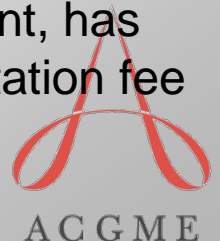


ACGME Focus on
Physician Well-Being :
*Deepening our
Commitment to Faculty,
Learners, and Patients*

Disclosure

- 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
- No conflicts of interest to report
- The ACGME receives no funds from any corporate entity other than accreditation fees related to ACGME accreditation services
- The Journal of Graduate Medical Education permits only advertizing of classified position 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

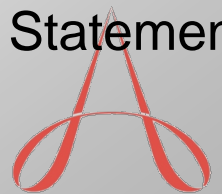


Our Mission



“We improve health care and population health by assessing and advancing the quality of resident physicians' education through accreditation. ”

ACGME Mission Statement



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MASTERY



Dreyfus Model

- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert
- Master

The Learning and Working Environment

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

Why now?



A Deepening Awareness



A few sobering realities:



Medical Students at Orientation Psychologically Healthier

Lotte N. Dyrbye, MD, MHPE, FACP



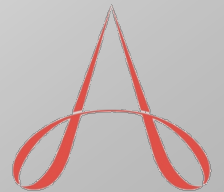
-
- Depression ↑
 - Burnout ↑
 - Stress ↑
 - Empathy ↓
 - Compassion ↓

