

Stanford Medicine Commitment Statement on combating clinician burnout and improving clinician well-being

The Stanford University School of Medicine, Stanford Health Care and Lucile Packard Children's Hospital, known collectively as Stanford Medicine, has demonstrated its commitment to improving clinician well-being and reducing burnout for healthcare workers over the last 4 years. In 2016, Stanford formally launched the WellMD Center and became the first Academic Medical Center to appoint a chief wellness officer (CWO).

Through research, interventions based on organizational science and collaboration with other university and hospital programs, Stanford Medicine is committed to increasing professional fulfillment for all care-team members. Our framework for this process is the Stanford WellMD Center Model for Professional Fulfillment which has three focus areas:

- **Culture of Wellness:** Organizational work environment, values and behaviors that promote self-care, personal and professional growth, and compassion for ourselves, our colleagues and our patients.
- **Efficiency of Practice:** Workplace systems, processes, and practices that promote safety, quality, effectiveness, positive patient and colleague interactions, and work-life balance.
- **Personal Resilience:** Individual skills, behaviors, and attitudes that contribute to physical, emotional, and professional well-being.



Stanford's focus in these areas have involved both internal and national efforts and collaborative projects with the American Medical Association, Mayo Clinic and the American College of Physicians. Stanford Medicine has also been instrumental in the creation of the Physician Wellness Academic Consortium in 2016. In September of 2017, Stanford hosted the first American Conference on Physician Health in collaboration with the AMA and the Mayo Clinic. The leadership of Stanford Medicine is committed to working at all levels of our care delivery system to design and test interventions aimed at improving the culture of wellness as well as the efficiency of our practice environment and to identify ways to support our physicians, nurses and other care providers as they seek to cultivate working personal resilience.

Nationally, we remain committed to supporting research and collaboration with other organizations to improve healthcare and the lives and professional fulfillment of healthcare workers across the U.S. and throughout the world.