

# Promoting Faculty Well-Being at UF College of Medicine

Lisa Merlo, PhD, MPE

Associate Professor of Psychiatry

Director of Wellness Programs, UFCOM



**WELLNESS PROGRAMS**

COLLEGE OF MEDICINE  
UNIVERSITY OF FLORIDA

# Preventing Burnout

**“Running on Empty”– characterized by emotional exhaustion, depersonalization, low personal accomplishment**

## **Warning Signs:**

- Feeling overwhelmed
- Loss of interest/meaning in work
- Irritability or cynicism
- Exhaustion
- Feeling of futility/ineffectiveness
- Loss of connection to colleagues, patients, trainees
- Physical symptoms (headache, stomachache, insomnia, etc.)



# Promoting Professional Fulfillment

(Stanford Model)



- Happiness or meaningfulness, self-worth, self-efficacy, and satisfaction at work
- A journey, not a destination

# Culture of Wellness

**Organizational values and actions that promote personal and professional growth, self-care, and compassion for ourselves, our colleagues, our trainees, and our patients.**

Examples:

- Support and appreciation for faculty and staff
- Mentorship (including peer mentoring)
- Opportunities for connection/collaboration
- Team-based approaches to research and patient care
- Transparency in communication / shared governance
- College-wide initiatives to promote wellbeing

# Efficiency of Practice

**Workplace systems, processes, and practices that promote safety, quality, effectiveness, positive patient, trainee, and colleague interactions, and work-life balance.**

## Examples:

- Intentional scheduling and workflow
- Technological advancements
- Equipment and staffing
- UF training and support services:
  - CTSI programming/services
  - Professional development programming
  - Educational development programming
  - EPIC training and IT support
- Miscellaneous services:
  - On-site childcare / Lactation rooms
  - Parking and transportation improvements

# Personal Resilience

**Individual skills, behaviors, and attitudes that contribute to physical, emotional, and professional well-being.**

Examples:

- PTO and family/medical leave policies
- Access to helpful resources
- UF/GatorCare Wellness programming:
  - Health screenings
  - Mindfulness/meditation
  - Exercise classes
  - Nutrition counseling
  - Wellness Challenges
- EAP and mental healthcare access

# UFCOM Strategic Planning

## People Pillar:

*The University of Florida College of Medicine will become a national leader in cultivating a workplace that promotes excellence in professional growth, development and well-being.*



# Administrative Resources

## UFCOM HR

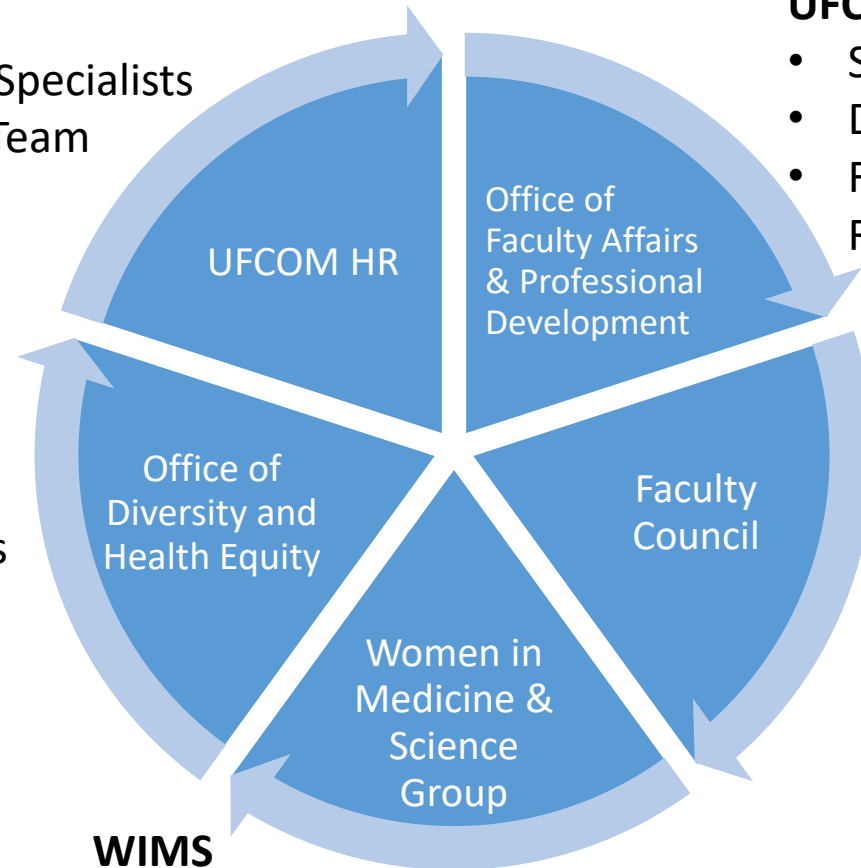
- Talent Management Specialists
- GatorCare Wellness Team
- Wellness Partners

