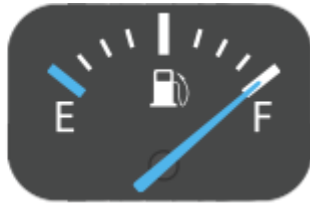


WELL-BEING FUEL GAUGE



Faculty Comment Summary as of 6/15/20

Dear Colleague,

Your comments have been seen by administrative leadership and they appreciate and value all that has been said.

Specific stress over the national issues of systemic racism have been a concern we heard loud and clear. For resources to help with proactively addressing this for yourself, your patients, your teams, and your community check out the Offices of Faculty Diversity and Development and Career Development and Women's Careers resources at:

[Recognizing and Addressing Racial Bias in Health Care](#)
&
[Diversity & Inclusion at UT Southwestern](#)

If you have questions or ideas, you can e-mail:
FacultyWellness@UTSouthwestern.edu

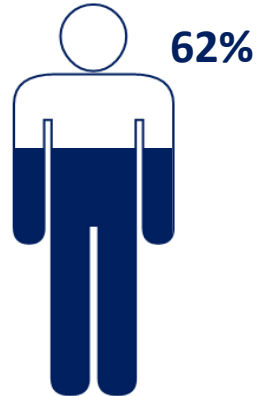
Sincerely,

Office of Faculty Wellness

Fuel Gauge Summary Results

N= 446 responses with 151 comments

Overall Faculty Fuel Tank Level



StdDev 28.5%

Well-being comment categories

- Communication/ transparency
- Wellness resource needs
- Transition from home back to work
- Platform fatigue
- Technical Opportunities
- PPE/Equipment
- Positive Feedback
- Workflows/ Processes

Below are the top four well-being comment categories with the main concerns and percentiles

Communication/ transparency 25%

Faculty stressed the importance of clear communication about job security, re-launching, clinical, research, and teaching operations, leadership decision making, and positive engagement/feedback from their direct leadership.

Wellness Resource Needs 24%

The need for continuous online resources was mentioned multiple times along with the growing concern for child care / tutoring during the summer months.

Platform fatigue 7%

The shift to virtual online meetings along with the already burdensome amount of emails for our faculty has resulted in platform fatigue. Concerns about telehealth fatigue were also mentioned.

PPE/Equipment 7%

As we begin to transition back to work on campus there is still an uneasiness around the amount PPE available.

Workflows/Processes 8%

This category reflects comments that were centered around localized workflow inefficiencies.

Next Steps

- The Office of Faculty Affairs will continue to use the Fuel Gauge comments to improve and provide resources to the categories of concern.
- The Office of Faculty Wellness will be continuously working with HR to provide additional child care options along with tutoring services for children.
- As the rise of telehealth continues, we will continue to find resources to combat overall platform fatigue.
- We will advocate for clear communication from your leaders as we transition to our new normal.