



KERN NATIONAL NETWORK
FOR CARING & CHARACTER IN MEDICINE

Commitment to Clinician Well-Being and Resilience

Statement from the Kern National Network for Caring & Character in Medicine (KNN)

When clinical learning environments, practice settings and health systems support practitioner well-being and purpose along with competence and continuous improvement, clinicians, their patients and humanity can truly thrive—not just survive. That's our aspirational goal at the KNN: By advancing caring and character in medicine, we aim to ignite change that helps individuals, communities and society flourish.

Founded in 2017 through a generous grant from the Kern Family Foundation, the Kern National Network for Caring and Character in Medicine (KNN) was formed by seven medical schools dedicated to advancing caring and character in medicine with the goal of promoting human flourishing.

The Institute for Healthcare Improvement's Triple Aim is widely accepted as the goal for U.S. healthcare.¹ Many have also included a fourth priority, healthcare professional and staff wellness, as part of a Quadruple Aim.² Recognizing this, the KNN is committed to emphasizing caring and character—in addition to the wellness of health professionals and staff—to promote human flourishing within, across and beyond the profession.

OUR VISION: The KNN aspires to promote human flourishing through the profession of medicine.

OUR MISSION: The KNN will foster caring and character in the profession of medicine through efforts with health professions education, healthcare systems, network partners and society.

Ultimately, that requires providing healthcare learners and professionals with dynamic practice environments where they can flourish as people and professionals while providing excellent, equitable patient care. To do so, the KNN's strategic framework includes transforming medical education using the concepts of caring and character, working with healthcare organizations to create supportive learning and practice environments and building partnerships toward broader policy and systems change.

Through the work of the KNN, learners, medical educators, clinicians, health system leaders and other influencers develop and gain access to sustainable, replicable models that support the conditions physicians and healthcare professionals need to thrive. Harnessing the power of a network, the KNN pursues many collaborative initiatives that encourage clinician well-being and resilience.

¹ Berwick, D.M. et al. (2008). The Triple Aim: Care, Health, and Cost. *Health Affairs*. Retrieved from <https://www.healthaffairs.org/doi/10.1377/hlthaff.27.3.759>

² Bodenheimer, T., & Sinsky, C. (2014). From Triple to Quadruple Aim: Care of the Patient Requires Care of the Provider. *Annals of Family Medicine*. Retrieved from <https://www.annfammed.org/content/12/6/573>

As just one example, a team focused on the clinical learning environment is building more positive, supportive atmospheres. Simultaneously, this group is creating opportunities for learners and practitioners that support their personal well-being and enable them to reflect on how they can apply traits like courage and resilience to successfully navigate challenges in their academic and professional settings.

Moving forward, the KNN aims to **connect, catalyze, convene** and ultimately **influence** the work of caring and character within the medical profession in support of clinician well-being, resilience and broader human flourishing. We welcome the opportunity to connect with other network organizations of the Action Collaborative on Clinician Well-Being and Resilience. ■

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