## UFCOM Faculty Affairs

- Senior Associate Deans
- Director of Wellness Programs
- Faculty Development Representative Group

## ODHE

- Associate Deans
- Mentoring
- Special events



## Faculty Council

- Wellness Committee
- Research Task Force
- Department Reps

## WIMS

- Seminar series
- Peer Mentoring Villages
- Special events



# Key Factors Contributing to Professional Fulfillment

- Meaning & Purpose
- Autonomy & Flexibility
- Relationships & Connection



# Faculty Lounge



## Shands Hospital (North Tower)

- “Dean’s Hallway”
- Room: M-125
- FREE fancy coffees and teas!

# UFCOM Mentoring Dashboard

- Open to ALL UFCOM faculty
- Identify a mentor within or outside your department
- Get matched for general mentoring or task-specific assistance (e.g., writing Specific Aims, EPIC efficiency, navigating the IRB)
- Sign up (as a mentor OR mentee) at:  
<https://ufmedmentor.chronus.com/>

# WIMS Programming



- Monthly Professional Development Seminar
- Peer Mentoring Villages
- Events
- Professional Development Retreat (women only)
- Facebook Group (women only)



# Worklife @ UF

<https://worklife.hr.ufl.edu/>

- Website designed to improve access to and awareness of the many wellness, family and community resources available UF employees.
- Email: [worklife@hr.ufl.edu](mailto:worklife@hr.ufl.edu).



The screenshot shows the top navigation bar of the Worklife at UF website. It includes the UF logo, 'Human Resources UNIVERSITY of FLORIDA Worklife', and three menu items: 'I WANT TO...', 'SUGGEST A RESOURCE', and 'ABOUT US'. Below the navigation is a large image of a woman working at a laptop with the text 'Worklife at UF' overlaid. The main content area features the heading 'A whole-person approach to well-being.' followed by a paragraph of text and an email address: [worklife@hr.ufl.edu](mailto:worklife@hr.ufl.edu).

<a href="#">Get Support</a>	<a href="#">Get Healthy</a>	<a href="#">Get Connected</a>
<a href="#">Get Inspired</a>	<a href="#">Get Perks</a>	<a href="#">Get Out There</a>
<a href="#">Get Prepared</a>	<a href="#">Get Access</a>	<a href="#">Get Informed</a>

<https://gatorcare.org>

### Sign up for:

- Weekly Wellness Newsletter
- “Fun Friday” Emails

### Check out the class calendar:

- [https://calendar.google.com/calendar/embed?title=full+Calendar&ctz=America/New\\_York&src=m1i41edp6g5o1pruqdk209paf8@group.calendar.google.com](https://calendar.google.com/calendar/embed?title=full+Calendar&ctz=America/New_York&src=m1i41edp6g5o1pruqdk209paf8@group.calendar.google.com)

RECEIVE WELLNESS UPDATES



UF-UF HEALTH WELLNESS PROGRAMS

### Wellness Email Lists

Sign up for our two weekly email blasts! On Mondays, get informed about our upcoming events and programs with our wellness newsletter. Kick your Fridays off with our Fun Friday email updating you of events around town, activities for kids, DIY projects, and more!

WELLNESS NEWSLETTER →

FUN FRIDAY →

# GatorCare Wellness Team

- Department Wellness Partners
- Quarterly Spotlights
- Educational offerings
- On-site fitness and events (livestreamed and archived)
- Activities to improve workplace culture
- Individual and team challenges
- Opportunities for prizes/incentives




Wellness news and events for faculty and staff

01/13/2020

Financial Wellness

This Week



**Money 2020**

According to a new survey by Salary Finance, almost half of employees in the U.S. are worried about money. It's bad enough that financial stress hurts our wallets; on top of that, it can cause harm to our physical health. A cash-strapped employee is 3.4 times more likely to experience anxiety or panic attacks and is four times more likely to suffer from depression. It can mess with our work, too: financial stress makes us 5.8 times more likely to miss deadlines and 4.9 times more likely to produce lower quality work.

