

National Academy of Medicine – MCW Commitment Statement on Clinician Well-Being

The Medical College of Wisconsin (MCW) is a health sciences university employing a diverse group of clinicians, educators, scientists, and leaders with the vision to pioneer pathways to a healthier world. The missions of MCW include educating the next generation of physicians, scientists, pharmacists and health professionals; discovering and translating new knowledge in biomedical and health sciences; providing cutting-edge collaborative patient care; and improving the health of the communities we serve. We are committed to the well-being of all at MCW, recognizing that to truly fulfill our missions, wellness must start with ourselves.

To reverse the trend of increasing clinician burn-out, improving well-being is reflected in the organizational strategy towards differentiated approaches that are inclusive and recognize unique needs for growth and resiliency. As an institution, MCW defines wellness as a lifestyle concept integrating improved personal, professional and community development. The Office of Faculty Affairs and MCW Wellness Task Force have the goal of enhancing the experience at MCW such that the institution as a community contributes to a full, healthy lifestyle.

Wellness concepts cut across all aspects of the institution, recognizing that to address our central mission of excellent patient-care, we must address wellness of faculty and providers as clinicians, educators and scientists, in all roles they serve and across all affiliates and locations. Immediate objectives include creating a strategy of ideas starting with formally defining:

Measurement

Training and education

Leadership development

Career experience and advancement

Affiliate collaboration

Personal growth

By bringing a strategic vision of a culture of wellness through all aspects of our institution, we will improve the resiliency of our clinicians. Increased engagement and satisfaction with the MCW environment will in turn reduce burnout and turn-over, thereby improving patient experiences and care and leading the way in innovative health care delivery.