



# AiAMC National Initiative VI: Capstone Presentations Call Group Five

GME Across All Programs:  
Meaning in Work, Work-Life Integration and  
Social Support & Community at Work  
Sabino

## Call Group Five Teams

- Advocate Lutheran General Hospital, Park Ridge, IL
- Christiana Care Health System, Newark, DE
- Guthrie – Robert Packer Hospital, Sayre, PA
- HCA South Atlantic Hospital, Charleston, SC
- HealthPartners, Minneapolis, IN
- Orlando Health, Orlando, FL
- Saint Francis Hospital and Medical Center, Hartford, CT

# Advocate Lutheran General Hospital

## Wellbeing In Our Family Medicine Residency: Curricular Content and Experiences

J. Gravdal, K. Koo, N. Pagoria, P. Piper, H. Razzaq

# Advocate Lutheran General Hospital

## Physician Attitudes about Professionalism at ALGH

K. Koo MD, H. Razzaq MD, N. Pagoria MD, J. Brom MD, J Gravdal MD

Department of Family Medicine, Advocate Lutheran General Hospital

# Capstone Questions

1. What did you hope to accomplish?
2. What were you able to accomplish?
3. Knowing what you know now, what might you do differently?
4. What does your CEO need to know to help keep your work sustainable?

## Advocate Lutheran General Hospital

### What did you HOPE to accomplish

Increase awareness at multiple levels by March 2019 of:

- ▶ The importance of faculty and resident wellbeing
- ▶ Strategies to optimize physician wellbeing at ALGH and at Advocate Health Care

By:

- ▶ Obtain baseline ACGME Inventory of Elements of Institutional Wellbeing
- ▶ Survey providers on impact of our Physician Commitment to Professionalism as a marker of wellbeing
- ▶ Assess hospital and system wellness related resources
- ▶ Develop wellbeing curriculum for the Advocate Lutheran General Family Medicine Residency

### What did you ABLE to accomplish

- ▶ Develop and implement wellbeing curriculum
  - ▶ Keep the conversation about physician wellbeing at the forefront at multiple levels
  - ▶ Family Medicine Residency Quarterly Wellness Wednesdays
  - ▶ Implementation of the wellness wheel
- ▶ Inventory of ALGH current resources and capacities
- ▶ Better understanding of professionalism as measure of wellbeing
- ▶ PERSEVERE - through Research institute turmoil and Epic transition

### Knowing what you know now, what might you do differently

- ▶ Have a clear vision, both aspirational and pragmatic
- ▶ Earlier understanding that wellbeing is not an issue to be solved but is a 'chronic disease' needing a long-term commitment by both individuals and organizations
- ▶ Identify and establish regular contact with other Wellbeing initiatives both at the hospital and in the system

### What does your CEO need to know to help keep this work sustainable

- ▶ Burn-out is real, and takes a toll emotionally, mentally, physically and financially.
- ▶ Addressing resident and physician wellbeing has a positive ROI on finances, patient safety and patient satisfaction.
- ▶ Recognize that the EMR will continue to be a primary source of physician burnout that needs to be addressed in many ways and at many levels.
- ▶ There is a need to incorporate wellbeing intentionally into the organization's strategic plan.

# Questions / Comments

# Christiana Care Health System

## A Comprehensive Systems Approach to Resident Wellbeing

Vanessa Downing, PhD, Mark Mason, PhD,  
Heather Farley, MD, MHCDS, FACEP, Greta Ehrhart, MPA,  
Sam Van Horne, PhD, Brian Levine, MD, Lisa Maxwell, MD,  
Margaret Kennan, PhD, John Donnelly, MD, Loretta Consiglio-Ward, MSN,  
Christina Edwards, Melissa Cummings, MD, Elizabeth Shy, MD,  
Heather Bari-Brown, MD