For people who feel stressed about money, it can be hard to imagine a life in which financial stress isn't a constant. Stressing about money can give us a false sense of control over it. When we're worried, at least we're thinking about it, right? But the stats speak for themselves: money stress hurts us. So it's time to get in control.

Money 2020 is a monthly newsletter series that will help you achieve your financial vision, whatever that may be. Each month we will focus on a different theme, and we'll include a small challenge related to that theme. This month's theme is **tracking your expenses**.

[Learn more about this month's challenge on the GatorCare website.](#)

**MONDAY**  
[Zumba](#)  
 5:20 p.m.

**TUESDAY**  
[Yoga](#)  
 12:15 p.m.

[HIT with Britt](#)  
 5:30 p.m.

[Yoga](#)  
 5:30 p.m.

**WEDNESDAY**  
[Outdoor Fitness Adventure](#)  
 5:30 p.m.

**THURSDAY**  
[Streamed Fitness](#)  
 12:00 p.m.

[Yoga](#)  
 5:15 p.m.

[Zumba](#)  
 5:20 p.m.



### Get Up and Go Punch Card

Get rewarded for attending free fitness classes! Earn a signature on your punch card by attending a yoga class this week.

Improve your flexibility and balance by



### Wellness Wednesday Recording

Last week, we had Dr. Mark Hart from the College of Public Health and Health Professions present on [Understanding](#)

Improve your flexibility and balance by



### Maintain, Don't Gain This Holiday Season

It is not too late to join the seven-week campaign focused on maintaining your weight throughout the holiday season!

Based on the national program, The 2019 Maintain, Don't Gain campaign runs from November 18 – December 31. [Visit the campaign page to register](#). Short daily emails will be sent with reminders, tips, and resources throughout the campaign.



### Yoga at the Museum

Join us at the Florida Museum of Natural History for Tuesday evening yoga on December 3 from 5:30-6:30. This relaxing yoga class at the Thompson Gallery is an experience you don't want to miss! This hour-long class focuses on strength, balance and flexibility, and you can enjoy the beautiful butterfly and moth exhibit.

[Sign up for updates on all of the free yoga classes available](#), and don't forget to check out the rest of the [free fitness classes](#).



### New Year's Survey

What's your 2020 vision?

Complete the annual New Year's survey to tell us what you plan to work on in 2020, and how the wellness team can help! [Complete the survey by December 27](#) and stay tuned to the newsletter for a review of everyone's goals, how they have changed from last year, and what resources are available to help.

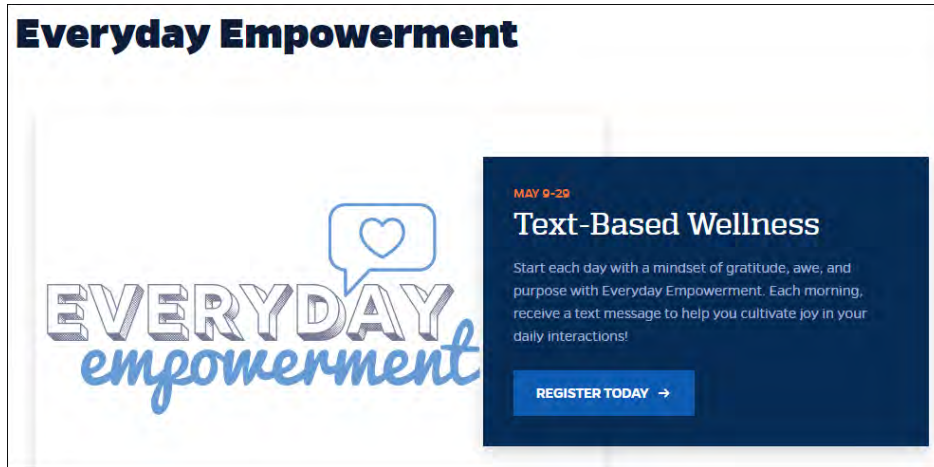


### Gratitude Spreads

Many people take time during the holidays to reflect and show gratitude. Some departments have setup a gratitude tree on one of their billboards. Other departments have chosen to pass a token at their weekly meeting to show their gratitude for their colleagues.

