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Addressing palliative care clinician burnout in organizations: a workforce necessity, an ethical imperative

Krista L. Harrison, PhD, Elizabeth Dzeng, MD, PhD, MPH, Christine S. Ritchie, MD, MSPH, Tait D. Shanafelt, MD, Arif H. Kamal, MD, MHS, Janet H. Bull, MD, Jon C. Tilburt, MD, MPH, Keith M. Swetz, MD, MA

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**Current authors:** Krista L. Harrison, PhD<sup>1,2</sup>, Elizabeth Dzeng, MD, PhD, MPH<sup>3</sup>; Christine S. Ritchie, MD, MSPH<sup>1</sup>; Tait D. Shanafelt, MD<sup>4</sup>; Arif H. Kamal, MD, MHS<sup>5</sup>; Janet H. Bull, MD<sup>6</sup>; Jon C. Tilburt, MD, MPH<sup>7</sup>; Keith M. Swetz, MD, MA<sup>8,9</sup>

#### **Affiliations:**

<sup>1</sup> Division of Geriatrics, School of Medicine, University of California, San Francisco, CA

<sup>2</sup> San Francisco Veterans Affairs Medical Center, San Francisco, CA

<sup>3</sup>Division of Hospital Medicine, School of Medicine, University of California, San Francisco, CA

<sup>4</sup> Hematology, School of Medicine, Mayo Clinic, Rochester, MN

<sup>5</sup> Duke Cancer Institute, Duke University, Durham, NC

<sup>6</sup> Four Seasons Compassion for Life, Flat Rock NC

<sup>7</sup> General Internal Medicine, Mayo Clinic, Rochester, MN

<sup>8</sup> University of Alabama – Birmingham, Birmingham, AL

#### **Corresponding author contact information:**

Krista Lyn Harrison, PhD San Francisco VA Medical Center 4150 Clement St. VA181G, San Francisco, CA 94121 <u>krista.harrison@ucsf.edu</u> 415-221-4810 x24359

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<sup>&</sup>lt;sup>9</sup> Birmingham Veterans Affairs Medical Center Birmingham, AL

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