



AiAMC National Initiative VI: Capstone Presentations Call Group Three

GME Across All Programs:
Workload & Job Demands and
Control & Flexibility
Santa Rita

Call Group Three Teams

- Advocate Illinois Masonic Medical Center, Chicago, IL
- Arrowhead Regional Medical Center, Colton, CA
- Aurora Health Care – GME, Milwaukee, WI
- Aurora Health Care – Internal Medicine, Milwaukee, WI
- The Christ Hospital Health Network, Cincinnati, OH
- Maine Medical Center, Portland, ME
- UnityPoint Health – Des Moines, Des Moines, IA

Advocate Illinois Masonic Medical Center

Examining the Impact of a Support Group on Burnout and Resilience in Graduate Medical Trainees

Faizan Chaudhary Ahmed, MD, Marion Gonzalez, MD, Agness Gregg,
Chris Kabir, MS, Gina Schueneman, DO, Amy Portacci, DO,
Daniel Armbrust, DO, Leah Delfinado, MD, Maggie Pham, DO,
Monica Lai, MD, Elizabeth Rutha, Psy D. Mohammed Samee, MD, RN, FACP

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. The single most important piece of advice to provide another team embarking on a similar initiative would be...

SUPPORT GROUPS

HOPE

BURNOUT →

RESILIENCE

UNIFY EFFORTS

MANAGE STRESS

COPING STRATEGIES

ABLE

SUPPORT GROUPS

BURNOUT & RESILIENCE

DATA

AWARENESS

LESSONS

FACILITATOR

LENGTH /

STRUCTURE

CONTENT

CUSTOMIZED

TOOLBOX

Examining the Impact of a Support Group on Burnout and Resilience in Graduate Medical Trainees

M. Samee, MD, RN, FACP, F. C. Ahmed, MD, M. Gonzalez, MD, A. Gregg, C. Kabir, MS, G. Schueneman, DO,
A. Portacci, DO, D. Armbrust, DO, L. Delfinado, MD, M. Pham, DO, M. Lai, MD, E. Rutha, Psy D

Questions / Comments

Arrowhead Regional Medical Center

Bridging effective communication of patient assignments between physicians and nursing to reduce stressors.

Niren Raval, DO, Teresa Smith, MBA, Rae Pierce, Greg Young, MBA,
Jerome Dayao, MSN, RN, NEA-BC, CCRN,
Nanette Buenavidez, MSN/ED, RN, Joanne Alexander, RN,
Ma. Christina Avendano, BSBA, RN, Kedar Challakere, MD,
Natalie Artinian, DO, Regina Lee, DO, Katherine Oakley, MD,
Julie Smithwick, DO, Rory Smith, MD

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Bridging effective communication of patient assignments between

physicians and nursing to reduce stressors.

Niren Raval, DO; Teresa Smith, MBA; Rae Pierce; Greg Young, MBA; Jerome Dayao, MSN, RN, NEA-BC, CCRN;
Nanette Buenavidez, MSN/ED, RN, Joanne Alexander, RN; Ma. Christina Avendano, BSBA, RN; Kedar Challakere, MD;
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NI VI Meeting #4 Tucson, AZ March 2019



1. What did you hope to accomplish?

- To study the effects of systematic controls and flexibility surrounding transitions of care communications in our hospital setting and its effects on the well-being and burnout of resident physicians and nursing.

2. What were you able to accomplish?

- We identified a problem and attempted to test an intervention on two internal medicine teams and two nursing units. While we identified some positive trends we did not have statistically significant results.

3. Knowing what you know now, what might you do differently?

- We would do the intervention on the whole internal medicine service and all nursing units in order to have a larger sample and more interactions with our intervention.

4. Lessons Learned: The single most important piece of advice to provide another team on a similar initiative would be?

- While you don't want to boil the ocean you do need more than a cup --- Don't have too small of a sample size.

Questions / Comments

Aurora Health Care – GME

GME Wide & Program Specific Initiatives to Strengthen a Culture of Well-Being

Jacob Bidwell, MD, Tricia La Fratta, MBA, Nicole Eull, PsyD,
Deborah Simpson, PhD, Timothy Lineberry, MD,
GMEC Program Directors & Resident Council Representatives



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GME WIDE & PROGRAM SPECIFIC INITIATIVES TO STRENGTHEN A CULTURE OF WELL-BEING

Jacob Bidwell, MD, Tricia La Fratta, MBA, Nicole Eull, PsyD, Deborah Simpson, PhD, Timothy Lineberry, MD, GMEC Program Directors & Resident Council Representatives at Aurora Health Care, Milwaukee, WI.

