

Jamile (Jay) Ashmore, PhD

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Dr. Jamile “Jay” Ashmore is the Chief Wellness Officer and Director of the Division of Medical Psychology at Baylor Scott & White – The Heart Hospital, where he leads enterprise-wide strategies to enhance physician well-being through systems-based and evidence-informed approaches. His work centers on cultivating well-being-focused organizational culture, improving operational efficiency, and expanding structural supports that reduce burnout and promote professional fulfillment. A graduate of The Ohio State University, Dr. Ashmore completed his clinical training at Duke University Medical Center in the Division of Medical Psychology, followed by a postdoctoral fellowship at the Cooper Institute in Dallas. His early research examined biopsychosocial determinants of health behavior change in chronic illnesses including cardiovascular disease, chronic obstructive pulmonary disease, and obesity, with funding from the National Institutes of Health, the Department of Defense, and industry partners. Dr. Ashmore previously served as Director and Vice President of the Division of Weight Management at the Cooper Institute and Cooper Aerobics Enterprises, and later led the behavioral medicine service line at Baylor Scott & White–Plano. As East Region Director of Behavioral Health, he co-chaired the system-wide Behavioral Health Council and contributed to multiple clinician well-being initiatives. Nationally, he has served on the American Psychological Association’s Advisory Steering Committee for Clinical Practice Guidelines and the Healthcare Finance Advisory Committee. In his current role, Dr. Ashmore chairs the Executive Physician Well-Being Committee and oversees programs addressing both individual and system-level drivers of well-being for physicians and trainees. He is a Clinical Associate Professor in the Department of Medicine at Texas A&M College of Medicine, where he supports medical student education and ACGME-mandated well-being curricula. He also serves on the Scientific Advisory Board of the Healthcare Professional Well-Being Academic Consortium and collaborates nationally to advance the science of healthcare workforce well-being. With more than 25 years of experience working with service dogs, Dr. Ashmore directs the Dogs of Cardiac Support facility dog program at The Heart Hospital. His scholarly interests include well-being-centered leadership in complex healthcare systems, psychometric evaluation of workforce well-being, and developing shared conceptual frameworks and lexicons for the field. His work aims to strengthen measurement, understanding, and intervention in clinician well-being