Take this time as an opportunity to show your gratitude and appreciation. Use the [Gratitude Spreads cards](#) as an easy, fun, and colorful way to give thanks to those around you.

# Current Initiatives



**Everyday Empowerment**

**EVERYDAY empowerment**

**Text-Based Wellness**

MAY 9-29

Start each day with a mindset of gratitude, awe, and purpose with Everyday Empowerment. Each morning, receive a text message to help you cultivate joy in your daily interactions!

**REGISTER TODAY →**

- <https://gatorcare.org/wellness/wellness-programs/wellness-challenges/everyday-empowerment/>



**UF COLLEGE OF MEDICINE SCREENINGS**

GatorCare subscribers and eligible GatorCare members who work for the College of Medicine are able to participate in a FREE wellness screening this spring for a \$50 Amazon gift card!

**Wellness screening covers:**

- Height & Weight
- Blood Pressure
- Cholesterol
- Blood Glucose
- & Health Coaching!

**SCAN THE QR CODE TO REGISTER!**

**Onsite screenings will be held from May 11-24, 2022**

Screenings are by appointment only this year. Go to [UFHealth.org/wellnessevent](https://UFHealth.org/wellnessevent) to register.

**UF UNIVERSITY of FLORIDA** College of Medicine

**WELLNESS** University of Florida & UF Health

**GatorCare** Your Partner in Health

Get Rewarded for Working on Your Health

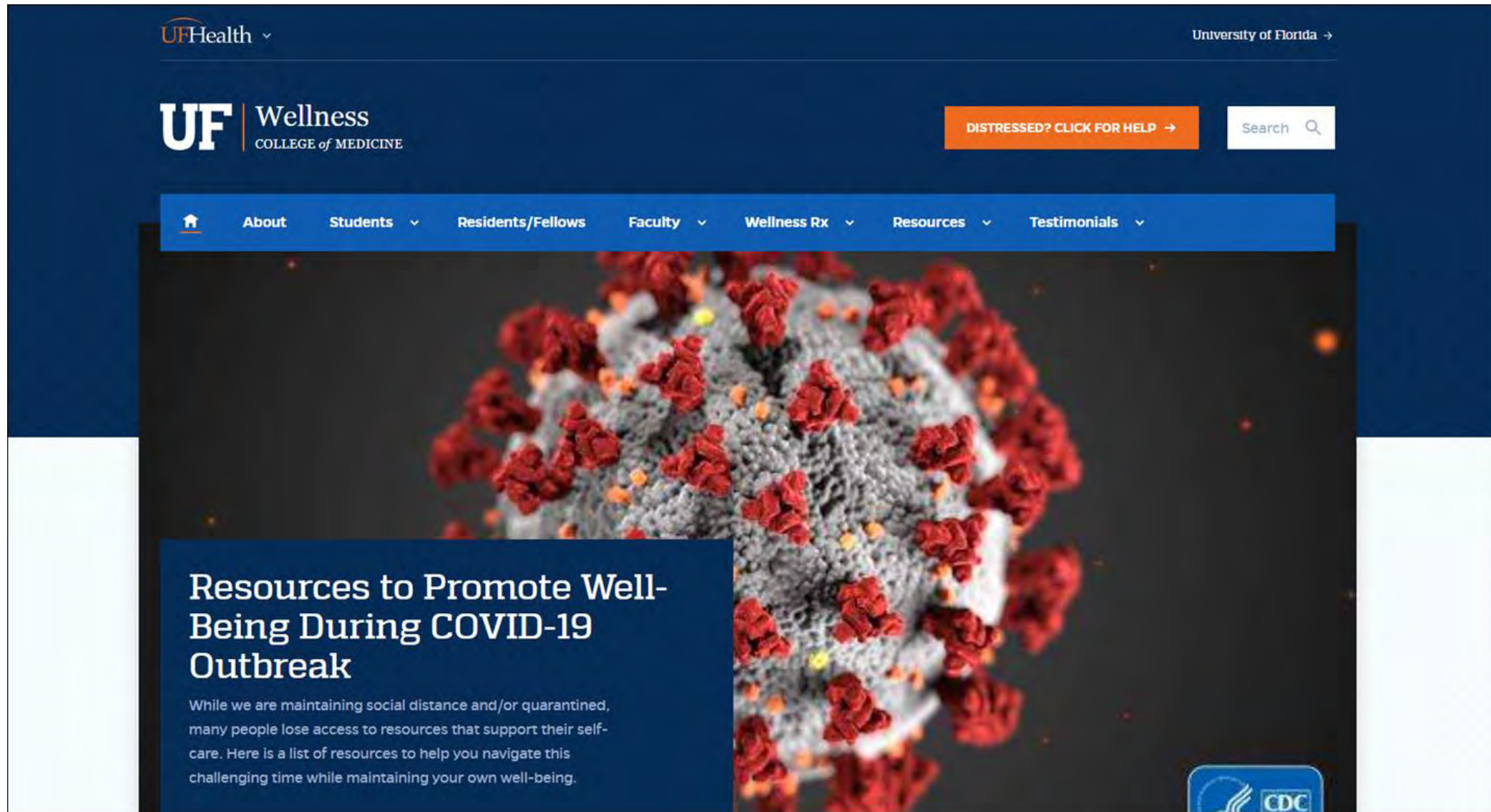
- <https://pickatime.com/client?ve n=11606216>
- (GatorCare subscribers only)