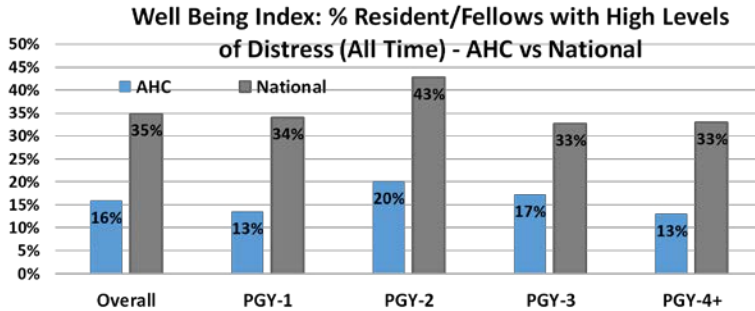
AIMS:

- To serve as WB System leaders via clear GME protocols and procedures
- To identify and provide GME specific + system-wide resources/support to team members

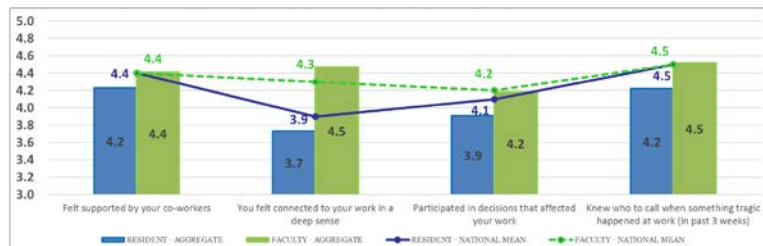
OUTCOMES:

MAYO WELL-BEING INDEX

- % of at risk scores ↓ from 17.3% to 12.7% over 11 months



ACGME WELL-BEING SURVEY



METHODS: DRIVERS MATRIX FOR GME WB

DRIVERS	PROGRAM SPECIFIC	GME-WIDE	AURORA LEGACY /AAH
Workload & Job Demands	<input checked="" type="checkbox"/> OB/GYN Restructuring Weekend - Overnights	<input checked="" type="checkbox"/> Revise Faculty Contracts to reflect education roles	<input checked="" type="checkbox"/> Contracts Aligned with Medical Grp Policies
Efficiency & Resources	<input checked="" type="checkbox"/> FM Resource ½ Days	<input checked="" type="checkbox"/> Appoint Well Being Director <input checked="" type="checkbox"/> Access to Confidential Behavior Health Services <input checked="" type="checkbox"/> Contract and Implement Mayo Well Being Index (WBI) <input checked="" type="checkbox"/> Add Well-Being Item to end of rotation evaluations	<input checked="" type="checkbox"/> Partner with System Leaders <input checked="" type="checkbox"/> WBI Implemented System Wide
Social Support & Community at Work	<input checked="" type="checkbox"/> Radiology Redesign Journal Club / Lectures <input checked="" type="checkbox"/> IM RAPS Program	<input checked="" type="checkbox"/> Expressions of Well-Being <input checked="" type="checkbox"/> Soliciting Feedback AC ₂ T Model [®] <input checked="" type="checkbox"/> GME Lounge at all Sponsoring	<input checked="" type="checkbox"/> Align AHC Legacy and AAH Clinician Well-Being Priorities <input checked="" type="checkbox"/> Advocacy with Leadership
Work-Life Integration	<input checked="" type="checkbox"/> IM Wellness Challenges	<input checked="" type="checkbox"/> Quarterly ½ Days Well-Being <input checked="" type="checkbox"/> Access to Exercise	

LEGEND: = Completed; = In Progress

SUCCESS FACTORS:

- Aligning and tracking program specific, GME and Aurora Legacy WB initiatives
- System support - Mayo Well-Being Index

BARRIERS/LIMITATIONS:

- Mayo WBI ≠ ACGME WB Measures
- Change in engagement survey due to AAH merger

Questions / Comments

Aurora Health Care – Internal Medicine

Running and Rapping Our Way to Wellness: Internal Medicine Approach to Preventing Burnout

Siri Neelati, MD, Kathy Scigacz, MD, Prakash Nallani, MD,
Richard Battiola, MD Tanya Shah, MD, Xiao Xiao Qian MD,
Deborah Simpson, PhD



