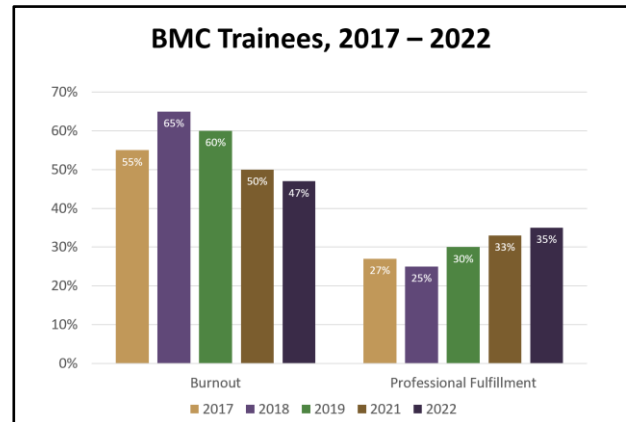
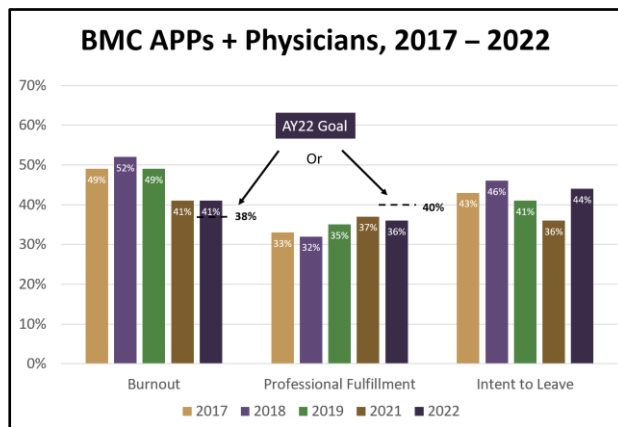


September 6, 2022

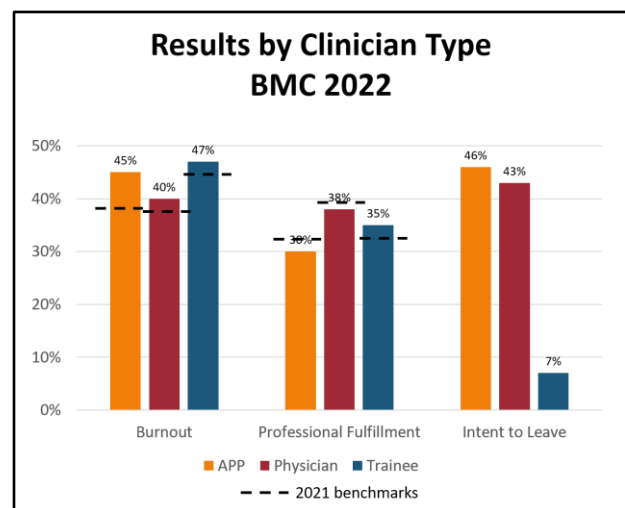
Dear Colleagues,

Thank you for sharing your feedback this spring in the 5<sup>th</sup> annual Clinician Vitality Survey. More than two thirds of our faculty and over half of our trainees weighed in. We are now sharing high-level survey results and next steps.



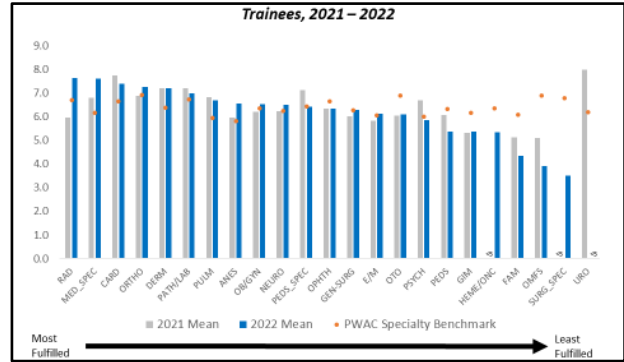
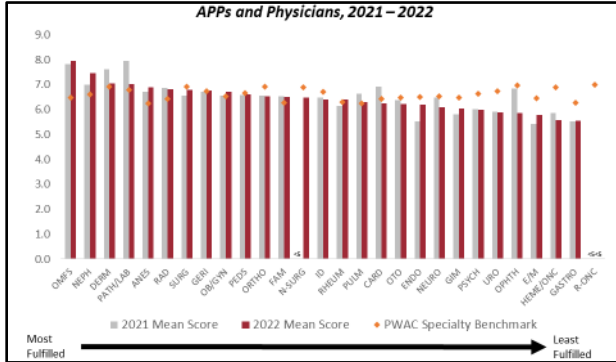
The past two years have significantly impacted many of us, and our high-level aggregated survey scores cannot begin to capture the personal implications of those changes. We see substantial variability by clinician type and work unit. For our faculty over-all, professional fulfillment and burnout scores are similar to last year’s, while *Intent to Leave* increased by eight percentage points. There is work to be done regarding the burnout and professional fulfillment of our APPs.