# Recreation Resources

- “Fun Friday” emails: <https://gatorcare.org/>
- “What’s Good” Gainesville event email list: <https://www.visitgainesville.com/visitor-resources/enews-visitor-guide/>
- Family-friendly and Kid-focused options: <https://fun4gatorkids.com/>
- Local Recreation (parks, theaters, sports, museum, etc.): <https://worklife.hr.ufl.edu/community/>
- Gator Perks Discount Program: <https://benefits.hr.ufl.edu/gatorperks/discount-program/>
- COVID-Safer Gainesville Activity Guide: <https://gatorcare.org/files/2020/12/Gainesville-Wellness-Guide.pdf>
- Online recreation resources: <https://wellness.med.ufl.edu/2020/04/01/resources-to-promote-well-being-during-covid-19-outbreak/#psychosocial>

UFCOM Wellness Website: <https://wellness.med.ufl.edu>



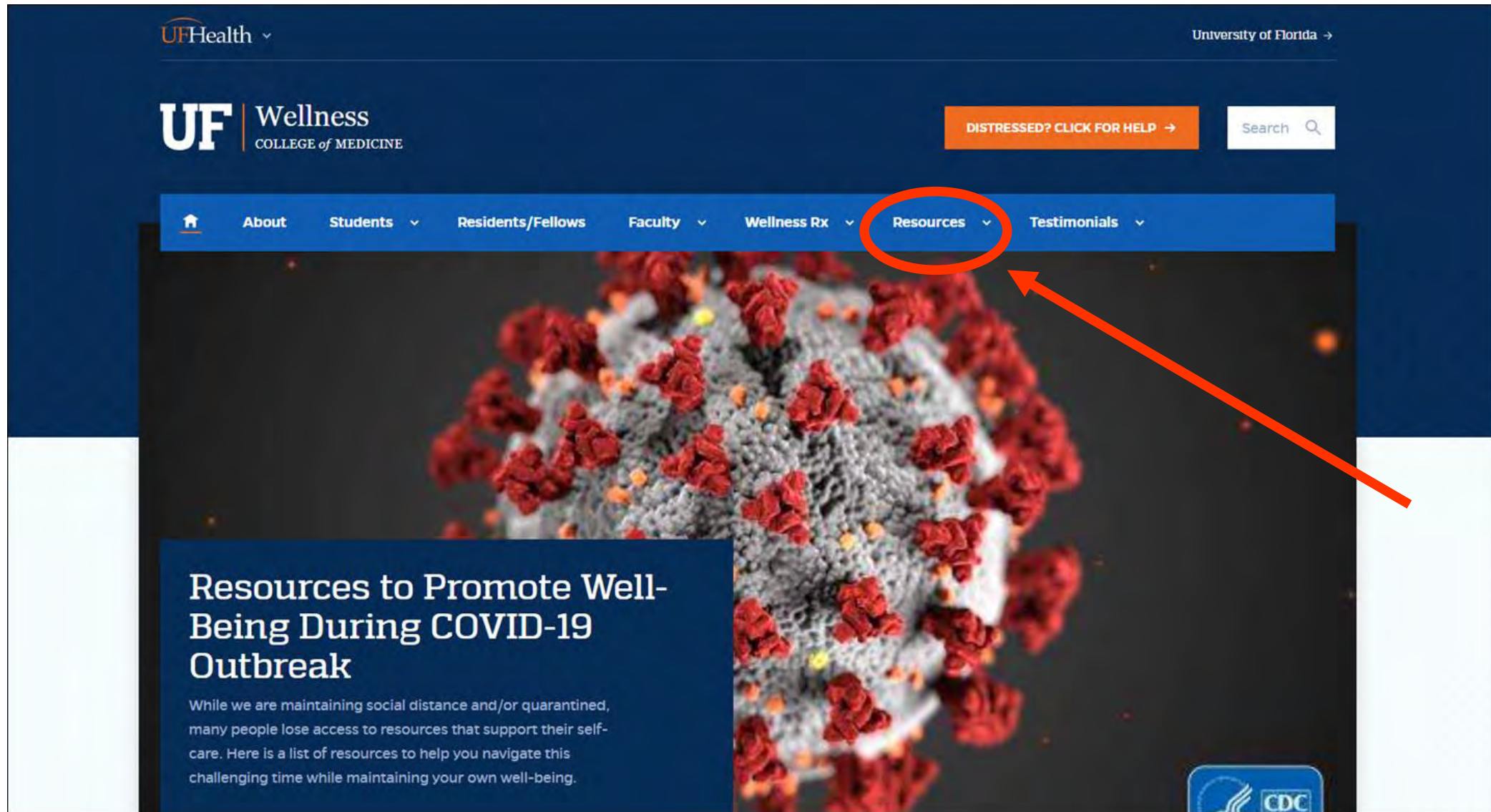
The screenshot displays the UFCOM Wellness website interface. At the top left, the 'UFHealth' logo is visible. The main header features the 'UF Wellness COLLEGE of MEDICINE' logo. A prominent orange button reads 'DISTRESSED? CLICK FOR HELP →'. A search bar is located to the right of the button. The navigation menu includes links for 'Home', 'About', 'Students', 'Residents/Fellows', 'Faculty', 'Wellness Rx', 'Resources', and 'Testimonials'. The main content area features a large image of a red and grey virus particle. A dark blue text box on the left contains the following text:

## Resources to Promote Well-Being During COVID-19 Outbreak

While we are maintaining social distance and/or quarantined, many people lose access to resources that support their self-care. Here is a list of resources to help you navigate this challenging time while maintaining your own well-being.

