutions: 1) Consolidate emails or provide an option to opt out; 2) create a master calendar that includes all events with Zoom links, eliminating the need for numerous individual emails. Implementing one of these solutions would streamline communication and alleviate the burden caused by excessive email correspondence.

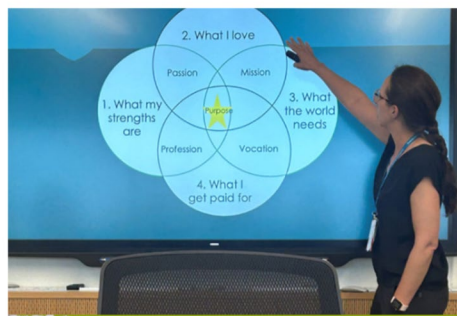
Based on survey findings, the Wellness Committee at Tulane School of Medicine has taken proactive steps to address the issue of excessive emails. Recognizing the need for a more efficient communication approach, the committee has been working collaboratively with SOM leadership to determine options for developing a centralized calendar. This calendar would serve as a comprehensive platform where all events, including grand rounds and guest speakers, would be featured.

Wellness Events Sponsored by the Tulane Medicine Wellness Committee:

1. Wellness in Residency: Departmental Presentations
 - ✱ Internal Medicine: July 13, 2022
 - ✱ Otolaryngology August 2, 2022
 - ✱ Preventive Medicine September 2, 2022
 - ✱ Radiology September 20, 2022
 - ✱ Neurology October 3, 2022
 - ✱ Anesthesiology October 6, 2022
 - ✱ Ophthalmology October 12, 2022
 - ✱ Dermatology October 24, 2022
 - ✱ Psychiatry November 11, 2022
 - ✱ Neurosurgery December 3, 2022
 - ✱ Orthopaedics December 13, 2022
2. Resident Wellness Champs Meet-Up
 - ✱ Wrong Iron: August 28, 2022
 - ✱ Wrong Iron: March 29, 2023
3. National Thank A Resident Day: King Cakes February 24, 2023
4. Medical Student "Wellness Wednesday"
 - ✱ Overnight Oats March 22, 2023
 - ✱ Overnight Oats March 29, 2023
5. SAIDE Lunch & Learn: "Well-Being and then Some" May 11, 2023
6. School of Medicine Faculty Awards Dinner May 11, 2023
7. Overview of Wellness Resources: Resident Orientation
 - ✱ June 15, 2023
 - ✱ June 27, 2023



Resident WellChamps



Staff Lunch & Learn



*Medical Student
Wellness Wednesdays*



Wellness Events Sponsored by Other Tulane Programs:

Fall Semester:

- Massages & Wellness Activities (sponsored by The Well) November 3, 2022
- Mindful Eating (presented by the Counseling Center) November 7, 2022
- Managing Test Anxiety Workshop (Dr. Weissbecker) November 9, 2022
- LGBTQ+ Health & Wellness Resources Fair (presented by The Well) November 10, 2022
- Downtown Fitness Assessment, Fitness Center (presented by Department of Campus Rec) December 7, 2022
- Christmas Cookie Decoration December 16, 2022

Spring Semester:

- Every Monday: Mindfulness break with Dr. Anadkat (15 – 20 mins) by zoom (OME)
- Every Tuesday: Solo Jazz Class with Dr. WeiWei Xu
- Every Wednesday: Swing Dance Class with Dr. WeiWei Xu and Tom Yi
- Every Thursday: Mindfulness break with Dr. Anadkat (15 – 20 mins) in person (OME)
- Mardi Gras DIY Face Masks & King Cakes (presented by Campus Health) February 8, 2023
- Build-An-“Alex” (presented by Campus Health) March 13 & 15, 2023
- Downtown Fitness Assessment, Fitness Center (presented by Department of Campus Rec) March 15, 2023
- Healthy Snack Break (Student Affairs) May 25, 2023



Faculty Awards

Proposed by the SOM Wellness Committee and approved by the Dean and the Executive Faculty in 2019, the School of Medicine Faculty Awards demonstrate the School's sincere appreciation of the faculty and their contributions to advancing the School's mission. The awards and the recognition they bestow serve to build a stronger academic environment, promote a positive culture within the School, and identify the behaviors and achievements we value as a community.

