

# QUALITY CARE BEGINS WITH *Healthy* CLINICIANS

HEALTHCARE PROFESSIONALS ARE UNDER MORE PRESSURE THAN EVER.

From growing administrative demands to cultural stigma around mental health help-seeking, system stressors are creating an unsustainable environment for North Carolina caregivers. Many clinicians feel overwhelmed, overworked, and undervalued. Nearly half experience ongoing burnout, affecting not only their mental and emotional well-being but also patient safety, quality of care, and the stability of our healthcare system. When this level of stress becomes the norm, everyone is impacted—patients, families, and caregivers alike. **Something needs to change.**

At the North Carolina Clinician & Physician Retention & Well-Being (NCCPRW) Consortium, **we believe meaningful change requires addressing the systems that drive burnout.**

## OUR *Mission*

To unite healthcare leaders across North Carolina to reduce stigma, strengthen support, and create cultures where clinicians feel valued and able to thrive—because **healthy clinicians are essential to quality care.**



*Join us* IN BUILDING A HEALTHIER FUTURE FOR NORTH CAROLINA'S CLINICIANS—AND THE COMMUNITIES THEY SERVE.



### JOIN THE NCCPRW CONSORTIUM

Be part of a statewide movement to transform healthcare culture in North Carolina and build systems where clinicians are supported, valued, and able to thrive.



### BUILD SYSTEM-LEVEL SOLUTIONS TO BURNOUT

Collaborate with NCCPRW to reduce administrative burden, improve credentialing, and integrate clinician well-being into operational improvement and workflows.



### INVEST IN CARE THAT SUSTAINS CLINICIANS

Support evidence-informed solutions that address the root causes of burnout—not just the symptoms—and help create healthier, more sustainable care environments.



### LEARN. CONNECT. LEAD CHANGE.

Engage in webinars, learning communities, and knowledge exchanges that elevate clinician voices and drive meaningful, system-level impact.

“I’m proud to be part of NCCPRW because we’re turning burnout and moral injury into action, advocacy, and real solutions for clinicians.”

— AMNA SHABBIR, MD, NBC-HWC, CPC, NCCPRW Consortium Member & CEO, Success Curated LLC

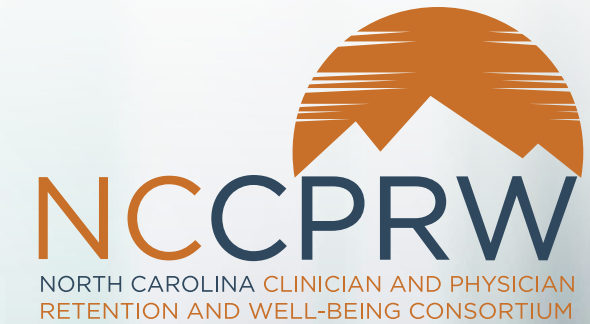


*Get started!*



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**NCCPRW.org**



# OUR *Role*: WE C.A.R.E.

WE PRIORITIZE CLINICIAN WELL-BEING AT EVERY LEVEL OF CARE THROUGH **COLLABORATION, ADVOCACY, RESOURCE SHARING, AND EDUCATION.**

## COLLABORATION

Partnering with hospitals and health systems across North Carolina, we work to reduce administrative burdens, foster supportive workplace cultures, and promote wellness and engagement among clinicians and care teams.

## ADVOCACY

We advocate for improvements in credentialing, workflows, and clinician support programs—driving meaningful, sustainable changes that create fulfilling professional environments.

## RESOURCE SHARING

We connect administrators and clinicians with evidence-informed tools, innovations, and best practices that make a measurable difference.

## EDUCATION

We provide flexible learning opportunities for clinicians—online, on the go, and in person—so they can engage in ways that fit their schedules.

“As CEO of the North Carolina Professionals Health Program (NCPHP), I work daily with medical professionals facing burnout, emotional exhaustion, and career-related challenges. Monecia Thomas and Lisa Mwaikambo lead the NCCPRW with exceptional skill and deep compassion, providing support that restores hope, strengthens resilience, and helps professionals reconnect with purpose. **Their work is improving lives and careers while strengthening healthcare outcomes across North Carolina, and I am proud to offer my strongest support for their mission.**”

— JOSEPH P. JORDAN, PhD, Chief Executive Officer, North Carolina Professionals Health Program

# WORKING TOWARD A HEALTHIER FUTURE, *Together*

NCCPRW comprises **25+ member organizations** representing a cross-section of North Carolina’s healthcare community—all committed to advancing clinician well-being through shared learning, advocacy, and innovation.

## REMOVING BARRIERS TO MENTAL HEALTH CARE FOR HEALTH PROFESSIONALS:

**120+** North Carolina **hospitals and care facilities** have **reviewed and updated** their credentialing applications to remove intrusive mental health questions.

benefiting nearly **45,000** credentialed health workers

**NC DEPARTMENT OF INSURANCE** **updated** its uniform application used by hospitals for delegated credentialing.

The **North Carolina Medical Board, North Carolina State Board of Dental Examiners, North Carolina Board of Pharmacy, and North Carolina Board of Nursing** have **confirmed** that their licensure applications do not include intrusive mental health questions.

benefiting

<b>31,000+</b> physicians	<b>12,000+</b> dental professionals
<b>35,000</b> registered pharmacists & pharmacy technicians	<b>165,000</b> registered nurses



## INTEGRATING WELL-BEING IN OPERATIONAL IMPROVEMENT & FOSTERING CROSS-SYSTEM LEARNING:

**16** Health facilities and systems are **engaged** in the Caring for North Carolina Caregivers’ Virtual Learning Community, designed to improve the well-being of the healthcare workforce in North Carolina.

## THE CARE EQUATION

A WEBINAR SERIES

We have **launched** *The CARE Equation: Prioritizing Clinician Well-Being + System Change = Sustainable Care*, a webinar series **for physicians** (all specialties and career stages), **APPs, all members of care teams, healthcare administrators, organizational leaders, and anyone committed to clinician well-being**, featuring expert perspectives on practical tools to reduce burnout, strengthen workforce retention, and advance high-quality patient care.

PRIORITIZING CLINICIAN WELL-BEING



SYSTEM CHANGE



**SUSTAINABLE CARE**



“While many programs emphasize individual resilience, NCCPRW has been deliberate in shifting focus from ‘fixing the worker’ to fixing the system.”

— LAURA MCNEELY, FACHE, NCCPRW Consortium Member & Director, Healthcare Innovation and Transformation, Associate DIO, UNC Blue Ridge