



Al'ai Alvarez, MD

Clinical Associate Professor, Emergency Medicine

CLINICAL OFFICE (PRIMARY)

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Bio

BIO

Al'ai Alvarez, MD FACEP FAAEM (@alvarezzy) is a national leader and educator on wellness, diversity, equity, and inclusion.

- Clinical Associate Professor, Stanford Emergency Medicine (EM)
- Director of Well-Being, Stanford EM
- Co-lead, the Human Potential Team, Stanford EM
- Fellowship Director, Physician Wellness Fellowship, Stanford EM
- Chair, Physician Wellness Forum, Stanford WellIMD/WellPhD
- Director, Physician Resource Network (PRN) Support Program, Stanford WellIMD/WellPhD [Stanford's peer-to-peer support for faculty and trainees]

His work focuses on humanizing physician roles as individuals and teams by harnessing the individual human potential in the context of high-performance teams. His long-term interest is to optimize the interconnectedness between Medical Education, Process Improvement (Quality and Clinical Operations), Recruitment (Diversity), and Well-being (Inclusion) through human-centered design.

Dr. Alvarez is a faculty fellow at the Stanford Byers Center for Biodesign (2021-2022), exploring the role of mindfulness in high-stress environments. He is also the co-director and organizer for the High-Performance Resuscitation Teams Summit (<https://bit.ly/HPRT2023>) in collaboration with Mayo Clinic and the Mission Critical Teams Institute. HPRT aims to develop a collaborative inquiry among teams from various disciplines, including healthcare, aerospace, sports, military, special operations forces, fire rescue, and other high-performing/elite teams.

Dr. Alvarez was the assistant/associate residency program director (APD) at the Stanford Emergency Medicine Residency Program [2016-2021], focusing on the intersectionality of residency well-being with performance improvement on patient experience, quality and patient safety, diversity, equity and inclusion, and medical education. Among his roles, he served as the second-year class APD and the Medicine Without Walls (MWOW) Line Director for the Stanford Emergency Medicine ACCEL Program (<https://emed.stanford.edu/residency/ACCEL.html>).

Nationally, Dr. Alvarez serves on committees on physician well-being and diversity, equity, and inclusion in medical education. He is the co-chair of the Council of EM Residency Directors (CORD) Wellness Leadership Mini-Fellowship, a mentor at the Academic Life in Emergency Medicine (ALiEM) Faculty Incubator, and co-founded and co-chair of the largest national diversity mentoring program in EM through the joint American College of Emergency Physician (ACEP) 's Diversity, Inclusion and Health Equity (DIHE) and the Emergency Medicine Residents Association (EMRA) 's Diversity Mentorship Initiative.

Dr. Alvarez gives several grand rounds and national/international conference lectures and workshops on relevant topics in self-compassion, physician well-being, and high-performance teams, including increasing leadership capacity and mentorship to enhance diversity and inclusion [#doctorsarehumanstool|#whatdoctorslooklike].

Dr. Alvarez received the 2019 ACEP DIHE Distance and Impact Award, the 2020 Society for Academic Emergency Medicine (SAEM) Academy for Diversity and Inclusion in Emergency Medicine (ADIEM) Outstanding Academician Award, the 2020 CORD Academy for Scholarship in Education in EM Academy Member Award on Teaching and Evaluation, and the 2022 John Levin Leadership Award at Stanford Health Care.

CLINICAL FOCUS

- Emergency Medicine
- High-Performance Teams
- Design Thinking
- Physician Well-Being
- Diversity and Inclusion
- Self Compassion
- Patient Safety and Quality Improvement
- Professionalism
- Patient Experience and Clinical Operations
- Recruitment

ACADEMIC APPOINTMENTS

- Clinical Associate Professor, Emergency Medicine
- Member, Wu Tsai Human Performance Alliance

