

University of Colorado School of Medicine Commitment Statement on Combating Clinician Burnout and Improving Clinician Well-Being

There are 24 programs/services addressing mental health needs for students, residents, faculty, and staff at the University of Colorado School of Medicine (CU SOM) located on the Anschutz Medical Campus. In addition to the CU SOM programs/services, there are 37 campus-wide programs/services in mental health promotion, wellness, and resilience training for providers.

CU SOM has developed a comprehensive resilience program to address burnout and promote resilience among health care providers. While it is widely known that burnout prevalence is high, and the cost of burnout is significant, less has been done to comprehensively study what interventions will have the most impact in addressing the problems. The vision of the program is that *“Resilience is integrated and enculturated into everything we do -- a set of behaviors we practice every day, not simply when someone needs help.”* Since the inception of CU SOM’s Resilience Program in 2015, a team of resilience leaders across campus have established a program [website](#); developed a peer support network program; delivered numerous lectures, workshops, and retreats; and hosted two resilience conferences. The program employs a “resilience psychologist” who provides individual, confidential resilience consultations, develops programming, and assists in scholarly investigation of programs and interventions. A robust resilience curriculum for individuals and/or groups has been implemented and includes online self-assessment (resilience “snap-shot”), single-session topic presentations such as mindfulness, values-based living, grit, and improving joy in the workplace and more in-depth (i.e., 4-week) course offerings. The program offers evidence-based and pragmatic programming throughout the entire community of learners and providers. Each intervention is being studied to assess the relative impact of programmatic efforts and contribute to the growing body of evidence regarding well-being interventions for health care clinicians. Pilot data and programmatic outcomes have been shared at national meetings focusing on resilience and well-being among health care providers.

While the initial scope of the CU SOM Resilience Program was School of Medicine faculty and residents, being located on the Anschutz Medical Campus allows for the opportunity to collaborate with leaders from two large academic hospitals, University of Colorado Hospital and Children's Hospital Colorado, along with the other health sciences schools and colleges including Nursing, Pharmacy, Dental Medicine, Public Health. This wider collaborative effort across CU SOM departments and schools, enhances the program's focus on community and a culture of well-being, innovative solutions to impact system resilience factors, transformational education curriculum, and a renowned research infrastructure.