Resident and Fellow Suicides

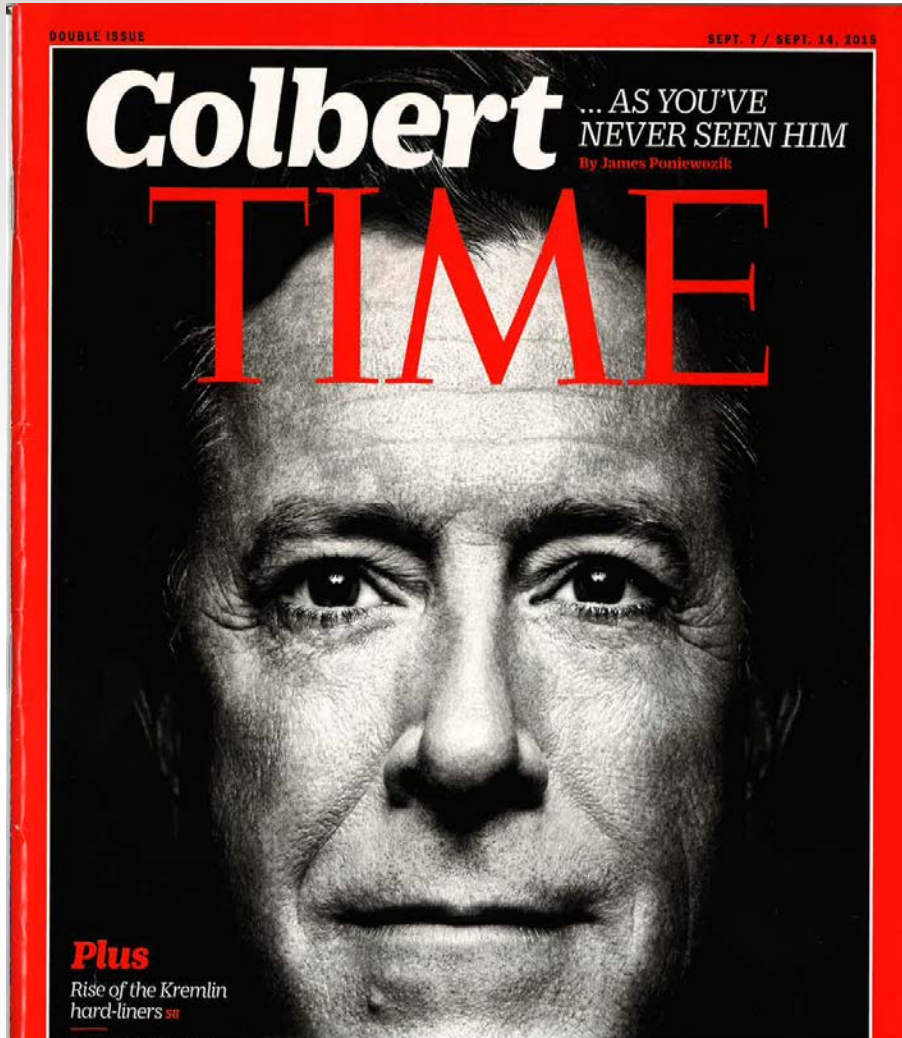
Practicing Physician Concerns

- Well-being
- Burnout
- Suicide

Increasing National and International Attention



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TIME IN DEPTH > DOCTORS ARE STRESSED, BURNED OUT,

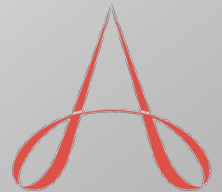
DEPRESSED, AND WHEN THEY SUFFER, SO DO THEIR PATIENTS.

Life / SUPPORT

INSIDE THE MOVEMENT TO SAVE THE

MENTAL HEALTH OF AMERICA'S DOCTORS

By Mandy Oaklander / Photographs by Balazs Gardi for TIME



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What to do?



Why us?

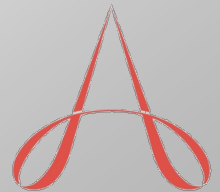


“Every system is perfectly designed to yield the result it produces.”

Paul Batalden



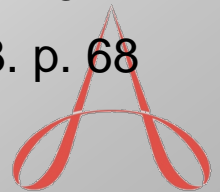
Fundamental Transformative Change



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“One definition of insanity is doing the same thing over and over again, but expecting different results.”

Rita Mae Brown
Sudden Death, 1983. p. 68



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The Next Phase

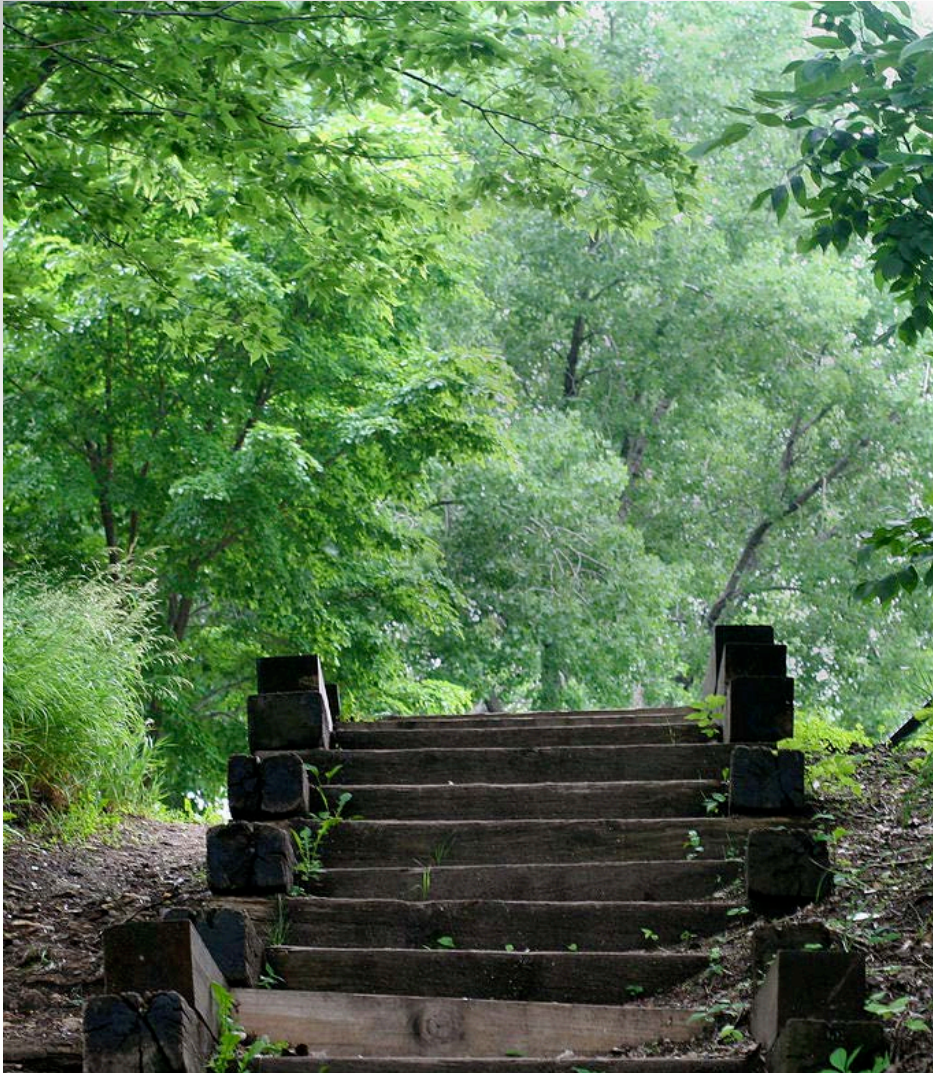
“Somebody has to do something,
and it’s just incredibly pathetic
that it has to be us.”