# Capstone Questions

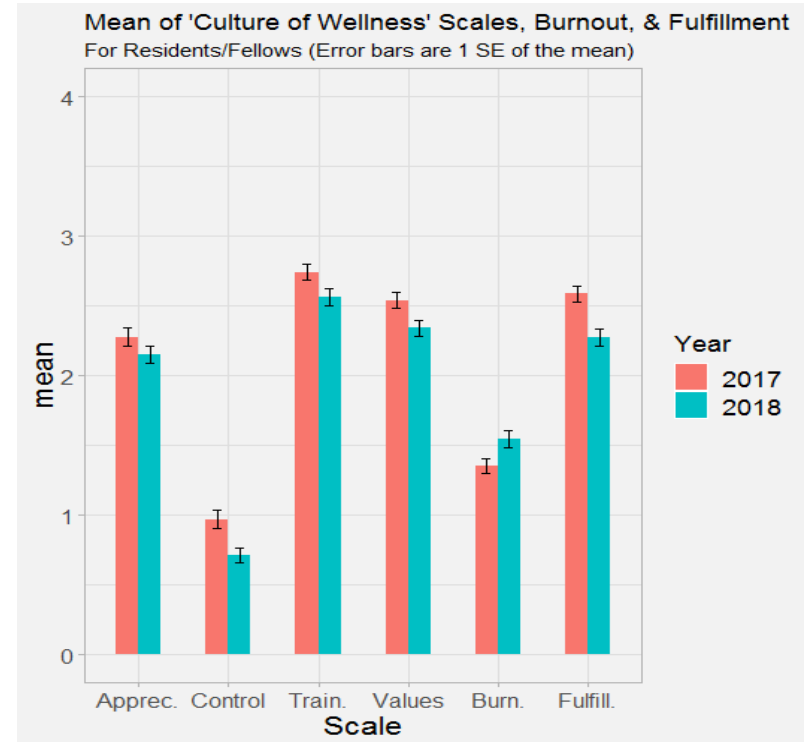
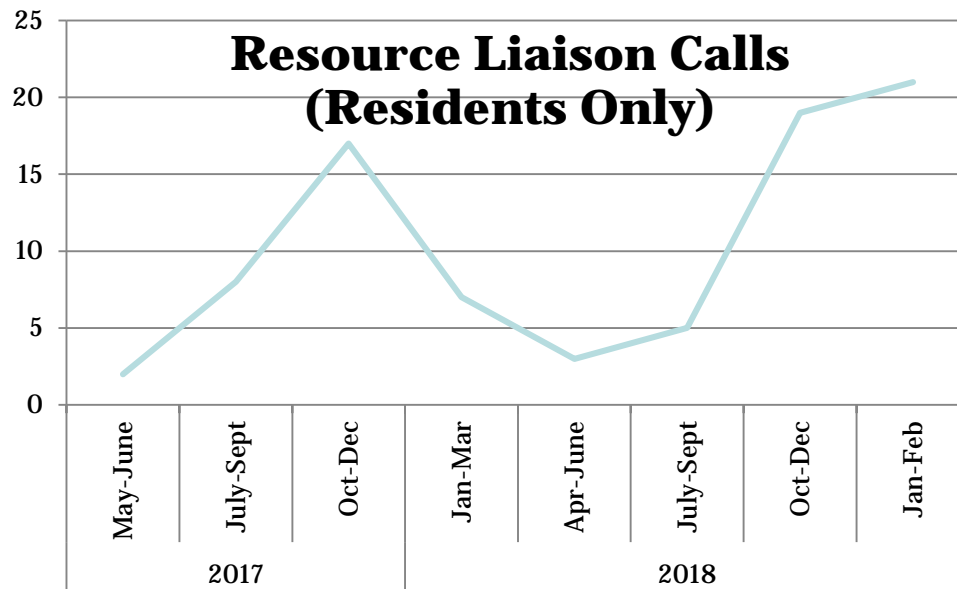
1. What did you hope to accomplish?
2. What were you able to accomplish?
3. Knowing what you know now, what might you do differently?
4. What does your CEO need to know to help keep your work sustainable?



## Participation in Quarterly Wellbeing Groups

- 2 programs in FY17
- 10 programs in FY18
- 14 programs in FY19

### **Resource Liaison Calls (Residents Only)**



## Completion of APE Wellbeing Goal

- 93% of ACGME (n = 15) accredited programs
- 31% of non-ACGME (n = 16) accredited programs

# Questions / Comments

# Guthrie – Robert Packer Hospital

## Improving Well-Being and Work Life Balance of Residents

Salman Khan, MD, Mahin Rehman, DO, Sheela Prabhu, MD,  
Victor Kolade, MD, John Pamula, MD Tamara Davenport,  
Laura Fitzgerald, Department of Internal Medicine

# Capstone Questions

1. What did you hope to accomplish?
2. What were you able to accomplish?
3. Knowing what you know now, what might you do differently?
4. What does your CEO need to know to help keep your work sustainable?

# Questions / Comments

# HCA South Atlantic Hospital

## Faculty Understanding Resident Burnout (FURB)

Flynn, M.G., Johnson, J., McMann, L., Livingston, S. Hart, L. 3724

# Capstone Questions

1. What did you hope to accomplish?
2. What were you able to accomplish?
3. Knowing what you know now, what might you do differently?
4. What does your CEO need to know to help keep your work sustainable?



# Questions / Comments

# Orlando Health

## Wellness at Orlando Health

K. Ayesu, MD, Y. Olivera Arencibia, MD, H. Le, MD,  
M. Madruga, MD, M. Senne, PhD, M. Griffin, MHA

# Capstone Questions

1. What did you hope to accomplish?
2. What were you able to accomplish?
3. Knowing what you know now, what might you do differently?
4. What does your CEO need to know to help keep your work sustainable?

# Questions / Comments

# Saint Francis Hospital and Medical Center

## Creating a Culture of Wellness

Jeri Hepworth, PhD, Rebecca Crowell, PhD, Ashley Negrini, MS,  
Brian Riley, DO MPH, Adam Perrin, MD, Kendra Mahoney, MD,  
and Jessica Perez, MD

# Capstone Questions

1. What did you hope to accomplish?
2. What were you able to accomplish?
3. Knowing what you know now, what might you do differently?
4. What does your CEO need to know to help keep your work sustainable?

# Creating a Culture of Wellness

## 18 Month Wellness Curriculum

- Bi-monthly Sessions with over 50 Family Medicine and Ob/Gyn residents, including:
  - physician burnout and specific coping strategies, e. g., mindfulness, resiliency techniques, cognitive flexibility training, self-care activities, and journaling
- Bi-annual survey assessing burnout and resilience
  - Emotional exhaustion and burnout were lower in Year 2
  - Resilience was higher in Year 2
  - Achievement remained high and there were no statistically significant differences for decreased depersonalization.
- The residents provided feedback that they prefer activities, not just discussion.
  - Examples include providing them journals and instruction, and personal experience of stress-reduction activities.

# Questions / Comments