In the bottom right corner, the CDC logo is visible.

UFCOM Wellness Website: <https://wellness.med.ufl.edu>



The image is a screenshot of the UFCOM Wellness Website. At the top left, there is a 'UFHealth' logo with a dropdown arrow. To the right, it says 'University of Florida' with a right-pointing arrow. Below this, the 'UF Wellness' logo is displayed, with 'COLLEGE of MEDICINE' underneath. An orange button with the text 'DISTRESSED? CLICK FOR HELP' and a right-pointing arrow is located to the right of the logo. A search bar with the text 'Search' and a magnifying glass icon is also present. A navigation menu is shown below, with items: 'Home' (with a house icon), 'About', 'Students' (with a dropdown arrow), 'Residents/Fellows', 'Faculty' (with a dropdown arrow), 'Wellness Rx' (with a dropdown arrow), 'Resources' (with a dropdown arrow and circled in red), and 'Testimonials' (with a dropdown arrow). A red arrow points from the 'Resources' menu item down to a large image of a virus particle. In the bottom left of the image, there is a dark blue box with white text that reads: 'Resources to Promote Well-Being During COVID-19 Outbreak'. Below this, smaller white text says: 'While we are maintaining social distance and/or quarantined, many people lose access to resources that support their self-care. Here is a list of resources to help you navigate this challenging time while maintaining your own well-being.' In the bottom right corner of the image, there is a small blue box with the CDC logo.

