



Commitment Statement for the National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience

Baylor College of Medicine (BCM) is committed not only to the care and well-being of our patients but also to the personal and professional well-being of our faculty, staff, and learners. In October 2013, the College created the Center for Professionalism in Medicine with a mandate to instill, support and elevate the values of professionalism throughout the organization. We view these activities as key modalities to counter burnout and supplement resilience.

Both the College and Center for Professionalism leadership recognize that:

1. Medical training and health care often produce increased stress and burnout for medical trainees as well as faculty.
2. Poor morale and physician burnout are national epidemics with measurable negative impacts on patient safety and quality of care.
3. Evidence-based methods exist to help mitigate the stress associated with reduced resilience, impaired health, and increased burnout in health care providers.

BCM is a private urban medical school in the Texas Medical Center, in Houston, Texas. BCM employs more than 4,500 full, part time, voluntary, and emeritus faculty. The College graduates more than 1,500 medical, biomedical graduate, and allied health students; and over 500 residents and post-doctoral fellows annually across its three schools. Our faculty provide medical care and training across 20 affiliated hospitals and cooperating patient care institutions in the Texas Medical Center and surrounding community. Patients come from all racial/ethnic and socioeconomic levels.

All Center activities are aligned with the College's mission and vision to integrate the values of respect, integrity, innovation, teamwork, and excellence. Center programs target all members of the Baylor community across all our institutional affiliates. To increase the impact and influence of these activities, the Center partners with other departments and offices throughout the College and the Texas Medical Center.

Center for Professionalism activities address physician self-care, well-being, and resilience through programming that includes:

- A guest speaker series with topics related to physician well-being and professionalism.
- Organized breakfast gatherings for students and residents to meet with experienced clinicians who share how they have learned to deal with career challenges.
- The "Power of Professionalism" award, designed to reward positive professionalism and to decrease burnout by highlighting excellent role models among medical students, residents, fellows, clinical and basic science faculty, as well as administrative staff.

- New 2017-2018 pilot projects creating opportunities for conversation and dialogue to improve communication and mutual understanding between individuals in various departments and administrative levels.
- A Mini-Grant Program established to support scholarly activity on professionalism related topics.
- A 2018 Josiah Macy Jr. Foundation Presidential Grant supporting production of training videos and related curriculum showing how more empathic physician interactions contribute to healthier, more cohesive teams.

Institutional culture change takes time. However, the College and the Center are committed to programs with frequent, engaging activities designed to provide consistent messaging and achieve incremental improvement in professional wellness and resilience across all levels and sectors of the institution.