ADMINISTRATIVE APPOINTMENTS

- Director of Well-Being, Stanford Emergency Medicine, (2021- present)
- Co-Lead, Human Potential Team, Stanford Emergency Medicine, (2021- present)
- Director, Physician Resource Network (PRN) Support Program, Stanford WellIMD/WellPhD, (2023- present)
- Chair, Physician Wellness Forum, Stanford WellIMD/WellPhD, (2019- present)
- Fellowship Director, Physician Wellness Fellowship, Stanford Emergency Medicine, (2021- present)
- Faculty Diversity Liaison, Stanford Office of Faculty Development and Diversity, (2020- present)
- Associate Residency Program Director, Stanford Emergency Medicine, (2021-2021)
- Assistant Residency Program Director, Stanford Emergency Medicine, (2016-2021)
- Interim Assistant Clerkship Director, Stanford Emergency Medicine, (2017-2019)

HONORS AND AWARDS

- Distance and Impact Award, Diversity, Inclusion & Health Equity Section. American College of Emergency Physicians (ACEP) (2019)
- National Organizational/Institutional Award, Building Next Generation of Academic Physicians (BNGAP) (2020)
- Outstanding Academician Award, Society for Academic EM (SAEM) -- Academy for Diversity & Inclusion in EM (ADIEM) (2020)
- Scholarship in Education in Emergency Medicine Academy Member Award on Teaching and Evaluation, Council of Residency Director (CORD) (2020)
- John Levin Leadership Award, Stanford Health Care (2022)
- Physician Leader of the Year Award, SHARP Index (2024)

BOARDS, ADVISORY COMMITTEES, PROFESSIONAL ORGANIZATIONS

- Chair, Wellness Committee, Society of Academic Emergency Medicine (SAEM) (2022 - 2024)
- Elected Member, Nominations Committee, Society of Academic Emergency Medicine (SAEM) (2023 - present)
- Chair, Wellness Committee, American Academy of Emergency Medicine (AAEM) (2023 - present)
- Vice-Chair, Wellness Committee, American Academy of Emergency Medicine (AAEM) (2021 - 2023)
- Diplomate, American Board of Emergency Medicine (ABEM) (2012 - present)
- Fellow, American Academy of Emergency Medicine (AAEM) (2016 - present)
- Fellow, American College of Emergency Physicians (ACEP) (2016 - present)
- Faculty Fellow, Stanford Byers Center for Biodesign (2021 - 2022)

PROFESSIONAL EDUCATION

- Residency: Albert Einstein College of Medicine (2011) NY
- Internship: Albert Einstein College of Medicine (2008) NY
- Board Certification: Emergency Medicine, American Board of Emergency Medicine (2012)
- Residency, Jacobi/Montefiore Residency Program at the Albert Einstein College of Medicine, Bronx, NY , Emergency Medicine (2011)
- Medical Education: University at Buffalo School of Medicine (2007) NY
- BS, SUNY at Buffalo (University at Buffalo , Biological Sciences (2002)
- BS, SUNY at Buffalo (University at Buffalo) , Biophysics (2002)
- BA, SUNY at Buffalo (University at Buffalo) , English (2002)

COMMUNITY AND INTERNATIONAL WORK

- Systems Improvement at District Hospitals and Regional Training of Emergency Care (sidHARTe) Program, Kintampo, Ghana
- Post 2010 Earthquake Relief, Port-au-prince, Haiti

LINKS

- Twitter: @alvarezzy: <https://twitter.com/alvarezzy>
- LinkedIn: <https://www.linkedin.com/in/al-ai-alvarez-722980119/>
- Academic Life in Emergency Medicine (ALiEM): <https://www.aliem.com/author/alai-alvarez/>

Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

My work centers on improving clinician and staff well-being, encompassing medical education, equity and inclusion, and efficiency of practice (clinical operations, quality, and patient safety), with a particular interest in studying the role of self-compassion in imposter phenomena, adverse events, and

vicarious trauma. I am a Biodesign Faculty Fellow graduate, and my active research is on using biometrics for personalized fatigue-mitigation lifestyle coaching in high-performance teams to minimize sleep-related disruptions.

