



**Anne Millman**  
MS., CPPS., Senior Advisor,  
The Just Culture Company, LLC.

Anne is a patient safety professional with more than 15 years of experience working with hospitals and health systems in North America, the United Kingdom, and the Middle East. She has particular interest in the measurement and understanding of culture and its contributions to patient safety and staff engagement, the implementation of Just Culture principles, and the use of event reporting data to identify system defects and drive change. She has extensive experience interpreting quantitative survey data and facilitating groups of individuals to elicit feedback and context regarding their work environments to inform safety initiatives. At The Just Culture Company, Anne teaches the Just Culture Certification Course and works with healthcare clients to ensure successful progress along their Just Culture journey.

Anne has significant experience in facilities ranging from academic medical centers to community and critical access hospitals.

Anne has served as the Director of Patient Safety at tertiary and community hospitals, where she has been responsible for the oversight of the patient safety program, including adverse event reporting, regulatory accreditation, the culture and engagement survey, and the peer review and grievance resolution processes for both the acute care hospital and ambulatory practices.

Ms Millman began her career in patient safety while a Research Associate Faculty member in the Johns Hopkins School of Public Health, Department of Health Policy and Management, when she became a member of the Johns Hopkins School of Medicine Quality and Safety Research Group (QSRG), headed by Dr Peter

Pronovost. She has first-authored and co-authored numerous peer-reviewed publications on a broad variety of patient safety topics.

Ms Millman received her master's degree in Technical and Scientific Writing from Towson University and is a Phi Beta Kappa graduate of Goucher College, with a Bachelors in English Literature. She is a Certified Professional in Patient Safety (CPPS).

