The 2017 ACGME Symposium on Physician Well-Being

NOVEMBER 29-30 | CHICAGO, ILLINOIS
HIGHLIGHTING *success*

BUILDING *connection*

IMPLEMENTING *change*

SUSTAINING *momentum*

*Timothy P. Brigham, MDiv, PhD*
Chief of Staff and Senior Vice President, Education
Accreditation Council for Graduate Medical Education
Welcome!
Disclosure: Timothy Brigham, MDiv, PhD

- No conflicts of interest to report
- Senior Vice President, Education - ACGME
- Associate Professor of Medicine - Jefferson Medical College (volunteer)
- Senior Scholar, Department of Medical Education - University of Illinois at Chicago, College of Medicine

- The ACGME does not receive funds from any corporate entity other than accreditation fees related to ACGME accreditation services
- The *Journal of Graduate Medical Education* permits only advertising of classified positions in academic institutions
- The ACGME Annual Educational Conference is entirely self-sufficient; has no external sponsors, advertisers, or displays; and uses no accreditation fee revenue for support
- ACGME International is a not-for-profit entity
**Thank You**

A special thank you to the members of the ACGME Task Force on Physician Well-Being for their insight, expertise, and commitment to this important initiative.

**EDUCATION SUBGROUP**
- Timothy Brigham, MDiv, PhD
- Donald Brady, MD
- Stanley Ashley, MD
- Carol Bernstein, MD
- Jordan Cohen, MD
- Helen Haskell, MA
- Kari Hortos, DO
- Dinchen Jardine, MD
- Cristin McDermott, MD
- Amanda Pannu, MD
- James Taylor, DMan, MHA, MBA
- Edwin Zalneraitis, MD

**TOOLS AND RESOURCES SUBGROUP**
- Carol Bernstein, MD
- Susan White
- Jessica Bienstock, MD, MPH
- Timothy Brigham, MDiv, PhD
- Wallace Carter, MD
- Rhea Fortune
- Lyuba Konopasek, MD
- Cristin McDermott, MD
- Christine Moutier, MD
- Rowen Zetterman, MD

**RESEARCH SUBGROUP**
- Lotte Dyrbye, MD, MHPE
- Srijan Sen, MD, PhD
- Kevin Weiss, MD
- DeWitt Baldwin, MD
- Carol Bernstein, MD
- Timothy Brigham, MDiv, PhD
- Peter Carek, MD, MS
- Kenneth Ludmerer, MD, MACP
- Deborah Simpson, PhD
- Alison Smith, MPH, RN
- Nick Yaghmour, MPP

* Task Force Co-Chair † Subgroup Co-Chair ‡ Consultant
We’ve gathered together as a ...

Community

Family
Community

- ACGME
  - Board of Directors
  - Administration
  - Staff
- House of Medicine
  - The Continuum of Learning and Practice
- Other Health Care Professionals
- Friends and Family of Physicians
- Learners
- Interested / Concerned Others
Why?

To continue a conversation across distance, culture, specialties, professions, organizations, etc.
ACGME Mission Statement

“We improve health care and population health by assessing and advancing the quality of resident physicians’ education through accreditation.”
How are we committed to accomplishing this task?
By facilitating the creation of a learning and work environment that emphasizes ...
ACGME’s Four Philosophical Pillars

1. Excellence in the safety and quality of care rendered to patients by residents today
2. Excellence in the safety and quality of care rendered to patients by today’s residents in their future practice
3. Excellence in professionalism through faculty modeling of:
   a. The effacement of self-interest in a humanistic environment that supports the professional development of physicians
   b. The joy in curiosity, problem-solving, intellectual rigor, and discovery
4. Commitment to the well-being of the residents, faculty members, students, and all members of the health care team
Patient Care and Physician Well-Being

1. Clinicians who care for themselves provide better care for others

2. Clinicians who care for themselves are less likely to make errors or leave the profession

3. Habits of practice to promote well-being and resilience need to be cultivated across the continuum

4. A healthy learning environment will lead to improved health care for all—both providers and patients
Building on the First Two Symposiums

1. Creating Awareness
2. Commitment to Change
Driving Positive Transformational Change

THE ACGME SYMPOSIUM TRAJECTORY

2015 - Creating Awareness
- Understand the problem
- Advise the ACGME Board on effecting change
- Begin a national dialogue
- Begin ongoing collaborations

2016 - Commitment to Change
- Develop concrete action plans
- Provide guidance to the ACGME on effecting change
- Continue the national dialogue
- Promote a scholarly approach to interventions

2017 Symposium

2018

2019

Future
2017 Goals

1. **Highlight successes** in physician well-being at various levels—from personal to organizational—and identify common themes, processes, and replicable strategies.

