Purpose

The UW Health Physician Excellence Awards are designed to recognize our most skilled and dedicated physicians. These prestigious awards will recognize individuals who demonstrate exceptional skills in clinical practice and education, and a commitment to the mission, vision, and values of UW Health. The awards that may be granted each year include:

- Clinical Educator Excellence Award
- Clinical Practice Excellence Award
- Outreach Excellence Award
- Rising Star Clinical Excellence Award

General

1. Eligibility: UW Health physicians employed by the School of Medicine and Public Health will be eligible for the award. Department Chairs and Residents/Fellows are not eligible for these awards, and physicians with a major education leadership role as their primary assignment are not eligible for the Clinical Educator Excellence award. In addition, physicians serving as current members of the Outreach Steering Committee are not eligible for the Outreach Excellence Award.

2. The award will include a $1,000 check paid directly to the recipient and a certificate plaque. The Dean of the School of Medicine and Public Health (UWSMPH) and the Chief Executive Officers (CEOs) of University of Wisconsin Medical Foundation (UWMF) and University of Wisconsin Hospital and Clinics (UWHC) will present the awards at a reception honoring all recipients and nominees.

3. The awards will be funded equally by UWSMPH, UWMF and UWHC. The Outreach Excellence Award will be funded by UHC.

4. The Physician Excellence Awards Selection Committee will consist of seven individuals: the UWSMPH Dean; UWMF CEO; UWHC CEO; UWHC SVP of Medical Affairs; UWSMPH Associate Dean for Administrative Affairs; UWMF Vice President, Human Resources; and UWHC Senior Vice President, Human Resources.

5. Limited nominations for each award not selected in a given year will be carried over for consideration for one year if they are considered to have clearly met the criteria. In such cases, the nominator will be given the opportunity to update the nomination materials as needed.

Criteria

1. Clinical Educator Criteria:
   a. Currently teaches and practices clinically within UW Health for a significant part of their professional practice; and is not a Department Chair, Resident, or Fellow;
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or formally appointed to a position of leadership in education (e.g., residency or fellowship director, clerkship director, etc).

b. Outstanding educator with emphasis on teaching residents and medical students, as well as other interdisciplinary team members, and patients and families.

c. Demonstrates sustained service for a minimum of five (5) years; in active status at the time the nomination is submitted; and still in active status at the time the award is announced.

d. Demonstrates exceptional and measurable contributions to clinical practice and education at UW Health.

e. Exhibits commitment to UW Health, including advancing and supporting the UW Health mission, vision and strategic direction.

f. Demonstrates a commitment to and enthusiasm for the field of healthcare.

g. Demonstrates professionalism in all interactions and in all forums.

2. Clinical Practice Criteria:
   a. Currently teaches and practices clinically within UW Health for a significant part of their professional practice and is not a Department Chair, Resident or Fellow.
   b. Outstanding clinician with exemplary professional relationships. This individual is the person colleagues would want to treat their family members if the need arises.
   c. Demonstrates exceptional patient and family centered care with a commitment to quality and patient safety.
   d. Demonstrated sustained service for a minimum of five (5) years; in active status at the time the nomination is submitted; and still in active status at the time the award is announced.
   e. Demonstrates exceptional and measurable contributions to clinical practice at UW Health.
   f. Demonstrates a commitment to the clinical excellence of UW Health programs.
   g. Exhibits commitment to UW Health, including advancing and supporting the UW Health mission, vision and strategic direction.
   h. Demonstrates a commitment to and enthusiasm for the field of healthcare.
   i. Demonstrates professionalism in all interactions and in all forums.

3. Outreach Criteria:
   a. Currently practices within UW Health and is not a Department Chair, Resident, Fellow, or a current member of the UW Health Outreach Steering Committee.
   b. Outstanding clinician with exemplary professional relationships. This individual is the person colleagues and staff would want to treat their family members if the need arises.
   c. Demonstrates exceptional patient and family centered care with a commitment to quality and patient safety.
   d. Demonstrates a commitment to and enthusiasm for the Regional Outreach Program and the field of healthcare
   e. Demonstrates exceptional communication with outreach site’s referring providers, patients and staff.
   f. Demonstrates exceptional commitment to the care of regional patients through participation in the UW Health Outreach Clinic Program.
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g. Demonstrates a commitment to the clinical excellence of UW Health programs.
h. Exhibits commitment to UW Health, including advancing and supporting the UW Health mission, vision and strategic direction.
i. Demonstrates professionalism in all interactions and in all forums.