Jerry Garcia

The Grateful Dead

Next Steps





The journey
of a
thousand
miles must
begin with
a single step.



Establishment of a Task Force

The ACGME has established a Task Force composed of Board Members, administration, and selected external experts/stake holders to work together to facilitate change in the following areas:



ACGME Task Force

- Carol Bernstein, MD, Co-Chair*
- Timothy Brigham, PhD, MDiv, Co-Chair*
- Stanley Ashley, MD*
- DeWitt Baldwin, MD*
- Donald Brady, MD*
- Peter Carek, MD, MS
- Wallace Carter, MD*
- Jordan Cohen, MD, MACP*
- Lotte Dyrbye, MD, MHPE, FACP
- Rhea Fortune
- Helen Haskell, MA
- Kari Hortos, DO*
- Dinchen Jardine, MD*
- Lyuba Konopasek, MD*
- Kenneth Ludmerer, MD, MACP
- Cristin McDermott, MD*
- Christine Moutier, MD
- Thomas Nasca, MD, MACP
- Srijan Sen, MD, PhD
- Deborah Simpson, PhD
- Alison P. Smith, MPH, BSN, RN
- James H. Taylor, Dman, MHA, MBA
- Kevin Weiss, MD, MPH, MHSA
- Edwin Zalneraitis, MD*
- Rowen Zetterman, MD

*Members of the Symposium Planning
Sub-Committee



Task Force Mission

“To catalyze improvement in Physician Well-being through education, the development of strategies and the evaluation of results in the clinical and learning environment”



Three Subcommittees

- Research
- Education
- Tools and resources

Subcommittee Roles and Goals

- Research
 - Facilitate evidence-based research and decision-making
 - Advocacy role inside and outside GME
 - Disseminate materials and foster growth
- Education
 - Symposium development
 - Educate the GME community
 - Share educational resources
- Tools and Resources
 - Website development
 - Collect and “vet” submitted resources



To Recommend and Oversee a Process to Address Four Areas of Impact

- Education
- Using ACGME Levers to influence Change
- Ongoing Research
- Collaborating across the continuum and across professions to promote Culture/System Change

$B = f(P, E)$
Lewin's Equation 1936



Education

- Building Awareness
- Ongoing Dissemination
- Building Website
 - Videos
 - Slide sets
 - Communities of Learning
- Work with Task Force
 - Tool Kit(s)
- Annual Symposium
- Annual Educational Conference (AEC)



Series of Symposiums

Each building on the work of the
previous

-
- Building Resilience
 - Fostering/ Nurturing Well-Being
 - Recognition
 - Intervention
 - Reduce Stigmatization
 - Help Grieving Communities Heal

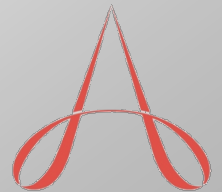


ACCREDITATION COUNCIL FOR GRADUATE MEDICAL EDUCATION

*Symposium on
Physician Well-Being*

NOVEMBER 17-18, 2015

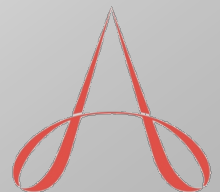
LOEWS CHICAGO O'HARE



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Goals of the Symposium

- **UNDERSTAND** the problem across the continuum.
- **ADVISE** the ACGME Board of Directors on how it can be an effective agent of positive, transformational change for resident/fellow well-being and the creation of more humane training environments.
- **BEGIN** a national dialogue on physician well-being that leads to positive, transformational change in the learning environment culture for medical students, residents/fellows, faculty members, and practicing physicians.
- **BEGIN** ongoing collaborations and relationships with other organizations inside and outside of the house of medicine to effect positive transformational change for the well-being of residents, fellows, medical students, practicing physicians and other health care professionals and to the culture of medicine/medical education.



