

# Spectrum Health

## Organizational Commitment to the National Academy of medicine Action Collaborative on Clinician Wellbeing and Resilience

Spectrum Health is a not-for-profit integrated healthcare system in West Michigan made up of the Spectrum Health Medical Group, Spectrum Health Hospital group, Priority Health, Spectrum Health Lakeland, and Spectrum Health Ventures. The system employs over 30,000 people and includes 14 different hospitals. Spectrum Health is the sponsoring institution for over 25 residency and fellowship programs. The Office of Physician and APP fulfillment was established in 2019 and will serve the 4500 employed and independent physicians and advanced practice providers.

The mission of Spectrum Health is to improve health, inspire hope, and save lives. To pursue this mission, cultivating breakthrough talent and culture is a strategic priority and developing the healthiest workforce is a major initiative. Supporting our caregivers, particularly physicians and advanced practice providers (APPs), is crucial to achieving this strategic priority. Spectrum Health is invested in improving the well-being of its physicians and APPs. When clinicians are supported and feel fulfilled in their work, they can do their best to provide the highest quality care for their patients as well have the capacity and motivation to think innovatively and contribute to improving our healthcare system.

The Office of Physician and APP Fulfillment promotes a Call to Action for the system:

**To foster a culture that is supportive of our Physicians and APPs to improve health, inspire hope, and save the lives of our patients.**

The Office of Physician and APP Fulfillment will provide centralized coordination, development and implementation of programs and initiatives designed to support wellness within our system. The initial targets of this department are Physicians and APPs, but it is recognized that all caregivers on the front lines of health care are at risk for burnout which can negatively affect employee health and patient care. We recognize that in supporting physicians and APPs who are the organic leaders in their space, that as they become more well, so too will their team members.

Spectrum Health remains deeply invested in improving the well-being of physician and APPs by:

- Endorsing the health and well-being of our healthcare professionals and learners as a core value and cultural norm
- Using a validated instrument to longitudinally measure wellbeing, and include the measure our system strategy dashboard
- Using data to deploy targeted interventions in high need areas
- Implementing changes to improve the efficiency of practice and reduce clerical burden for physicians
- Establishing new programs that provide caregiver support and create community.
- Improving access to and decreasing stigma towards mental health care.

To achieve the Spectrum Health mission “To improve health, inspire hope, and save lives”, we commit to combat burnout, support mental health, and cultivate professional fulfillment among our physicians and APPs.