

Background and Study Rationale

Efforts to successfully implement the Triple Aim have significantly changed clinical work flow in a manner that been associated a substantial increase in work-related stress and burnout among health care providers in general and physicians in particular. Physician burnout is now described as an epidemic in the U.S. Burnout has been correlated with increased rates of medical malpractice, reduced provider satisfaction, high rates of physician and staff turnover, and substance abuse. This unintended consequence has led thought leaders to change the Triple Aim into the Quadruple Aim in order to consider providers and their impact on patient outcomes and the patient experience.

Higher education is also a societal institution experiencing significant change and financial pressures. The parallels between health care and higher education in the U.S. are remarkable. Recent political discourse has highlighted national concerns about the cost of a college education. Poor student outcomes and on-time graduation rates have been juxtaposed against high student debt. Even further, the student experience has also raised

attention as a result of increased prevalence of campus violence, concerns about diversity and inclusion, and freedom of speech. The pressure to address concerns from a plethora of external stakeholders has been exerted most prominently on faculty members. These new pressures coupled with evolving professional demands that include rising productivity standards, shrinking grant resources, and heavier teaching loads have led work-related stress and burnout among faculty members. Faculty burnout has been linked to poor student outcomes, early retirement, lower research productivity, and diminished teaching quality, outcomes which place additional financial stress on the education system. As a result, we believe that the Quadruple Aim utilized in population health can be adapted and applied to improve the higher education system in the U.S.

The purpose of this study was to utilize the Quadruple Aim for Higher Education as a guide to assess of the prevalence of provider and faculty stress and burnout among public colleges and universities in Mississippi.

Demographics



Respondents **891**

Female **56%**

Male **44%**



80.6% White

7.7% Other

11.7% Black



24.2% Dual Roles of Faculty and Administrator

General Health

How is your health in general?



Very Good + Good

86.3%



Fair + Poor

12.7%

QoL Dimensions

	Overall
Positive Meaning of Work Score	17.1 ± 2.9
Meaning Making Through Work Score	12.0 ± 2.4
Greater Good Motivation Score	12.5 ± 2.2
Brief Resilience Score	3.0 ± 0.3

Burnout



Perceived Stress Score

Overall

26.0 ± 7.0



Role Overload Score

20.3 ± 5.4



Psychological Distress Score

19.0 ± 7.0



Burnout

40.6%