# Resource Hub


**Resources Overview**

- Self-Assessment Tool
- Mental Health
- Exercise/Physical Activity
- Nutrition/Food/Environmental Wellness
- Mindfulness/Meditation
- Family & Relationships
- Financial & Legal
- Academic/Professional
- COVID-19 Resources
- Personal Safety
- Prevention & Primary Care
- Resources for Underrepresented Groups
- Self-Assessment
- Business/Work/HR/CAJ
- Service/Volunteer Opportunities
- Online Wellness Resources















## Resources

Below is a listing of resources available to help you develop and maintain your wellness in a number of areas. The list includes resources and programs available through URCOM, the University of Florida, and Gainesville/Alachua County. The list is updated as needed to keep it current.

\*\*\*If you are aware of any resources that should be added to the list, or if you identify broken links or resources that no longer exist, please use the Contact Form on this website to send a message and help us keep this listing up to date\*\*\*



### Resources to Promote Well-Being During COVID-19 Outbreak

 <b>ACADEMIC/PROFE</b> <a href="#">Access Resource &gt;</a>	 <b>EXERCISE &amp; ACTIVITY</b> <a href="#">Access Resource &gt;</a>	 <b>FAMILY &amp; RELATIONSHIPS</b> <a href="#">Access Resource &gt;</a>	 <b>FINANCIAL &amp; LEGAL</b> <a href="#">Access Resource &gt;</a>
 <b>MENTAL HEALTH</b> <a href="#">Access Resource &gt;</a>	 <b>MINDFULNESS/ MEDITATION</b> <a href="#">Access Resource &gt;</a>	 <b>NUTRITION</b> <a href="#">Access Resource &gt;</a>	 <b>PERSONAL SAFETY</b> <a href="#">Access Resource &gt;</a>
 <b>PREVENTION &amp; PRIMARY CARE</b> <a href="#">Access Resource &gt;</a>	 <b>UNDERREPRESENTED GROUPS</b> <a href="#">Access Resource &gt;</a>	 <b>SELF-ASSESSMENT</b> <a href="#">Access Resource &gt;</a>	 <b>SERVICE/VOLUNTI</b> <a href="#">Access Resource &gt;</a>
 <b>ONLINE WELLNESS</b> <a href="#">Access Resource &gt;</a>	 <b>WELLNESS WEEK RECAP</b> <a href="#">Access Resource &gt;</a>		

# Loneliness & Burnout

- Loneliness has more negative impacts on health and wellbeing than obesity, alcohol, or tobacco use!
- Experienced the same way as physical pain in the brain
- Worsened during/after COVID-19
- We spend AT LEAST ½ of our waking time at work— need to nurture positive relationships in the workplace to promote wellbeing

Harvard  
Business  
Review

Managing People

## **Burnout at Work Isn't Just About Exhaustion. It's Also About Loneliness**

by Emma Seppälä and Marissa King

June 29, 2017

Burden on: “I” → Illness



“We”

Burden on: ~~X~~ →



Wellness



# Recognizing Colleagues in Distress

## Changes in appearance

- Looks disheveled
- Diminished hygiene
- Dramatic changes in hair/make-up/dress

## Physical symptoms

- Fatigue
- Complaints of headache or other chronic pain, muscle tension
- Respiratory symptoms, cardiac symptoms, GI distress
- “Flu-like” symptoms

## Cognitive symptoms

- Difficulty Concentrating; “Fogginess”
- Memory lapses/ Forgetfulness
- Impulsiveness
- Incomplete work/“Sloppy mistakes”

## Behavioral problems

- Aggressive behavior
- Passive-aggressive behavior
- Passive/Avoidant behavior
- Isolation

## Psychological/Emotional Symptoms

- Mood Swings/Emotional Lability
- Irritability/Easily Frustrated/Anger outbursts
- Sadness/Tearfulness
- Self-Doubt/Anxiety



# ALGEE (5-Step Plan to Help Someone Who May Be in Crisis)



May is Mental Health Awareness Month--

Today (May 18) is Mental Health Action Day!