Publications

PUBLICATIONS

- **Interventions to reduce burnout in emergency medicine: a national inventory of the Canadian experience to support global implementation of wellness initiatives.** *Internal and emergency medicine*
Liu, K., Patey, C., Norman, P., Moellekaer, A. B., Lim, R., Alvarez, A., Heymann, E. P.
2024
- **ChatG-PD? Comparing large language model artificial intelligence and faculty rankings of the competitiveness of standardized letters of evaluation.** *AEM education and training*
Schnapp, B., Sehdev, M., Schrepel, C., Bord, S., Pelletier-Bui, A., Alvarez, A., Dubosh, N. M., Park, Y. S., Shappell, E.
2024; 8 (6): e11052
- **Generalizability of consensus regarding standardized letters of evaluation competitiveness: A validity study in a national sample of emergency medicine faculty** *AEM EDUCATION AND TRAINING*
Bord, S., Sehdev, M., Pelletier-Bui, A., Alvarez, A., Schnapp, B., Dubosh, N., Schrepel, C., Park, Y., Shappell, E.
2024; 8 (6)
- **Faculty consensus on competitiveness for the new competency-based emergency medicine standardized letter of evaluation** *AEM EDUCATION AND TRAINING*
Schnapp, B., Sehdev, M., Schrepel, C., Bord, S., Pelletier-Bui, A., Alvarez, A., Dubosh, N. M., Park, Y., Shappell, E.
2024; 8 (5): e11024
- **Measuring Burnout and Professional Fulfillment Among Emergency Medicine Residency Program Leaders in the United States: A Cross-Sectional Survey Study.** *Clinical and experimental emergency medicine*
Preiksaitis, C., Wright, K. N., Alvarez, A., Chan, T. M., Gottlieb, M., Little, A. G., Landry, A.
2024
- **Underrepresented in Medicine Trainees' Sense of Belonging and Professional Identity Formation after Participation in the Leadership Education in Advancing Diversity Program.** *Academic pediatrics*
Yemane, L., Powell, C., Edwards, J., Shumba, T., Alvarez, A., Bandstra, B., Brooks, M., Brown-Johnson, C., Caceres, W., Dunn, T., Johnson, C., Perez, F. D., Reece-Nguyen, et al
2024
- **Decoding competitiveness: Exploring how emergency medicine faculty interpret standardized letters of evaluation.** *AEM education and training*
Schrepel, C., Sehdev, M., Dubosh, N. M., Schnapp, B. H., Alvarez, A., Pelletier-Bui, A., Hegarty, C., Bord, S., Shappell, E.
2024; 8 (4): e11019
- **Precision emergency medicine.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Strehlow, M., Alvarez, A., Blomkalns, A. L., Caretta-Wyer, H., Gharahbaghian, L., Imler, D., Khan, A., Lee, M., Lobo, V., Newberry, J. A., Riberia, R., Sebok-Syer, S., Shen, et al
2024
- **A national pilot study on simulation-based upstander training for emergency medicine clinicians.** *AEM education and training*
Mundo, W., Vaughn, J., Odetunde, A., Donovan, T., Alvarez, A., Smith, K., Brown, C., Brown, I., Datta, S., Vora, S., Ward-Gaines, J.
2024; 8 (3): e10990
- **Applying the master adaptive learner framework to just-in-time training of procedures.** *AEM education and training*
Alvarez, A., Manthey, D., Promes, S. B., Haas, M., Santen, S. A., Wagner, J., Schnapp, B.
2024; 8 (Suppl 1): S17-S23
- **Breaking point: the hidden crisis of emergency physician burnout.** *CJEM*
Lim, R., Alvarez, A., Cameron, B., Gray, S.
2024

