



Heather Schmidt, DO

System Medical Director of Employee Well-being
SSM Health Greater FDL Ministry
Fond du Lac, Wisconsin

Heather P. Schmidt, DO, is a board-certified family physician and System Medical Director of Employee Well-being for SSM Health. A nationally recognized leader in clinician well-being, organizational culture, and leadership development, she has dedicated more than a decade to advancing healthy work environments for healthcare professionals.

Dr. Schmidt leads system-wide initiatives focused on workforce well-being, leadership development, psychological safety, caregiver support, and continuous improvement. She was instrumental in developing and implementing SSM Health's Care for Caregivers peer support program and system-wide Schwartz Rounds, while also helping advance innovative approaches to provider retention and well-being through data-driven strategies.

She serves on numerous regional and national advisory councils and boards, including the Wisconsin Medical Society Foundation Board of Trustees, the Schwartz Center for Compassionate Healthcare Advisory Council, the Catholic Health Association Well-Being Council, and the Coalition for Physician & APP Wellbeing. Dr. Schmidt also serves on the steering committees for both the Caring for Wisconsin's Caregivers Initiative and the Wisconsin Pathway Program (WIPath), collaborative efforts dedicated to supporting the health care workforce and strengthening the future of care delivery across Wisconsin. She additionally serves as Medical Advisor to the Fond du Lac County Public Health Department.

A frequent national speaker on clinician well-being, psychological safety, peer support, and leadership, Dr. Schmidt has been an invited presenter at the American Association for Physician Leadership conference on multiple occasions and at the Joy & Wholeness Summit in 2023 and 2025. She received the Wisconsin Medical Society Foundation Superhero of Medicine Award in recognition of her contributions to physician well-being and healthcare leadership.

Dr. Schmidt continues to practice medicine with a focus on behavioral health and weight management while remaining committed to advancing cultures where health care professionals can thrive.