Our trainees are a vital part of the culture of our institution. Their burnout scores improved by three percentage points and professional fulfillment improved by two percentage points. Trainee professional fulfillment and burnout is inextricably linked to the faculty’s experience and the quality of the care we together provide our patients and community.

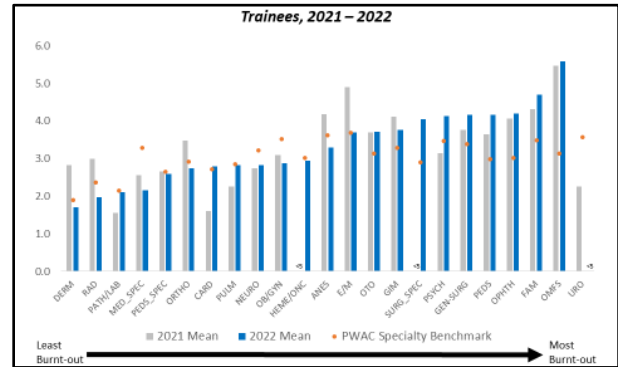
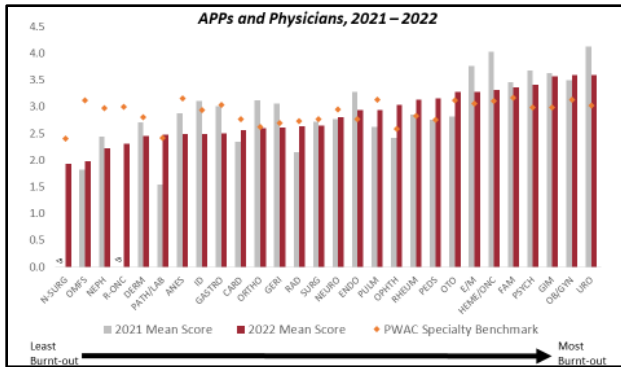


The following charts show survey results by department/section for APPs and Physicians pooled and for Trainees. These results are compared to [Healthcare Professional Well-being Academic Consortium \(PWAC\)](#) national specialty benchmarks for 2021 (orange dots).

**Professional Fulfillment Mean Score (0-10)**  
**Department/Section Compared to PWAC Specialty Benchmark**



**Burnout Mean Score (0-10)**  
**Department/Section Compared to PWAC Specialty Benchmark**



\* Trainee Data Note:

- MED\_SPEC includes: Endocrinology, Gastroenterology, Geriatrics, ID, Nephrology, Rheumatology, Allergy & Immunology, Addictions, Nutrition & Obesity, and Preventive Medicine
- SURG\_SPEC includes: Neurosurgery, Podiatric Medicine and Surgery, Surgical Critical Care Fellowship, and Vascular Surgery
- PEDS\_SPEC includes: Child Neurology, Developmental & Behavioral Pediatrics, Pediatric Emergency Medicine, Pediatric Infectious Disease Academic Research, and Pediatric Infectious Diseases

Our next step is to analyze our findings by race, gender, clinician type, and work unit, investigating specific factors that influence workplace wellbeing such as leadership, control over schedule, teamwork, and mistreatment. The Office of Equity, Vitality, and Inclusion will be meeting with each Department and Section to share and discuss the detailed results, review and update goals and action plans created last year, and establish a plan for your leadership to share the data with you directly. You can find examples of local equity and vitality efforts by Department and Section [here](#).

We are sharing relevant data with institutional leadership groups, committees, and others whose work can be informed by the results. Success is only possible through continued partnership with you, your Departmental leaders, BMC, and BUSM.

If you and your team are working on diversity, equity, inclusion, and/or wellbeing initiatives and would like to see whether the Clinician Vitality Survey data could support your efforts, please schedule a consultation with our team ([EVI@BMC.org](mailto:EVI@BMC.org)).

In partnership and gratitude,

Susannah Rowe  
Chair, Wellness and Professional Vitality Advisory Council  
Associate Chief Medical Officer of Wellness and Professional Vitality

Aviva Lee-Parritz  
Director, Office of Equity, Vitality, and Inclusion

Jeff Schneider  
Designated Institutional Official, ACGME

Megan Bair-Merritt  
Chair, Women's Leadership Advisory Council

Cassandra Pierre  
Chair, Diversity and Inclusion Advisory Council

Meghan Hassinger  
Director of Project  
Management

Makaila Manukyan  
Senior Project Manager

Kate Smyth-Hammond  
Senior Project Manager