



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

**Health Workforce Well-Being Day Celebratory Event**

**Monday, March 9, 2026**

**4:00 PM – 5:30 PM ET**

**SPEAKER BIOGRAPHIES** *(in order of appearance)*



**Victor J. Dzau, MD** (*Clinician Well-Being Collaborative Co-Chair*), is the President of the National Academy of Medicine (NAM), formerly the Institute of Medicine (IOM). In addition, he serves as Vice Chair of the National Research Council. Dr. Dzau is Chancellor Emeritus and James B. Duke Professor of Medicine at Duke University and the past President and Chief Executive Officer of the Duke University Health System. Previously, Dr. Dzau was the Hershey Professor of Theory and Practice of Medicine and Chairman of Medicine at Harvard Medical School's Brigham and Women's Hospital, as well as Chairman of the Department of Medicine at Stanford University.

He is an internationally acclaimed leader and scientist whose work has improved health care in the United States and globally. His seminal work in cardiovascular medicine and genetics laid the foundation for the development of the class of lifesaving drugs known as ACE inhibitors, used globally to treat hypertension and heart failure. Dr. Dzau pioneered gene therapy for vascular disease and was the first to introduce DNA decoy molecules to block transcriptions in humans in vivo. His pioneering research in cardiac regeneration led to the Paracrine Hypothesis of stem cell action and his recent strategy of direct cardiac reprogramming using microRNA. He maintains an active NIH-funded research laboratory.



**Donald M. Berwick, MD, MPP, FRCP, KBE**, is President Emeritus and Senior Fellow at the Institute for Healthcare Improvement (IHI), an organization he co-founded and led as President and CEO for 19 years. He is one of the nation's leading authorities on healthcare quality and improvement. In July 2010, President Obama appointed Dr. Berwick to the position of Administrator of the Centers for Medicare and Medicaid Services (CMS), which he held until December 2011. A pediatrician by background, Dr. Berwick has served as Clinical Professor of Pediatrics and Health Care Policy at the Harvard Medical School, Professor of Health Policy and Management at the Harvard

School of Public Health, and as a member of the staffs of Boston's Children's Hospital Medical Center, Massachusetts General Hospital, and the Brigham and Women's Hospital. He has also served as vice chair of the U.S. Preventive Services Task Force, the first "Independent Member" of the Board of Trustees of the American Hospital Association, and chair of the National Advisory Council of the Agency for Healthcare Research and Quality. He is an elected member of the American Philosophical Society, the American Academy of Arts and Sciences, and the National Academy of Medicine (formerly the Institute of Medicine). Dr. Berwick served two terms on the IOM's governing Council and was a member of the IOM's Global Health Board. He served on President Clinton's Advisory Commission on Consumer Protection and Quality in the Healthcare Industry. His numerous awards include the 2007 William B. Graham Prize for Health Services Research, the 2006 John M. Eisenberg Patient Safety and Quality Award, and the 2007 Heinz Award for Public Policy. In 2005, he was appointed Honourary Knight Commander of the British Empire by Her Majesty Queen Elizabeth II, the highest honor in the UK for non-UK citizens. He is the author or co-author of over

200 scientific articles and six books. He also serves now as Lecturer in the Department of Health Care Policy at Harvard Medical School.



**Darrell G. Kirch, MD** (*Clinician Well-Being Collaborative Co-Chair*), is President Emeritus of the Association of American Medical Colleges (AAMC), which represents the nation's medical schools, their teaching hospitals and health systems, and related academic societies. He served as President and CEO of the AAMC from 2006 until 2019, when he was succeeded by Dr. David J. Skorton. A distinguished educator, biomedical scientist, and clinician, Dr. Kirch speaks and publishes widely on the need for transformation in the nation's health care system and how academic institutions can lead change across education, research, and health care for their communities and beyond. As a respected university leader, Dr. Kirch has chaired the Washington Higher Education Secretariat and served as a member of the American Council on Education Board of Directors. In 2007, he was elected to the National Academy of Medicine, and has been active in multiple initiatives of the National Academies. As an ardent champion for the well-being of the nation's health professions workforce, he currently serves as co-chair of the National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience. Dr. Kirch also serves as a member the Board of Regents of the American College of Psychiatrists. A psychiatrist and clinical neuroscientist by training, Dr. Kirch began his academic career at the National Institute of Mental Health, becoming chief of the Schizophrenia Research Branch, serving as the acting scientific director in 1993, and receiving the Outstanding Service Medal of the United States Public Health Service. A native of Denver, he earned his BA and MD degrees from the University of Colorado, and in 2002 received the Silver and Gold Award from the University of Colorado Medical Alumni Association.