- **An Exploration of the Interplay Between Well-being and Quality and Safety.** *CJEM*
Hrymak, C., Lim, R., Trivedi, S., Alvarez, A., Purdy, E., Belisle, S., Thull-Freedman, J., Leeies, M., Lang, E., Chartier, L. B.
2024
- **"I don't want to be the squeaky wheel": Addressing bias as a leader in emergency medicine.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Suri, A., Yang, D., Sun, W. W., Fofana, M., Binstadt, E. S., Weygandt, P. L., Moll, J. L., Strout, T. D., Gipson, K., Norman, M. S., Tsuchida, R. E., Alvarez, A., Balhara, et al
2024
- **Measuring and Predicting Faculty Consensus Rankings of Standardized Letters of Evaluation.** *Journal of graduate medical education*
Sehdev, M., Schnapp, B., Dubosh, N. M., Alvarez, A., Pelletier-Bui, A., Bord, S., Schrepel, C., Park, Y. S., Shappell, E.
2024; 16 (1): 51-58
- **Re-THINK: Use of narratives to explore social justice in clinical practice and education.** *Journal of evaluation in clinical practice*
Alvarez, A., Monteiro, S., Chen, R., Cohen, K., Fofana, M., Powell, C., Tago, A., Martin, L.
2023
- **Brain versus bot: Distinguishing letters of recommendation authored by humans compared with artificial intelligence.** *AEM education and training*
Preiksaitis, C., Nash, C., Gottlieb, M., Chan, T. M., Alvarez, A., Landry, A.
2023; 7 (6)
- **#StopTheStigmaEM: Building a Social Media Based Movement to Support Emergency Medicine Mental Health.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Deutsch, A. J., Alvarez, A., Balint, S., Pappal, R. D., Roseen, S., Sun, W. W., Warren, J., Stanton, K., Agarwal, A. K.
2023
- **Influence of COVID-19 on stress at work during the first wave of the pandemic among emergency health care workers.** *Disaster medicine and public health preparedness*
Dupuy, M., Dutheil, F., Alvarez, A., Godet, T., Adeyemi, O. J., Clinchamps, M., Schmidt, J., Lambert, C., Bouillon-Minois, J. B.
2023: 1-21
- **A Virtual National Diversity Mentoring Initiative to Promote Inclusion in Emergency Medicine.** *The western journal of emergency medicine*
Carrillo, T., Rodriguez, L. M., Landry, A., Alvarez, A., Ceniza, A., Gay, R., Green, A., Faiz, J.
2023; 24 (4): 662-667
- **Trends of Academic Faculty Identifying as Hispanic at US Medical Schools, 1990-2021.** *Journal of graduate medical education*
Saxena, M. R., Ling, A. Y., Carrillo, E., Alvarez, A., Yiadom, M. Y., Bennett, C. L., Gallegos, M.
2023; 15 (2): 175-179
- **Ethnic and Racial Differences in Ratings in the Medical Student Standardized Letters of Evaluation (SLOE).** *Journal of graduate medical education*
Alvarez, A., Mannix, A., Davenport, D., Gore, K., Krzyzaniak, S. M., Parsons, M., Miller, D. T., Eraso, D., Monteiro, S., Chan, T. M., Gottlieb, M.
2022; 14 (5): 549-553
- **Physician Pipeline and Pathway Programs: An Evidence-based Guide to Best Practices for Diversity, Equity, and Inclusion from the Council of Residency Directors in Emergency Medicine.** *The western journal of emergency medicine*
Parsons, M., Caldwell, M. T., Alvarez, A., Davenport, D., Gallegos, M., Landry, A., Gottlieb, M., Natesan, S.
2022; 23 (4): 514-524
- **Factors driving burnout and professional fulfillment among emergency medicine residents: A national wellness survey by the Society for Academic Emergency Medicine.** *AEM education and training*
Sakamoto, J. T., Lee, J., Lu, D. W., Sundaram, V., Bird, S. B., Blomkalns, A. L., Alvarez, A.
2022; 6 (Suppl 1): S5-S12
- **Sex and race visual representation in emergency medicine textbooks and the hidden curriculum** *AEM EDUCATION AND TRAINING*
Kalantari, A., Alvarez, A., Battaglioli, N., Chung, A., Cooney, R., Boehmer, S. J., Nwabueze, A., Gottlieb, M.
2022; 6 (3): e10743