Capstone Questions

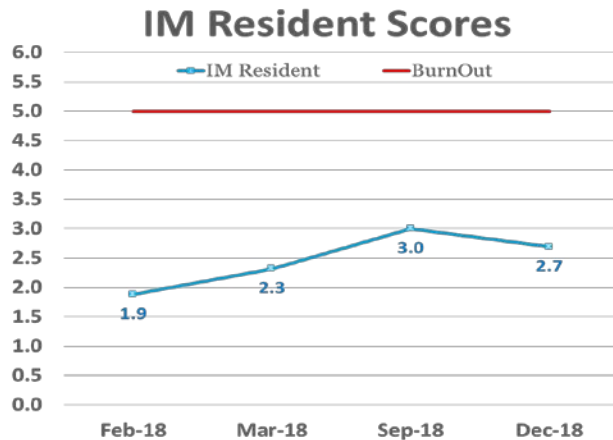
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RUNNING & RAPPING OUR WAY TO WELLNESS: INTERNAL MEDICINE RESIDENCY APPROACH TO PREVENTING BURNOUT

Siri Neelati, MD, Kathy Scigacz, MD, Prakash Nallani, MD, Richard Battiola, MD
Tanya Shah, MD, Xiao Xiao Qian MD, Deborah Simpson, PhD

PROBLEM:

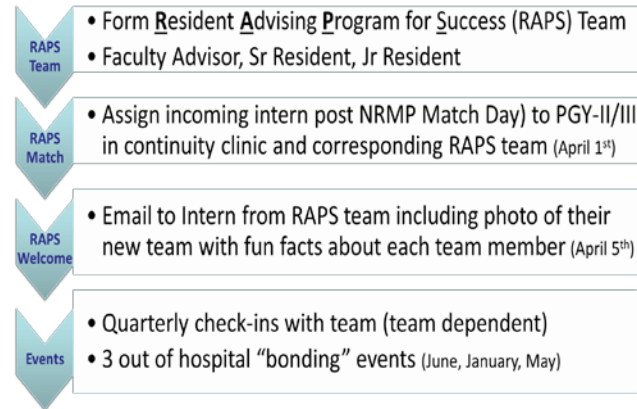
- Transition to resident life can be difficult, including maintaining existing/developing new trusting relationships – essential to well being



OUTCOMES

- Incoming residents felt the RAPS program was helpful: developing comradery
- Mean 19 residents/wk exercised ≥ 2 /wk (paired activity); Modest \uparrow during Fit4Life

INTERVENTIONS:



JANUARY 9TH-30TH
FIT4LIFE PRESENTS....
JANUARY FITNESS CHALLENGE

AHA recommends:
150 minutes per week of aerobic physical activity= 40 min 4 days per week or 30 min 5 days per week

Our challenge for you:
- 4 days/week of physical activity
- 3 days/week of healthy eating

Try to beat the reigning champions of last year...the class of 2019!

Class representative:
PGY-I- Tanya Shah
PGY-II- Xiaoxiao Qian
PGY-III- Prakash Nallani

"IT TAKES 21 DAYS TO BUILD A HABIT"

SHARE YOUR ACHIEVEMENTS ON WHATSAPP (group will start January 6th)

PRIZE:
A SECRET & SPECIAL REWARD FROM DR.BATTIOLA

HEALTHY RECIPES TO FOLLOW!

MICROBODY APP: helps you find local fitness classes (due to demand)
FIT4LIFE- located in Mead, Lawrence and in FREE, ACTIVE- please any dietary restriction and allergic disease - due to that
MORRY APP- Free for 30 days like Training Club- only 5\$ fee
Grab a buddy and get motivated!

SUCCESS FACTORS:

- Providing incoming residents with an immediate source for info/Qs prior to starting residency
- Fit4Life Challenges promote connections

BARRIERS/LIMITATIONS:

- Short time from for intervention (10 months)
- Data collection (surveys) may be contributing to email fatigue and burnout

Questions / Comments

The Christ Hospital Health Network

Creating Camaraderie and Connectedness at Christ Hospital

Aurora Rivendale, MD, Gopal Koneru, MD,
Alexandra Macpherson, MD, Melissa Mefford, MD,
Annette Lewis, Jennifer Reemtsma, John Schroder, MD



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The Christ Hospital Wellness Spirit



Questions / Comments

Maine Medical Center

Investigating Gender Bias at an Independent Academic Medical Center

Kalli Varaklis MD, MSEd, Katherine Rizzolo, MD,
Thomas van der Kloot MD, Bob Bing-You MD, MBA, MSEd



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Questions / Comments

UnityPoint Health – Des Moines

Development of a well-being program within a
community-based residency program

Hayden L. Smith, W. John Yost, Elizabeth A. Bolten,
Chanteau M. Ayers, Maheen M. Shakoor, Mohamed A. Elfeki,
Hope M. Villiard

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