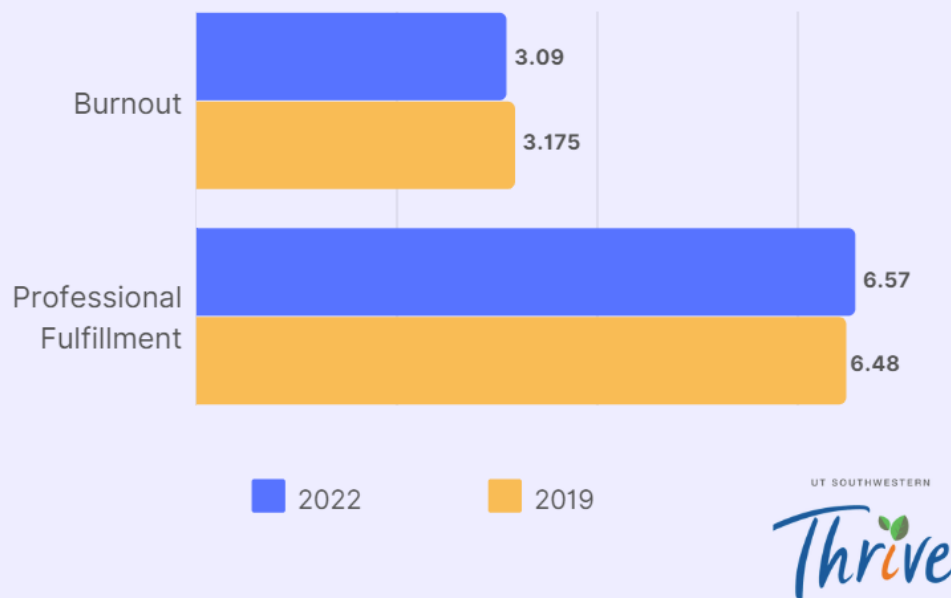




## Faculty Burnout and Professional Fulfillment



### Thrive Survey Preliminary Results

The 2022 UT Southwestern Thrive Survey – designed by the Healthcare Professional Well-Being Academic Consortium, a national group of over 20 academic medical centers – provided valuable insight into our faculty’s levels of burnout, professional fulfillment, and wellness drivers.

Forty-five percent of clinical and nonclinical faculty members responded.

On a scale from 0 to 10, our burnout scores in 2022 were numerically lower (3.09) than they were in 2019 (3.175), the last time such a survey was conducted. Professional fulfillment for all faculty in 2022 was 6.57, numerically improved from 6.48 in 2019.

This speaks to the resilience of our faculty and the Office of Faculty Wellness’ diligence and effectiveness in providing colleagues with relevant programs and resources to navigate the stressors posed by the COVID-19 pandemic.

The survey revealed that, as is observed at other medical centers, women have higher burnout and lower professional fulfillment scores than men. The same was true for clinical-educator faculty compared to other tracks, assistant professors compared to other ranks, and faculty members with caregiving responsibilities compared to non-caregivers.

Overall, UT Southwestern is aligned with national benchmark levels of burnout and professional fulfillment, although there is some variability by specialty and department. In the upcoming weeks, divisions and departments will receive their scores to help leaders understand areas of improvement.

Burnout and professional fulfillment are the key metrics of the vitality and well-being of an academic institution. Understanding where we stand in those metrics will help us enhance our work environment so all of our faculty can continue to flourish and achieve our missions of clinical,

## Faculty Announcements

### Congratulations, Dr. Arasaratnam



[Reuben Arasaratnam, M.D., M.P.H.](#), Assistant Professor in the Department of Internal Medicine, Division of Infectious Diseases and Geographic Medicine, has been selected to the 2022 class of the [National Academy of Medicine Scholars in Diagnostic Excellence](#) program.

The 11 scholars were chosen based on their professional qualifications and accomplishments, demonstrated leadership in the field, and potential to advance diagnostic excellence and equity.

Dr. Arasaratnam will engage part time over a one-year period in developing an implementation plan for his proposal: “Advancing the Equity of Penicillin Allergy Diagnosis at a Veterans Affairs Facility.”