- **Holistic Review, Mitigating Bias, and Other Strategies in Residency Recruitment for Diversity, Equity, and Inclusion: An Evidence-based Guide to Best Practices from the Council of Residency Directors in Emergency Medicine.** *The western journal of emergency medicine*
Gallegos, M., Landry, A., Alvarez, A., Davenport, D., Caldwell, M. T., Parsons, M., Gottlieb, M., Natesan, S.
2022; 23 (3): 345-352
- **Gender differences in emergency medicine standardized letters of evaluation.** *AEM education and training*
Mannix, A., Monteiro, S., Miller, D., Parsons, M., Alvarez, A., Krzyzaniak, S. M., Gore, K., Eraso, D., Davenport, D., Chan, T. M., Gottlieb, M.
2022; 6 (2): e10740
- **Drivers of Professional Fulfillment and Burnout Among Emergency Medicine Faculty: A National Wellness Survey by the Society for Academic Emergency Medicine.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Lu, D. W., Lee, J., Alvarez, A., Sakamoto, J. T., Bird, S. B., Sundaram, V., Lall, M. D., Nordenholz, K. E., Manfredi, R. A., Blomkalns, A. L.
2022
- **Faculty Recruitment, Retention, and Representation in Leadership: An Evidence-Based Guide to Best Practices for Diversity, Equity, and Inclusion from the Council of Residency Directors in Emergency Medicine.** *The western journal of emergency medicine*
Davenport, D., Alvarez, A., Natesan, S., Caldwell, M. T., Gallegos, M., Landry, A., Parsons, M., Gottlieb, M.
1800; 23 (1): 62-71
- **A Point-of-Care Ultrasound Rotation for Medical Education Fellows in Emergency Medicine.** *POCUS journal*
O'Connell, A., Alvarez, A., Tomaselli, P., Au, A., Papanagnou, D., Lewiss, R. E.
2022; 7 (1): 120-123
- **Standardizing terminology in academic medical journals: understanding sex and gender.** *European journal of emergency medicine : official journal of the European Society for Emergency Medicine*
Dessie, A., Alvarez, A., Lewiss, R. E.
2021; 28 (5): 331-332
- **Institutions' role in postpandemic support.** *Science (New York, N.Y.)*
de Morree, A., Alvarez, A.
2021; 373 (6561): 1318
- **Institutions' role in postpandemic support** *SCIENCE*
de Morree, A., Alvarez, A.
2021; 373 (6561): 1318
- **Bias in recruitment: A focus on virtual interviews and holistic review to advance diversity** *AEM EDUCATION AND TRAINING*
Otugo, O., Alvarez, A., Brown, I., Landry, A.
2021; 5: S135-S139
- **Professional development during a pandemic: a live virtual conference for emergency medicine chief residents.** *CJEM*
Zaver, F., Battaglioli, N., Rose, C. C., Montrief, T., Alvarez, A., Lin, M.
2021
- **The standardized letter of evaluation in emergency medicine: Are the qualifications useful?** *AEM education and training*
Miller, D. T., Krzyzaniak, S., Mannix, A., Alvarez, A., Chan, T., Davenport, D., Eraso, D., Foote, C. J., Gore, K., Parsons, M., Gottlieb, M.
2021; 5 (3): e10607
- **ALiEM Connect: Large-Scale, Interactive Virtual Residency Programming in Response to COVID-19.** *Academic medicine : journal of the Association of American Medical Colleges*
Rose, C. C., Haas, M. R., Yilmaz, Y., Alvarez, A., Mott, S. E., Landry, A. I., Gisondi, M. A., Ankel, F., Lin, M., Chan, T. M.
2021
- **Curated collection for clinician educators: Six key papers on residency recruitment.** *AEM education and training*
Schnapp, B. H., Alvarez, A., Bianchi, R., Caretta-Weyer, H., Jewell, C., Kalantari, A., Lee, E., Miller, D., Quinn, A.
2021; 5 (2): e10597
- **Thinking Outside the Inbox: Use of Slack in Clinical Groups as a Collaborative Team Communication Platform.** *AEM education and training*
Montrief, T., Haas, M. R., Alvarez, A., Gottlieb, M., Siegal, D., Chan, T.
2021; 5 (1): 121-29

