

## ALLIANCE OF INDEPENDENT ACADEMIC MEDICAL CENTERS COMMITMENT LETTER

### NATIONAL ACADEMY OF MEDICINE ACTION COLLABORATIVE ON CLINICAL WELL-BEING AND RESILIENCE

The Alliance of Independent Academic Medical Centers (AIAMC) recognizes that clinician well-being is critical to ensure the delivery of the highest quality, safe care in the clinical learning environment. The net impact of the mounting pressures of clinical care is escalating physician burnout and depression. We need to better understand the relationship of these factors to the ultimate tragedy of physician suicide. Layered on these challenges is the stigma many physicians in training and practice encounter related to acknowledging that they need help, and feeling supported and safe in asking for help.

The AIAMC, recognizing the important role medical residents play in patient care at teaching institutions and the beneficial impact of resident engagement in improvement efforts, has completed a series of National Initiatives - - national collaboratives of academic institutions engaging residents in quality improvement. The time is right for forward-thinking academic medical centers to proactively address provider and institutional well-being while engaging trainees directly in those well-being initiatives. The AIAMC is uniquely poised through its alignment of GME and institutional strategy to address well-being on both an individual level (i.e., residents, faculty and other caregivers) as well as on a system level (i.e., institutional culture, leadership, etc.), and has launched National Initiative (NI) VI: *Stimulating a Culture of Well-Being in the Clinical Learning Environment* to engage participating institutions in making meaningful improvements in well-being.

#### **About National Initiative VI: *Stimulating a Culture of Well-Being in the Clinical Learning Environment***

Launched in 2017 with 35 participating teams from Seattle to Maine, AIAMC National Initiative VI (NI VI) will be 18 months in length and feature four on-site meetings and monthly teleconferences or webinars. Well-being in the clinical learning environment is a function of the individual interacting with his/her environment.<sup>1</sup> It can be addressed through multiple foci for improvement at various levels of the clinical learning environment.

Each NI team chooses a focus area and level of the clinical learning environment that best supports its institution's strategic goals and needs while providing an organizational framework that ensures collaborative networking. NI VI has four cohort groupings: *Institutional Well-Being*; *GME Across All Programs – Culture and Values*; *GME Across All Programs – Workload & Job Demands and Control & Flexibility*; and *GME Across All Programs – Meaning in Work, Work-Life Integration and Social Support & Community at Work*. Team cohort groups share best practices in teleconferences and at on-site meetings. On-site learning session topics include research on well-being; barriers, gaps and stigma encountered in seeking well-being resources; leadership, sustainability and culture required to support well-being; and C-Suite engagement.

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<sup>1</sup> Shanafelt TD, Noseworthy JH. Executive Leadership and Physician Well-being: Nine Organizational Strategies to Promote Engagement and Reduce Burnout. *Mayo Clinic Proceedings* 2017.01.31;92(1):129-146). See "Drivers of Burnout and Engagement in Physicians figure. <http://www.sciencedirect.com/science/article/pii/S0025619616306255>.

## **About the AIAMC**

Founded in 1989, AIAMC is a national membership organization whose members are major academic medical centers and health systems committed to quality patient care, medical education and research. The mission of AIAMC is to assist members in achieving the highest standards of patient care through integration of medical education and research into their clinical missions. AIAMC's members are affiliated with medical schools but are independent of medical school ownership or governance. Ninety major medical centers and health systems across the United States are members, representing more than 750 senior academic leaders.

## **About the AIAMC National Initiatives**

The AIAMC National Initiatives are the only national and multi-institutional collaboratives of their kind in which residents lead multidisciplinary teams in quality improvement projects aligned to their institution's strategic goals. Sixty-four hospitals and health systems and more than 1,000 individuals have participated in the AIAMC National Initiatives since 2007, driving change that has resulted in meaningful and sustainable outcomes improving the quality and safety of patient care. Project outcomes have resulted in multiple scholarly publications, including *Academic Medicine*, *American Journal of Medical Quality*, *Journal of Graduate Medical Education*, *Journal of the American College of Surgeons* and *The Ochsner Journal*. *The Ochsner Journal* has served as the official publication of the AIAMC National Initiatives since 2015.

## **About the AIAMC Annual Meetings**

The AIAMC Annual Meetings bring together key leaders from independent academic medical centers around the country and feature outstanding, nationally-recognized speakers in an atmosphere of networking and dialogue not found at any other national meeting. Our 2017 conference theme was *Burning Brightly, Not Burning Out: Engaging Caregivers and the C-Suite in Strategies and Solutions* and included keynote speaker Timothy Brigham, M. Div., PhD, Chief of Staff and Senior Vice President, Department of Education, Accreditation Council for Graduate Medical Education (ACGME). The AIAMC's 2018 Annual Meeting will be held April 5-7 at the Omni La Costa Resort and Spa in Carlsbad, California and will feature exceptional faculty, including keynote presenter Dike Drummond, MD, *TheHappyMD.com*. The theme of our 2018 Annual Meeting is *Finding Joy and Purpose: Building a Community of Wellness*.