

University of Washington School of Medicine: Commitment statement for NAM,  
12/13/2017

The University of Washington School of Medicine, a component entity of UW Medicine, is dedicated to improving the general health and well-being of the public. It does so by providing outstanding patient care, advancing medical knowledge through research, and training the next generation of healthcare professionals and scientists. Educating medical students throughout a five state region, the UW School of Medicine is well situated to influence a broad cross-section of the healthcare workforce and to meet the healthcare needs of our region. The UW School of Medicine conducts patient care, research and education in alignment with its core values which can be found on the website: <http://www.uwmedicine.org/education/about/mission>.

In support of this mission, the University of Washington School of Medicine is committed to supporting the health and wellness of its care providers. Wellness in an institution relies on multiple factors which include: individual resilience, open communication, education, and process improvement. We recognize that leadership support is essential both in establishing a culture in which wellness of the workforce is valued and in the recognition that clinical excellence is at least in part, based on operational efficiency. With leadership support, we will undertake and continue efforts in a number of areas, focusing on:

1. Education and Outreach-ongoing support of mindfulness training, faculty development specific to wellness, and collaboration with individual practice groups
2. Support- peer support, vetted resources and mentorship
3. Recognition-enhancing opportunities for recognition of individuals and units' successes in the area of wellness
4. Practice Improvement – using Plan-Do-Study-Act cycles on individual practice units
5. Culture – collaborating across departmental silos, to create a fully developed Wellness Strategic Plan

In each of these areas, we will gather and share information on best practices, as well as information suggesting opportunities for targeted interventions to support specific units. We will collaborate with existing groups and coordinate initiatives in the areas of practice transformation, faculty development, professionalism, medical humanities and wellness.