



## **AAMC Statement on Commitment to Clinician Well-Being and Resilience**

*The AAMC supports a culture in academic medicine that values the well-being of faculty, staff, and learners. An environment that prioritizes health professionals' well-being aligns with the AAMC mission of improving the health of all.*

Substantial evidence indicates that physicians and other clinicians are at risk of elevated rates of burnout, depression, and suicide. Clinician burnout has been associated with increased medical error, significant morbidity, and increased patient mortality.

There is growing momentum to improve well-being for health professionals, and action is needed to advance evidence-based solutions to promote clinician well-being and combat burnout, depression, and suicide among U.S. health care workers.

To facilitate collaborative action, the AAMC is an inaugural sponsor of the National Academy of Medicine's Action Collaborative on Clinician Well-Being and Resilience. AAMC councils, organizations, and professional development groups are engaged in efforts to address the issue. These groups contribute to learning opportunities and resource sharing on clinician well-being and resilience at Learn Serve Lead: The AAMC Annual Meeting and at other AAMC-sponsored meetings. In addition, the AAMC has an online resource focused on resilience in academic medicine.

### Our Commitment

The AAMC is committed to enhancing patient care and welfare, and to the belief that the optimal delivery of care requires an environment where all health care providers can thrive; where faculty, staff and learners feel supported and well treated; where diversity, inclusion and health equity are promoted; and where patients are empowered to make informed health care decisions.

The AAMC supports efforts by our member institutions to enhance clinician well-being and resilience, particularly in the following areas:

**Clinician and learner mental health and well-being pathways.** As clinicians may be reluctant to seek treatment due to stigma or licensing concerns, it is important to establish and refine prevention and treatment pathways for clinicians and learners to achieve their optimal mental health.

**Improving health systems.** Focus on health system factors such as organizational culture, information systems, shared decision-making, performance measurement, and other areas may reveal important avenues to enhance clinician and learner well-being and resilience.

**Enhancing clinician teams.** Effective team functions, which enable all providers to optimize performance of their respective roles, is essential to managing factors that cause burnout.

**Measurement.** The measurement of clinician and learner well-being and burnout allows for a better understanding of the nature of the problem, allowing development of strategies that potentially improve well-being at the individual and system level.

**Research and education regarding clinician and learner well-being.** Our community will benefit from ongoing research that enhances knowledge related to measurement tools and interventions, and other factors that impact well-being.

The Association of American Medical Colleges is dedicated to transforming health care through innovative medical education, cutting-edge patient care, and groundbreaking medical research. Its members comprise all 151 accredited U.S. and 17 accredited Canadian medical schools; nearly 400 major teaching hospitals and health systems, including 51 Department of Veterans Affairs medical centers; and more than 80 academic societies. Through these institutions and organizations, the AAMC serves the leaders of America's medical schools and teaching hospitals and their nearly 173,000 full-time faculty members, 89,000 medical students, 129,000 resident physicians, and more than 60,000 graduate and postdoctoral researchers in the biomedical sciences.

#### Recommended links

National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience  
<https://nam.edu/clinicianwellbeing>

Dyrbye LN, Shanafelt TD, Sinsky CA, Cipriano PF, Bhatt J, Ommaya A, West CP, Meyers D. Burnout among health care professionals: A call to explore and address this unrecognized threat to safe, high-quality care. National Academy of Medicine; Discussion Paper. Published July 5, 2017. <https://nam.edu/burnout-among-health-care-professionals-a-call-to-explore-and-address-this-underrecognized-threat-to-safe-high-quality-care/>

AAMC Initiatives "Well-Being in Academic Medicine"  
[www.aamc.org/wellbeing](http://www.aamc.org/wellbeing)

AAMC Meetings  
<https://www.aamc.org/meetings>