

Mechanisms to Evaluate and Improve Staff and Physician Wellness

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Systems and Evaluations

- Bi-annual employee satisfaction surveys
- Bi-annual faculty satisfaction surveys
- Employee Assistance Program (EAP) program
- HEAR program
- Wellness Committees: University, Health System, Department of Medicine
- Generous vacation policy –staff 3+ weeks per year, and option for comp time in lieu of overtime
- Generous sick policy – 12 days per year
- Generous holiday policy – 13 paid per year
- COVID-19: 28 paid days in 2020

Catheterization Lab/Interventional Suite

- Autonomy
- Goals/Purpose of Mission
- Value of work performed
- Culture of support: off site retreats (social and planning)
- Recognition of achievements