2. Understand the **science of connectivity** and its importance to physician well-being.

3. Advise the ACGME on ways to serve as an effective agent of positive transformational change for resident well-being via the **creation of more connected and inclusive learning environments**.
4. Explore how *organizational change principles and strategies* can be applied to creating and sustaining programs to support physician well-being

5. Identify opportunities to **sustain the momentum of this symposium** and apply the lessons learned to programs, institutions, and organizational cultures
Agenda – Wednesday, November 29

8:00 a.m. – 8:45 a.m. Welcome and Opening Remarks
8:45 a.m. – 12:00 p.m. Spotlight on Successes
12:00 p.m. – 1:00 p.m. Lunch
1:00 p.m. – 4:45 p.m. Connectedness and Inclusion in the Clinical Learning Environment
5:00 p.m. – 7:00 p.m. Poster Reception
Agenda – Thursday, November 30

7:00 a.m. – 7:30 a.m.  Breakfast
7:30 a.m. – 7:40 a.m.  Opening Remarks and Recap of Day 1
7:40 a.m. – 12:00 p.m. Organizational Change: Principles, Practice, and Application
12:00 p.m. – 1:00 p.m. Lunch
1:00 p.m. – 2:50 p.m.  Maintaining Momentum
2:50 p.m. – 3:00 p.m.  Closing Remarks
Format

• Didactic Presentations
• Panel Discussions
• Small Group Work
• Large Group Discussion
• Reflective Dialogue
• Poster Presentations
• More
This is a working meeting
You were chosen to be at this Symposium because you can—and must—make a difference
The Law of Two Feet

• **Each and every participant** can—and must—make a difference during this Symposium.

• Responsibility for a successful outcome resides with exactly **one person**—you!
Ground Rules

- Honest, respectful conversations
- Participate
- Listen for understanding
- Stay open to new ideas and concepts
- Trust
- Time focus
- Confront the dragons, relish the camaraderie, embrace the moment, and enjoy the journey
Working Agreement

FACILITATOR
• Time and tasks
• Make room for all views
• Keep goal in sight

PARTICIPANTS
• Information and meaning
• Manage own participation
• Decide on common ground / action
Lewin’s Equation -1936

\[ B = f (P, E) \]
Administrative Items
In Case of Emergency

Evacuation Rally Points:

1° InterContinental Hotel
   DIRECTION: NORTH
   LOCATION: 505 N. MICHIGAN AVE.

2° NBC Plaza
   DIRECTION: EAST
   LOCATION: 454 N. COLUMBUS DR.
Join the Conversation

#PhysicianWellBeing
@acgme
Symposium Evaluation

• We need your feedback!
• Will be available at the end of the day tomorrow
• Access via:
  o QR Code
  o Direct Link
• Details can be found in back of program booklet
THE 2017 ACGME SYMPOSIUM ON PHYSICIAN WELL-BEING

OPENING REMARKS
Thomas J. Nasca, MD, MACP

- President and Chief Executive Officer, ACGME
- President and Chief Executive Officer, ACGME International
THE 2017 ACGME SYMPOSIUM ON PHYSICIAN WELL-BEING

SPOTLIGHT ON SUCCESSES
Arthur Hengerer, MD
Donald Brady, MD
**Pair and Share: Instructions**

- **Share a Success in Well-Being**
  - Personal, programmatic, organizational, institutional, etc.
  - Anything as long as it focuses on a success

- **Highlights**
  - What made it a success?
  - What was the motivation?
  - What were the challenges?
  - Next steps?

- **Clarify and Amplify** – i.e., your "moment to brag"

- **Share** for **4 minutes** then swap roles
Pair and Share: Group Questions

1. What, if any, ‘aha moments’ did you experience?

2. What were the successes that particularly stood out?

3. What common themes or elements of success emerged in your pairings?

4. How would you summarize these success stories in only 2 minutes?
Spotlight on Successes: Reflector Panel

Wallace Carter, MD

Kari Hortos, DO

Dinchen Jardine, MD
THE 2017 ACGME SYMPOSIUM ON PHYSICIAN WELL-BEING

CONNECTEDNESS AND INCLUSION

in the Clinical Learning Environment
Amy Banks, MD
Kristen Eckstrand, MD
Group Questions

What should the ACGME—and GME community at large—be doing to promote connection and inclusion in the clinical learning environment at the:

a) Program Level?

b) Institutional Level?

c) National / International Level?
Connectedness: Reflector Panel

Jordan Cohen, MD
Edwin Zalneraitis, MD
Cristin McDermott, MD
Helen Haskell, MA
THE 2017 ACGME SYMPOSIUM ON PHYSICIAN WELL-BEING

POSTER PRESENTATIONS

and Cocktail Reception
Located on 19th Floor

• Featuring 30+ posters on well-being initiatives from around the nation, throughout the world, and across the continuum

• Reminders:
  o Coats and belongings
  o Tomorrow:
    ▪ Breakfast starts at 7:00 a.m.
    ▪ Sessions start at 7:30 a.m.