**Michaele Brown, MD**, is a board-certified Internal Medicine physician with more than 30 years of experience in Primary Care, recognized for her commitment to advancing quality, safety, and population health. She currently serves as Director of Patient Experience for Wellstar Medical Group and Medical Director for the Acworth region, where she supports operations across eight primary care clinics and leads enterprise-wide patient experience education and training. A strategic physician leader, she plays an integral role in onboarding new clinicians and fostering ongoing professional development, while championing innovative models of care including shared medical appointments for patients with diabetes and the implementation of asynchronous e-visits to expand access and improve continuity. Dr. Brown has also helped develop and scale a peer-to-peer coaching program that strengthens clinician-patient connection, resulting in measurable improvements in patient satisfaction, clinician fulfillment, and executive presence. She was recognized as a "Top Doc" in 2021 and honored by her Primary Care and Medicine service line for outstanding contributions. Her leadership reflects a deep commitment to delivering high-value, patient-centered care while building systems that support both patients and the clinicians who serve them.



**Erica Steed, MBA** is Service Coach & Performance Excellence System Leader, Wellstar Health System. She is a systems-level healthcare leader whose two decades of service have focused on advancing patient- and family-centered care, strengthening workforce engagement, and operationalizing performance excellence within complex health systems. Her work sits at the intersection of policy, culture, and measurable outcomes—ensuring that strategic intent translates into equitable, reliable, and person-centered care delivery. As Service Coach & Performance Excellence System Leader at Wellstar Health System, she leads enterprise-wide efforts

to embed Patient- and Family-Centered Care (PFCC) into organizational policy, governance structures, and performance frameworks. She partners with executive leadership to align regulatory requirements, value-based purchasing priorities, and system strategy with human-centered care design. Her portfolio includes the development and implementation of enterprise standards that integrate service excellence, workforce engagement, and operational accountability across acute and ambulatory settings. Ms. Steed has spearheaded high-impact corporate initiatives that strengthen organizational reliability and cultural alignment. She led the implementation of a system-wide performance management infrastructure that streamlined processes, reinforced leader accountability, and improved employee engagement metrics. Through multidisciplinary collaboration, she has advanced service recovery redesign, patient experience governance models, and scalable leadership development programs that elevate care standards while improving operational efficiency. Her work reflects a deep commitment to translating policy into practice and ensuring that performance improvement efforts are both data-informed and equity-centered.



**Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN** (*Clinician Well-Being Collaborative Co-Chair*), is Immediate Past President, International Council of Nurses and Past Dean, University of Virginia School of Nursing. She served as dean of the UVA School of Nursing and the Sadie Heath Cabaniss Professor of Nursing through July 2022. Prior to becoming dean, she served two terms as the president of the American Nurses Association, from 2014 until 2018, and represented the interests of the nation's four million registered nurses. She also has extensive experience as an academic medical center executive and served for nine years as the chief clinical

officer/chief nursing officer at UVA Health where she was responsible for all inpatient and outpatient clinical services. In 2021, Dr. Cipriano was elected President of the International Council of Nurses after serving four years as its 1st Vice President. Her advocacy for the nursing profession is well-recognized. She is known nationally and internationally as a strong advocate for quality, growing nursing's influence on healthcare policy, and leading efforts to advance the role and visibility of nurses. She served as a public-sector adviser in the U.S. Delegation to the 69th World Health Assembly in 2016. Dr. Cipriano's more than 40-year career in nursing is also marked by a focus on improving the safety and efficiency of care by ensuring a healthy, safe, and supportive work environment and encouraging healthy behaviors to promote well-being. She has been a leader in the National Academy of Medicine's Action Collaborative on Clinician Well-Being and Resilience and was instrumental in advancing strategies to reduce regulatory burden and revamp electronic documentation to relieve clinicians of unnecessary work. Her recent work with the Collaborative focuses on mitigating the effects of the COVID-19 pandemic on the mental health of all clinicians by addressing the psychological safety and support for caregivers as well as reducing the stigma of seeking mental health care as primary prevention for burnout syndrome and depression. She also serves as an advisor to TIME'S UP Healthcare, which aims to eliminate sexual harassment and gender inequality in healthcare.



**Gregory Guldner, MD, MS**, serves as the Chief Wellness and Retention Officer for HCA Healthcare Clinical Services Group (CSG) which includes 5800 residents and fellows, over 40,000 affiliated physicians and APPs, and over 100,000 nurses. He previously served as the Vice President of Academic Affairs for Graduate Medical Education, as a Designated Institutional Official for HCA Healthcare Riverside in Southern California and as the program director for the HCA Healthcare Riverside Emergency Medicine Residency Program, which received the 2022 ACEP EM Wellness Center of Excellence Award. He holds the title of Clinical Professor of Emergency

Medicine at the University of California Riverside School of Medicine. Prior to earning his medical degree

at Stanford University, Dr. Guldner completed a master's degree in clinical psychology at Purdue University and undergraduate degrees in philosophy and psychology from Colorado State University. He practiced emergency medicine for 25 years in both academic and community settings and has 28 years in the Army Medical Corps (reserve) including combat deployments to both Iraq and Afghanistan.



