

**National Academy of Medicine
Action Collaborative on Clinician Well-being and Resilience
Commitment Statement
Vanderbilt University Medical Center**

Vanderbilt University Medical Center (VUMC) is one of the nation's longest serving and most prestigious academic medical centers. Through its historic bond with Vanderbilt University, VUMC cultivates distinguished research and educational programs to advance a clinical enterprise that provides compassionate and personalized care and support for millions of patients and family members each year. World-leading academic departments and comprehensive centers of excellence pursue scientific discoveries and transformational educational and clinical advances across the entire spectrum of health and disease.

VUMC's leadership in the delivery of academically based health care is recognized by the nations most trusted advisory bodies and reporting organizations including the National Academies, the Magnet Recognition Program, U.S. News & World Report, the Leapfrog Group and others. Our Schools of Medicine and Nursing and residency training programs are consistently among the most selective, and are valued for their diversity, innovation and capacity to transform the educational experience, while the breadth of our scientific discovery is propelled by a research enterprise that is consistently ranked among the nation's top 10.

VUMC cares about our physicians' health and well-being. In 1999, Vanderbilt began a specialized Faculty and Physician Wellness Program (FPWP) that utilizes a work-based, internal Employee Assistance Program (EAP) model. The program was established to meet the growing needs of professionals coping with stress, depression, addiction and other emotional and behavioral issues. Since the program was established, over one thousand faculty and physicians have received care through the program.

This is a challenging time for health care and to be a physician. Physicians are experiencing burnout at unprecedented levels. The leadership of Vanderbilt University Medical Center (VUMC) recognized the impact of physician burnout on the health of academic medicine. As such, it was the vision of Dr. Jeff Balsler, President and CEO of VUMC and Dean of the Vanderbilt University School of Medicine, and Dr. Wright Pinson, Deputy CEO and Chief Health System Officer and Senior Associate Dean for Clinical Affairs, to create a task force to develop a deeper understanding of the problem of physician burnout – both nationally and at VUMC -- and to develop a series of interventions to enact change. This task force is made up of physicians for several specialties as well as house staff. The Task Force for Empowerment and Well-being began its work in April 2017.

The Task Force identified the following as a guiding vision of well-being: Well-being is a state characterized by physical and mental health, a sense of satisfaction, and empowerment to redefine our environment and create meaningful relationships with others.

Successful academic medical centers will continue to develop strategies to support physician well-being. These strategies must focus both immediate recommendations involving wellness and systemic changes that cultivate a culture of wellness. VUMC is fully committed to the empowerment and well-being of our

physicians and welcomes the opportunity to become a network organization in the Action Collaborative on Clinician Well-being and Resilience.