

January 5, 2018

Statement of Support

National Academy of Medicine Collaborative on Clinician Well-Being and Resilience

The American College of Radiology (ACR) is committed to the radiologist's well-being as an integral part of high quality and safe patient care and the health of our members. The ACR provides membership benefits that advance the profession through advocacy, economics, informatics, education, research, and quality and safety. More than 37,000 members include radiologists, radiation oncologists, medical physicists and nuclear physicians including members-in-training. The ACR provides support for 7 imaging allied health professional groups. To date our initiatives to promote clinician well-being and decrease burnout include Research, Education, Advocacy and Community.

Research: Radiology professionals are at greater risk for burnout than most other physicians. The challenges include isolation in the reading room environment, productivity demands, implementation of the electronic medical record and PACS, the regulatory environment, and the fact that their role in the health care team is often not understood. Data has demonstrated continued increase in burnout rates in radiology professionals. In 2011 ~50% radiologists reported burnout; this increased to ~60% in 2014 (now 5th highest specialty); for radiation oncologists it rose from ~30% in 2011 to ~40% in 2014. In 2018 the ACR Commission on Human Resources will continue to survey the leaders of the membership to assess the frequency of burnout and request information on leadership tools for battling this problem.

Education: The ACR is committed to ensure our members recognize the signs of burnout and its impact on professional and personal well-being. Since 2015, burnout and physician wellness lectures have been incorporated to our annual ACR education meeting, the Radiology Leadership Institute, and our blog post *Engage*; and radiologist well-being and burnout will be the sole topic of the 2018 Radiology Intersociety Commission Summer Conference sponsored by the ACR for over 100 radiology leaders. Its focus will be on finding solutions and tools to combat this problem. In 2017, the ACR-RBMA Practice leaders Forum offered recommendations to reduce workplace stress and achieve a more favorable work-life balance (bit.ly/RBMA_ACR). Our flagship journal, *The Journal of the American College of Radiology*, published "Burnout of Radiologists: Frequency, Risk Factors, and Remedies: A Report of the ACR Commission on Human Resources" <http://dx.doi.org/10.1016/j.jacr.2015.11.003>.

Advocacy and Community: The ACR recognizes that improving clinician well-being/resiliency and mitigation of burnout require individual, group, and organizational strategies. The ACR leadership and Commissions on Leadership, HR, Women & Diversity, Patient and Family-Centered Care, as well our Resident/Fellows Section support the following strategies:

- 1) Focus on practice/department processes that create stress,
- 2) Improve efficiency and support for the practice environment [e.g. hiring of reading room coordinator, implementation of artificial intelligence],
- 3) Support leaders with skills to foster physician engagement,
- 4) Optimize the career fit of the individual, and
- 5) Create an environment that nurtures community, flexibility and control.

The goal of the ACR is to help its members find joy and meaning in their work.

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