



**MEDICAL SCHOOL**  
UNIVERSITY OF MICHIGAN

# The Culture Code: Department-Level Wellness Strategies That Work

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# Conflict of interest disclosures

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# What is wellness?

- **Physical:** Eating well, staying active, getting enough sleep, managing stress, and regular medical checkups.
- **Emotional:** Understanding your feelings, coping with stress, practicing self-care; seeking help when needed.
- **Social:** Building and maintaining healthy relationships and feeling connected to others.
- **Intellectual:** Engaging curiosity, learning new skills, and challenging yourself mentally.
- **Spiritual:** Having a sense of meaning or purpose.
- **Environmental:** Respecting and nurturing your surroundings, from your living space to the planet as a whole.
- **Occupational/Financial:** Feeling productive, managing resources wisely; finding satisfaction in work/life roles.

# Faculty fulfillment function

$$f = \frac{\textit{Compensation} \times (\textit{research} + \textit{education} + \textit{leadership}) \times \textit{culture}^2}{bs}$$

# What can a chair do?

- **Display empathy.**
- **Cultivate like minded leadership.**
- **Promote a psychologically safe environment.**
- **Recognize hardship.**
- **Encourage and model wellness.**
- **Demonstrate inclusive and responsive leadership.**
- **Reward the behavior you seek.**
- **Be the leader you would want to follow.**