

Joy in Medicine™ Health System Recognition Program

Overview



The Joy in Medicine™ Health System Recognition Program is designed to spark and guide organizations interested, committed or already engaged in improving physician satisfaction and reducing burnout.

Representing the AMA's steadfast commitment to advancing the science of physician burnout, this program can empower and propel health systems to reduce burnout so that physicians—and their patients—thrive. This program is intended for health systems with more than 100 physicians and/or advanced practice providers (APPs).

The 2022 program application will be available starting Jan. 14, 2022, and will close March 31, 2022, at 11:59 p.m. Pacific. Applications should be submitted on behalf of the full organization, not individual departments or affiliated practice sites. View the guidelines (PDF) to learn more.

Objectives

- **Provide a roadmap** for health system leaders interested in implementing programs and policies that actively support well-being.
- **Unite the health care community** in building a culture committed to increasing joy in medicine for the profession nationwide.
- **Build awareness** of solutions that promote joy in medicine and spur investment within health systems to reduce physician burnout.

Eligibility criteria

The Joy in Medicine Health System Recognition Program is intended for health systems with 100 or more physicians and/or APPs. Before submitting an application, systems must meet the following eligibility criteria:

Step one

If your system includes at least 100 physicians and/or APPs, please proceed to Step 2. If your system has less than 100 physicians and/or APPs, please sign the Collaborative for Healing and Renewal in Medicine (CHARM) Charter and engage with other resources offered by the AMA.

Step two

Sign the CHARM Charter. The CHARM Charter on physician well-being is intended to inspire collaborative efforts among individuals, organizations, health systems and the profession of medicine to honor the collective commitment of physicians to patients and to each other.

Step three

Complete an assessment of physician well-being conducted in the last three years using one of the following validated tools:

- | Mini-Z (or single item Mini-Z burnout question)
- | Maslach Burnout Inventory
- | Mayo Well-Being Index
- | Stanford Professional Wellness Survey

If you have not yet completed a burnout assessment and would like to do so in order to prepare for next year's application cycle, learn more (PDF) about the AMA's no-cost burnout assessment.

Recognition criteria

Recognition is based on organizational achievement and effort in six competency areas, evaluated through self-assessment and supporting documentation:

1. **Commitment:** Demonstrated organizational investment in establishing a well-being committee

and/or well-being office.

2. **Assessment:** Demonstrated organizational commitment to monitoring physician burnout using an assessment tool.
3. **Efficiency of practice environment:** Demonstrated organizational commitment to measuring time spent in the EHR after work hours.
4. **Leadership:** Demonstrated organizational investment to promoting leadership development.
5. **Teamwork:** Demonstrated organizational commitment to measuring teamwork metrics.
6. **Support:** Demonstrated establishment of peer support programs.

If your organization does not currently qualify for recognition, we encourage you to use the program criteria as a roadmap to continue building well-being in your organization. Please email Practice.Transformation@ama-assn.org for assistance or additional clarification. The Practice Transformation team will be here to help you prepare for future application cycles.

Past recipients of the Joy in Medicine Health System Recognition Program

The AMA recognizes health care organizations that have committed to efforts that improve physician satisfaction and reduce burnout. View the list of health systems recognized through the Joy in Medicine Recognition Program in 2019 and 2021.

Contact information

If you have any questions related to the Joy in Medicine Health System Recognition Program, please contact us or view the 2022 program FAQ (PDF).