### New Department Chairs' Reception

Since the start of the COVID-19 pandemic, seven new department chairs have been appointed. On May 16, after two years of mostly virtual interactions, the first combined reception to welcome our new leaders took place. It honored Samuel Achilefu, Ph.D., Chair of Biomedical Engineering, Catherine Y. Spong, M.D., Chair of Obstetrics and Gynecology, and J. William Harbour, M.D., Chair of Ophthalmology. The reception was hosted by W. P. Andrew Lee, M.D., Executive Vice President for Academic Affairs, Provost, and Dean of the Medical School.



## FY21 Faculty Salary Equity Review



Since 1999, the UT Southwestern Medical School administration examines salary data annually to assess faculty compensation and specifically to look for any notable differences in compensation between genders and those of different races/ethnicities.

The analysis includes both practicing physicians and other faculty in clinical departments as well as basic sciences department faculty and health professions faculty members.

The [FY21 report](#) found a 4.15% difference in compensation between male and female practicing physicians in clinical departments relative to the modeled compensation for all faculty. This significant difference is smaller but similar to previous years. The gender differences in the other faculty in clinical departments (1.98%), basic science faculty (1.70%), and health professions faculty (2.58%) were not statistically significant.

No significant difference in compensation was found between white and Asian faculty members in any of the three models, nor between white and Underrepresented in Medicine faculty members who are physicians in clinical departments. There is an insufficient number of Underrepresented in Medicine faculty members in the other clinical and basic science tracks for analysis.

As the [Faculty Equity Compensation Committee](#) and administration undertake the FY22 analysis, they continue to refine both the assessment tool and – more importantly – the internal processes that need to be adjusted to make compensation more equitable. Input from the faculty is encouraged and welcomed.

## Call for Nominations: Shine Academy

Nominations are open for [The University of Texas System Kenneth I. Shine, M.D., Academy of Health Science Education](#). The Shine Academy, composed of a diverse membership that represents many disciplines in health science education, recognizes excellence in teaching.



UT Southwestern may submit up to four nominees for this prestigious honor. Outstanding performance in any of the following categories will qualify faculty for consideration for membership in the Shine Academy:

- Direct teaching
- Curriculum development and instructional design or redesign
- Assessment of learner performance
- Mentoring and counseling
- Educational administration and leadership
- Educational scholarship and research

Submissions are due July 15. For more information, contact [Deborah Del Pino](#).

## Important Dates and Upcoming Events

### Application Cycle Open: Faculty Loan Repayment Program

The [Faculty Loan Repayment Program](#) helps decrease the economic barriers associated with pursuing careers as academic faculty. UT Southwestern will provide applicants a letter explaining why we cannot attest to the two-year contract requirement.

- [Apply by Thursday, June 30 at 7:30 p.m. ET](#)



### Master of Science in Clinical Science

Applications are open for [UTSW's Master of Science in Clinical Science](#) and related certificate programs.

- [Apply by June 15](#)

### Successfully Earning a K Grant Writing Workshop

Early career faculty submitting a K01, K08, or K23 application in October will receive feedback on a different grant section at each weekly session.

- [Apply by June 15](#)

### Preparing Impressive Conference Abstracts and Posters

This workshop offers actionable tips that will help you, your ideas, and your research shine at your next poster session.

- Thursday, June 23, from 4-7 p.m. [Register](#) to attend.

### UT Southwestern Fund to Retain Clinical Scientists (UT-FOCUS) Program

The [UT-FOCUS Program](#) supports early career physician-scientists with a clear need for additional assistance due to caregiving responsibilities exacerbated by COVID-19.

- [Apply by July 15](#)

### Developing Engaging Oral Presentations

This workshop will help you approach your presentation with enthusiasm and manage your audience with confidence.

- Thursday, July 21, from 4-7 p.m. [Register](#) to attend.

## New Policy Management System

Next month, the Policy Library will be moving to a new policy management system that will replace UT Southwestern's existing system, PolicyTech. The new platform, hosted by SAI360, will include the same policies in the same templates, but users will benefit from improved search capabilities, single sign on (SSO), and easy to use navigation.

Instructional material will be available on the [UT Southwestern Policies site](#) (VPN required) in the coming weeks. Prior to go-live, currently scheduled for July 6, you may also receive communications from the Policy



Office based on your policy role.

For more information, contact the [Policy Office](#).

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