**Brian Frazee, MPP** is President & CEO of the Delaware Healthcare Association (DHA), representing the First State's hospitals, health systems, and healthcare organizations. With a proven record of engaging leaders and stakeholders, Mr. Frazee has led DHA into a new era of innovation, collaboration, and excellence as Delaware's healthcare landscape rapidly evolves. Since his tenure began in 2023, DHA has doubled in size and emerged as a leading voice in healthcare advocacy at both the state and federal levels. Frazee has guided the association through major policy initiatives, including negotiating a historic new hospital provider tax and advancing collaborative solutions for healthcare affordability. He also spearheaded the creation of Delaware's first-ever joint advocacy agenda through the First State Health Leaders Alliance, uniting key healthcare stakeholders around shared priorities. Frazee served on Delaware Governor Matt Meyer's transition team and sits on the Delaware Business Roundtable and Delaware State Chamber of Commerce Board of Governors. He also serves on the Gift of Life Donor Program Medical Advisory & Policy Board, the steering committee of a national healthcare collaboration project, and several other state and federal committees — all in pursuit of advancing healthcare access, quality, equity, and affordability in Delaware and beyond. Prior to joining DHA, he served as Vice President of Government Affairs for the Maryland Hospital Association, where he led advocacy efforts at the federal, state, and local levels for eight years. Frazee also has extensive nonprofit advocacy as well as legislative and political experience in Maryland.



**Melanie Lewis, MD, MMedEd, FRCPC**, is entangled in the Canadian Physician and Learner Wellbeing Spaces: Co-Chair of Association of Faculties of Medicine of Canada (AFMC) Wellbeing Committee, Executive Member of the Faculties of Medicine Okanagan Charter Group and AFMC Culture of Academic Medicine Initiative (CAMI). Chair of the Royal College of Physician & Surgeons of Canada (RCPSC) Steering Committee: National Collaborative for Health Workforce Well-Being (supported by a 3.5 million dollar grant from Health Canada). Co-leading the development of the Canadian Physician Health Leadership Course with its inaugural introduction at the Canadian Conference on Physician Health in the fall of 2025 in collaboration with the AFMC, CMA and RCPSC. This introduction will serve as a needs assessment for a Full 3-day course to be offered in 2026 specific to the Canadian context. Dr. Lewis was a decanal leader for over a decade serving as the Associate Dean in the Office of Advocacy & Wellbeing supporting UG, PG and Graduate Learners, she is the past Chair of the AFMC Student Affairs Committee. Dr. Lewis also co-founded the UA WellLab, a hub for learner, scientist and clinician wellbeing research in the FoMD and has collaborated to publish wellbeing research and commentaries in relevant journals. Dr. Lewis has presented extensively on the subjects of Learner and Clinician Wellbeing and Wellbeing Inspired Leadership locally, nationally and internationally. Dr. Lewis has strived to introduced validated metrics across learning and clinical spaces to drive change, and support healthy inclusive learning and workspaces. In the latter part of her career she has been devoted to supporting leaders, learners, and colleagues to achieve improved professional fulfillment, sustainable careers, and to simply thrive (versus survive) in the environments in which they are situated.



**Debra F. Weinstein, MD** (*Clinician Well-Being Collaborative Co-Chair*), joined the ACGME in 2025 as President and Chief Executive Officer after serving as Executive Vice Dean for Academic Affairs and Professor of Learning Health Sciences and Internal Medicine at the University of Michigan Medical School, and Chief Academic Officer for Michigan Medicine. Previously, she served as Vice President for Graduate Medical Education at Mass General Brigham (formerly Partners HealthCare) in Boston and was an associate professor of medicine at Harvard Medical School. She was the designated institutional official for both Massachusetts General Hospital (MGH) and Brigham and Women's Hospitals for over a decade after serving as the MGH program director for the internal medicine residency. Dr. Weinstein's contributions to the field have been recognized with numerous awards, including two prestigious honors from the ACGME: the Parker J. Palmer Courage to Lead Award and the John C. Gienapp Award for Distinguished Service. She currently serves on the InTealth Board of Directors, and previously held Board positions with the ACGME and the MGH Institute for Health Professions. Dr. Weinstein's academic contributions include serving as Deputy Editor of *Academic Medicine* (2013-2019) and as a member of *The New England Journal of Medicine's* Perspectives Advisory Board (2015-2023). Her scholarly work includes nearly 100 invited presentations and more than 75 publications. Dr. Weinstein graduated from Wellesley College, where she majored in music and conducted the college orchestra. She received her medical degree from Harvard Medical School, completed her clinical education and training in internal medicine and gastroenterology at MGH, and was a 2006-2007 American Council on Education Fellow.