**NOW AVAILABLE TO ALL  
UF COM PHYSICIANS**

# WELL-BEING INDEX

ONLINE TOOL TO EVALUATE AND SUPPORT WELL-BEING

- 100% anonymous - your information is private and your individual score will not be shared
- Assess your current level of well-being
- See how your well-being compares to other physicians
- Track changes in your well-being over time
- Gain access to local and national resources to promote your personal and professional well-being



**SCAN TO  
SIGN-UP**



WELLNESS PROGRAMS

COLLEGE OF MEDICINE  
UNIVERSITY OF FLORIDA

  
**WELL-BEING**  
index

## My Well-Being Index Results

May 30th, 2017 (Most Recent)

Your Well-Being Index Score  
Is:

**Average**

[View on Scale](#)

Your Well-Being Index Score  
Is:

**Average**  
compared to other US  
Physicians

Your Well-Being Index Score  
Is:

**Better than 92%**  
of Physicians at Demo Physician  
Organization

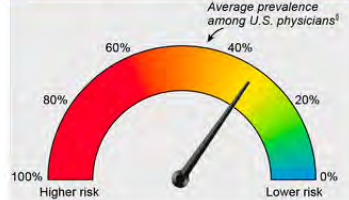
[View Comparison](#)

[i](#) How can well-being be determined from 7 to 9 questions?

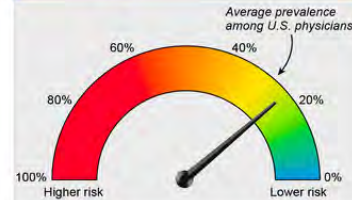
### Meaning In Work



### Likelihood of Burnout



### Severe Fatigue



# Get Instant Results

Provides instant feedback on Well-Being Index score compared to:

- physicians nationally
- physicians at UFCOM
- your own scores over time

## How are you feeling?

Behavioral health – which includes mental health, substance use, and more – is a key part of your overall well-being. Brief screenings are the quickest way to determine if you or someone you care about should connect with a behavioral health professional. Think of these as a checkup from your neck up. This program is completely anonymous and confidential, and immediately following the brief questionnaire you will see your results, recommendations, and key resources.



CHECKUP



ANONYMOUS



FAST

**For non-physicians:** <https://screening.mentalhealthscreening.org/hyho>

# Counseling & Support Services

## **Mental Health Services Access Line**

- *Devoted exclusively to university employees and their dependents*
- *Faculty, staff and their dependents may call **(352) 627-0032** between 8 a.m. and 5 p.m., Monday through Friday, to receive assistance identifying and securing access to the mental health services best suited to their needs.*

## **TalkSpace Free Confidential Online Therapy & Psychiatry Services:**

- *UF employees who have GatorCare benefits (including residents) are eligible to use TalkSpace for free for UNLIMITED SESSIONS*
- *Learn more and register at <https://talkspace.com/gatorcare> or email [gatorcare-support@talkspace.com](mailto:gatorcare-support@talkspace.com) for help*

## **Employee Assistance Program (EAP) Services:**

- *UF employees (including residents) are eligible for 6 free sessions of counseling each year*
- *Appointments can be made by calling: **352-392-5787** or (toll free) 1-833-306-0103), or visiting <https://eap.ufl.edu/>*

## **Care for Colleagues Services:**

- *UF Health employees involved in emotionally-challenging events can meet with a trained peer for guidance/support*  
*Request free peer support by calling **352-494-5795** to be matched with a trained colleague for support*



# UF Health Peer Support Program

Consider attending “Care for Colleagues” peer support training

- Free 2-hour training for physicians
- Free 4-hour training for other clinicians
- **To access support, call: 352-494-5795**

# Florida's Professional Health Program

(Professionals Resource  
Network, Inc.)

- Open to all licensed healthcare professionals (except nurses, who have separate program—“Intervention Project for Nurses”)
- Assists professionals with potentially-impairing conditions (e.g., substance use or severe psychiatric disorders) to access appropriate care providers, and provides monitoring/advocacy to ensure success
- Confidential participation that does not require notification to Board or Department of Health
- **Call 1-800-888-8PRN (1-800-888-8776)**



PROFESSIONALS ResourceNetwork

Impaired Practitioners Program of Florida



# Coming Soon

## Onsite Counselor

- Job posting currently available for a full-time counselor for faculty and staff on health science center campus
- Will provide free short-term counseling, mental healthcare referral, and crisis intervention
- If you know anyone who would be a good fit for this position, please encourage them to apply at:

<https://explore.jobs.ufl.edu/en-us/job/526750/counselor-uf-eap>



# Questions?

[imerlo@ufl.edu](mailto:imerlo@ufl.edu)