4. Rising Star Criteria:
   a. Currently teaches and practices clinically within UW Health for a significant part of their professional practice and is not a Department Chair, Resident or Fellow.
   b. Outstanding clinician and educator with exemplary professional relationships.
   c. Demonstrates exceptional patient and family centered care with a commitment to quality and patient safety.
   d. Has completed two (2) to five (5) years of service as a faculty member at UW Health; in active status at the time the nomination is submitted; and still in active status at the time the award is announced.
   e. Demonstrates exceptional and measurable contributions to clinical practice that suggest an exemplary career trajectory.
   f. Demonstrates a commitment to the clinical excellence of UW Health programs.
   g. Exhibits commitment to UW Health, including advancing and supporting the UW Health mission, vision and strategic direction.
   h. Demonstrates a commitment to and enthusiasm for the field of healthcare.
   i. Demonstrates professionalism in all interactions and in all forums.
NOMINATION PROCESS AND REQUIREMENTS

1. Nominations for the Physician Excellence Award will be accepted no later than 4:30 p.m. on Friday, December 20, 2013.

2. Any UW Health employee or physician other than a person with the title of President/CEO, Department Chair, Senior Vice President, Vice President, Dean or Associate Dean may nominate someone for a Physician Excellence Award. In addition, any individual outside of UW Health is eligible to nominate a UW Health physician for a Physician Excellence Award. Note: This is not a self-nomination process nor should physicians promote themselves to their colleagues.

3. Written statement requirements:
   a. Written statements will not be accepted by individuals within UW Health with the title of President/CEO, Department Chair, Senior Vice President, Vice President, Dean or Associate Dean.
   b. At least two of the written statements for the Outreach Excellence Award must be from individuals at the outreach site where the physician nominated provides services.
   c. The written statements should describe how the nominee demonstrates (1) behaviors, activities and outcomes that differentiate their clinical practice or education excellence; and (2) commitment to the UW Health mission, vision and values as described in Attachment A.
   d. Each statement should be titled, include the name of the person being nominated, signed by the author and include the author’s title and working relationship with the person being nominated.

4. Nomination requirements for the Physician Excellence Awards are as follows:
   a. Completed nomination form.
   b. Written statements (see above) from:
      ▪ The nominator.
      ▪ Two or more written statements and letters of recommendation by peers and/or colleagues that are reflective of the nominee’s qualifications and contributions. Because the nomination process is competitive, it is strongly recommended that additional supporting documentation be supplied. It is assumed that a typical Physician Excellence Award nomination will have no more than three (3) written supporting statements.

5. Award decisions will be made by the Physician Excellence Awards Selection Committee and the recipients and nominees will be informed of the outcome by March 1, 2014. A reception to recognize this year’s recipients, as well as all nominees, will be scheduled at a later date.
UW HEALTH MISSION, VISION AND VALUES

Mission

Advancing health without compromise through
- Service
- Scholarship
- Science
- Social Responsibility

Vision

Working together, UW Health will be a national leader in health care, advancing the well-being of the people of Wisconsin and beyond

Values

- **Excellence**: We strive to be the best, and we work continuously to improve our performance and exceed expectations
- **Innovation**: We pride ourselves on finding new and better ways to enhance quality of care and all aspects of our work
- **Compassion**: We treat patients, families, learners and each other with kindness and empathy. We personally connect with patients and family individually and personally engage them as partners in decisions about their care.
- **Integrity**: In all our decisions, we are guided by doing the right things at the right time and in the right place. We focus on the best interests of patients. We are always honest with each other, learners and our patients.
- **Respect**: We honor patients’ right to privacy and confidentiality. We value differences among individuals and groups; and we actively listen, encourage feedback and choose the best way to deliver timely and meaningful information.
- **Accountability**: We hold ourselves individually and collectively responsible for the work we do and for the experience and outcomes of every patient, every learner, every day