2023 Award Recipients

Allyship Award for Women in Medicine
Nakeisha Pierre, MD

Diversity & Inclusion Award
Angela Keyes, PhD and Devi Murphy, PhD

Early Career Award, Basic Science
Jennifer Manuzak, PhD

Early Career Award, Clinical Science
Ze Zhang, MD

Faculty Research Award, Basic Science
Wu-Min Deng, PhD

Faculty Research Award, Clinical Science
Hong-Wen Deng, PhD

Women in Medicine Award
Marcia Glass, MD

Humanitarianism & Community Outreach Award
Vininder Khunkhun, MD

Mentorship Award
John Schieffelin, MD

Diversity & Inclusion Award
Angela Keyes, PhD and Devi Murphy, PhD

Outstanding Clinical Care Award, Non-Procedural
Sarah Cossich, MD

Outstanding Clinical Care Award, Procedural
Adarsh Vijay, MD

Professionalism Award
Jessica DeBord, MD, MPH



TU FIT Downtown

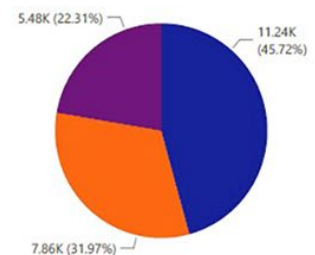
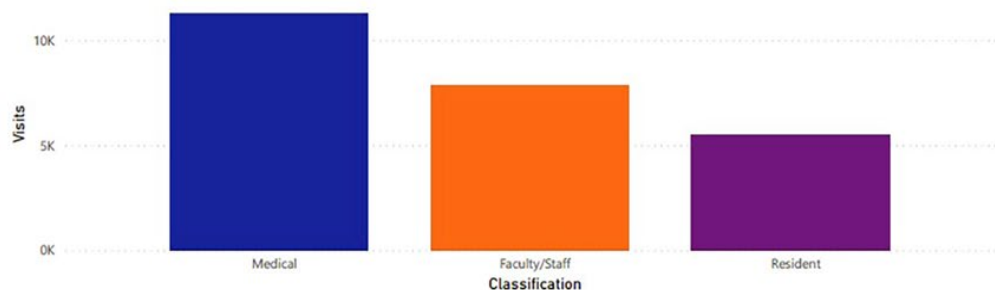
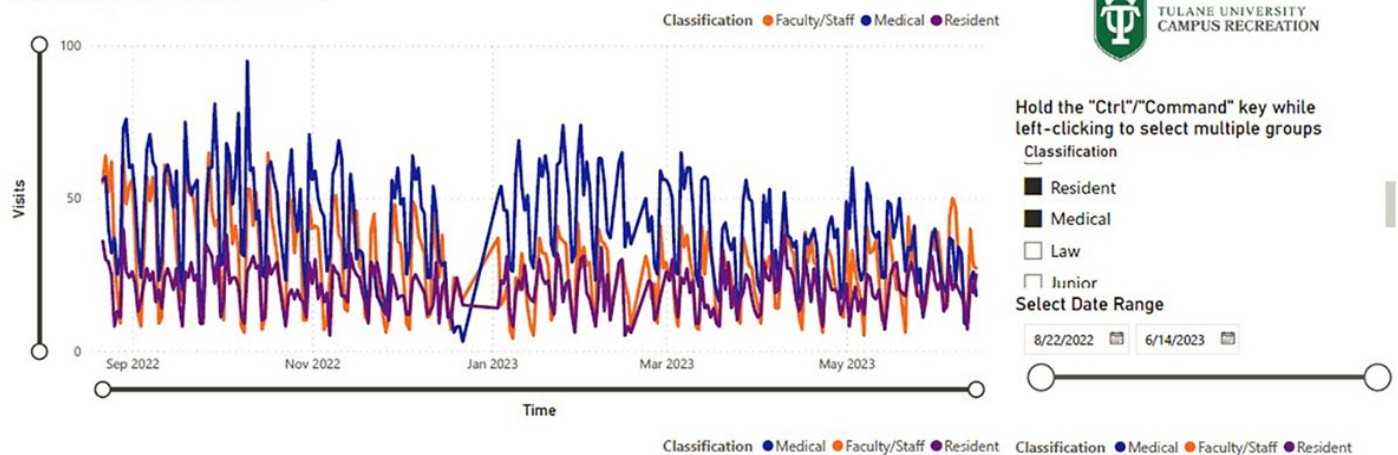
The TU Fitness Center, operated by the Department of Campus Recreation, is a part of Tulane University's redevelopment of The Bertie M. and John W. Deming Pavilion. The location, neighboring Tulane's downtown campus buildings, makes this space a convenient fitness option for Tulanians residing in Deming, the graduate housing complex, and those working or studying at the School of Medicine.



The Tulane School of Medicine Wellness Committee has been instrumental in promoting the well-being and health of its residents. Recognizing the importance of physical fitness and its impact on medical professionals' overall wellness, the committee recently undertook a significant initiative to secure complimentary access for all residents until June 30, 2024. This proactive endeavor demonstrates the committee's commitment to resident health and highlights Tulane School of Medicine's dedication to fostering a culture of wellness.