- **Outcomes From a Novel Graduate Medical Education Leadership Program in Advancing Diversity, Equity, and Inclusion** *Journal of Graduate Medical Education*
Powell, C., Yemane, L., Brooks, M., Johnson, C., Alvarez, A., Bandstra, B., Caceres, W., Dierickx, Q., Thomas, R., Blankenburg, R.
2021; 13 (6): 774–784
- **Owning the Trauma Bay: Teaching Trauma Resuscitation to Emergency Medicine Residents and Nurses through In-situ Simulation.** *Journal of education & teaching in emergency medicine*
Bellino, A., Gordon, A. J., Alvarez, A., Schertzer, K.
2020; 5 (4): S108-S148
- **The Impact of Due Process and Disruptions on Emergency Medicine Education in the United States.** *The western journal of emergency medicine*
Alvarez, A., Messman, A., Platt, M., Healy, M., Josephson, E. B., London, S., Char, D.
2020: 1–5
- **Emergency Medicine Gender in Resident Leadership Study (EM GIRLS): The Gender Distribution Among Chief Residents** *AEM Education and Training*
Mannix, A., Parsons, M., Krzyzaniak, S., Black, L. P., Alvarez, A., Mody, S., Gottlieb, M.
2020: 1-4
- **Physically Distant, Educationally Connected: Interactive Conferencing in the Era of COVID-19.** *Medical education*
Rose, C. n., Mott, S. n., Alvarez, A. n., Lin, M. n.
2020
- **Patient feedback in the emergency department: A feasibility study of the Resident Communication Assessment Program (ReCAP).** *Journal of the American College of Emergency Physicians open*
Mozayan, C. n., Manella, H. n., Chimelski, E. n., Kline, M. n., Alvarez, A. n., Gisondi, M. A., Sebok-Syer, S. S.
2020; 1 (6): 1194–98
- **Mastery Learning Ensures Correct Personal Protective Equipment Use in Simulated Clinical Encounters of COVID-19.** *The western journal of emergency medicine*
Pokrajac, N. n., Schertzer, K. n., Poffenberger, C. M., Alvarez, A. n., Marin-Nevarez, P. n., Winstead-Derlega, C. n., Gisondi, M. A.
2020; 21 (5): 1089–94
- **Detection of Type B Aortic Dissection in the Emergency Department with Point-of-Care Ultrasound.** *Clinical practice and cases in emergency medicine*
Earl-Royal, E., Nguyen, P. D., Alvarez, A., Gharahbaghian, L.
2019; 3 (3): 202–7
- **ROUGH DAY? BE GRATEFUL.**
Alvarez, A., de Vries, p. P.
International Clinical Educators (ICE) blog.
2019
- **IDEA Series: A Low-fidelity Simulation Workshop for Teaching Cricothyroidotomy.**
Garcia, S., Alvarez, A.
Academic Life in Emergency Medicine.
2019
- **An Interactive Session to Help Faculty Manage Difficult Learner Behaviors in the Didactic Setting.** *MedEdPORTAL : the journal of teaching and learning resources*
Schnapp, B. H., Alvarez, A., Ham, J., Paetow, G., Santen, S. A., Hart, D.
2018; 14: 10774
- **Rough day? Be grateful. A talk on positive psychology in Emergency Medicine**
Alvarez, A., deVries, P. S.
Stanford BeWell.
2018

PRESENTATIONS

- Overcoming Self-Judgment with Self-Compassion during the COVID19 Pandemic - American College of Emergency Physicians Virtual Grand Rounds (May 27, 2020)
- Healing the Healers: A Deliberate Approach on Wellbeing by Revamping the Annual Residency - International Conference on Physician Health 2018
- Rookie Mistakes: Things I learned after residency - Council of Emergency Medicine Residency Program Directors (CORD) Mini-Fellowship on Wellness Leadership. Virtual conference. December 2018
- Rookie Mistakes: Things I learned after residency. A focus on psychological safety, empathy and self-compassion using M&M cases - Jacobi/Montefiore Emergency Medicine Residency Program (January 30, 2019)
- Learning to LEAD: Building leadership and scholarship capacity in diversity and inclusion - 2019 ACGME Annual Educational Conference: Engaging Each Other: Rediscovering Meaning in Medicine (3/9/2019)
- Rough Day? Be Grateful! - Stanford Corporate Partners (May 23, 2019)