See below for usage statistics from August of 2022 through June of 2023.

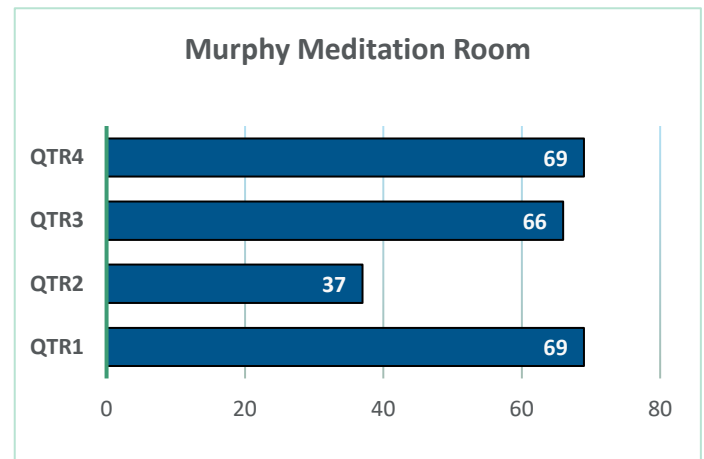
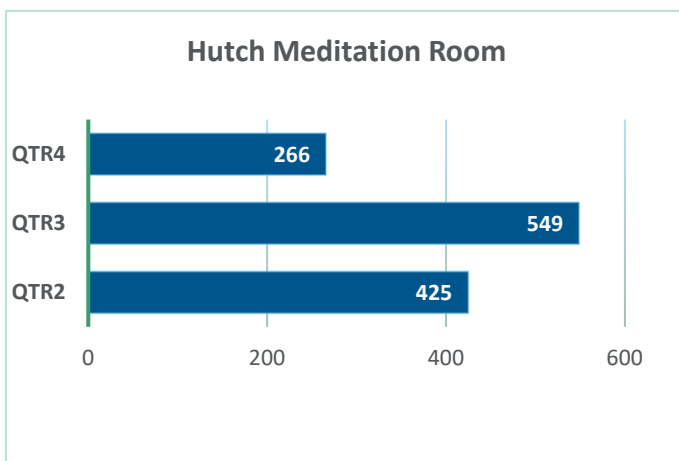
Visits Grouped by Classification vs Time



Meditation Rooms

In 2021, the School of Medicine's Wellness Committee announced that the Downtown campus now has dedicated meditation/prayer rooms available for use by the faculty, students, residents, and staff. There are two dedicated spaces, one located in Murphy 200B and the other in Hutchinson 1000. Both are accessible via splash card swipe during regular building hours.

In the 2022-2023 academic year, we had 171 unique users and 1,481 total swipe-ins across the two locations.



Looking Ahead

Over the next academic year, the Wellness Committee plans to prioritize the initiatives listed below, as we strive to create a supportive work and learning environment that fosters wellness, collaboration, and success for all members of the Tulane School of Medicine community.

1. **Find Dedicated Wellness Space:** There will be focused effort to secure a dedicated space for wellness activities.
2. **Expand Wellness Activities on Campus:** Collaborating with the Uptown campus and other Downtown Wellbeing support personnel, we will strive to bring more activities and programs to the Downtown campus.
3. **Advocate for Welcoming Spaces:** The Wellness Committee will continue to advocate for indoor seating in building lobbies as well as the addition of outdoor green space. Enhancing space can foster wellbeing by creating a warm and inviting atmosphere that encourages students, faculty, and staff to engage in meaningful interactions.
4. **Encourage Completion of the Well-Being Index (WBI):** There will be focused effort to engage residents and students with the WBI to ascertain the school's current burnout levels.
5. **Address Burnout and Mental Health:** We will explore opportunities to partner with the School of Social Work to address burnout in the medical community. Additionally, we will continue to advocate for greater accessibility to mental health services, including the availability of 24/7 access for students, residents, fellows, and staff.

6. Implement the Leadership Impact Index: The Leadership Impact Index was developed to examine the impact of direct leadership behavior on the wellbeing of medical staff. Implementing the Leadership Impact Index will enable us to identify and measure system factors that lead to distress and implement strategic changes to improve the health and wellbeing of the entire organization.
7. Streamline Communication and Public Relations: We will continue collaborating with the University and the School of Medicine to develop effective communication channels. Streamlining communication for events and emails will help to reduce email burden while still ensuring that essential information reaches intended audiences.