Symposium Format

November 17-18, 2015

- Invitational
- Approximately 150 attendees from all facets of the GME community
- Format
 - Lectures
 - Modified World Café Model
 - Small group work
 - Large group processing and discussions





ACCREDITATION COUNCIL FOR GRADUATE MEDICAL EDUCATION

*The ACGME Second Symposium
on Physician Well-Being:
Commitment to Change*

NOVEMBER 29-DECEMBER 1, 2016

-
- ACGME
 - Board Members
 - Administration
 - Staff
 - House of Medicine
 - The Continuum of Learning and Practice
 - Other Healthcare Professionals
 - Friends and Family of Physicians
 - Learners
 - Interested/concerned others

Why?



GOALS OF THE SYMPOSIUM

- Develop concrete action plan to address the issue of Physician Well-Being for:
 - Programs/Systems
 - Learners/Faculty
- Continue the national dialogue and forge collaborations among stakeholders to effect positive transformational change for Physician Well-Being
- Provide guidance to the ACGME on how best to utilize its unique “levers of influence” to effect positive transformational change
- Promote a scholarly approach to well-being interventions and innovations



HOW

- Presentations
- Panel Discussions
- Small Group Work
- Large Group Discussion
- Reflective Dialogue
- Modified Open Space Design
- Electronic messaging capability for questions, reflections, agenda setting
- Commitment to Change



Open-space Breakout Groups

- Innovation
- Mental Health Services
- Culture Change
- Building a Comprehensive Well-being Program
- Workflow
- Resilience

Using ACGME Levers for Change

- CLER
- Requirements
- Baldwin Award

ACGME Levers

The Clinical Learning Environment Review (CLER)

- Dr. Kevin Weiss and his team are broadening the current focus area “*Fatigue Management, Mitigation, and Duty Hours*” to **Physician Well Being**.

Accreditation Requirements

- Common Program Requirements
 - Revising and strengthening the Common Program Requirements in the area of well-being



Ongoing Research

- Resident Survey Voluntary Questions
- Studying the causes of resident death
- Collaborating with others to stimulate research in the field
- Providing a forum for disseminating research
 - AEC
 - Annual Wellness Symposium
 - Journal
 - Website



Continuum Collaboration

Focus of the next meeting of the Coalition for Physician
Accountability

AAMC

ABMS

ACCME

ACGME

AMA

AOA

ECFMG

FSMB

LCME

AACOM

NBME

NBOME

Joint Commission

CMSS

Public Members

Nurses

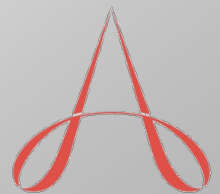
Other health-care professionals



Continuum Collaboration

National Academy of Medicine (NAM)

Institute on Medicine (IOM)

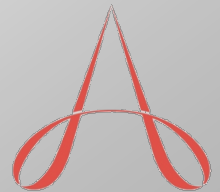


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What can you/we do?



Let's begin a
conversation across
distance, culture,
specialties, professions, etc.

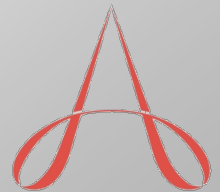


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*“You don’t have to
see the whole
staircase, just take
the first step.”*

- Martin Luther King Jr.



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Deepen Our Commitment to Faculty, Learners and Patients



Think Globally

Act Locally



We're facilitating the setting of expectations...

You're working on the ground to innovate, motivate, and transform:

1. The faculty
2. The journey of the learner
3. The learning environment
4. The experience of the patient

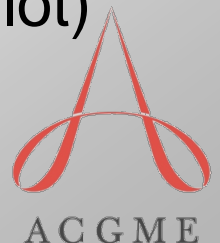


Imgur



“If you think you’re too small to be effective, you have never been in bed with a mosquito.”

Betty Reese (American officer and pilot)



Never be afraid to try something new.
Remember that amateurs built the ark,
and professionals built the Titanic.

Anonymous



LaSalle D. Leffall, MD

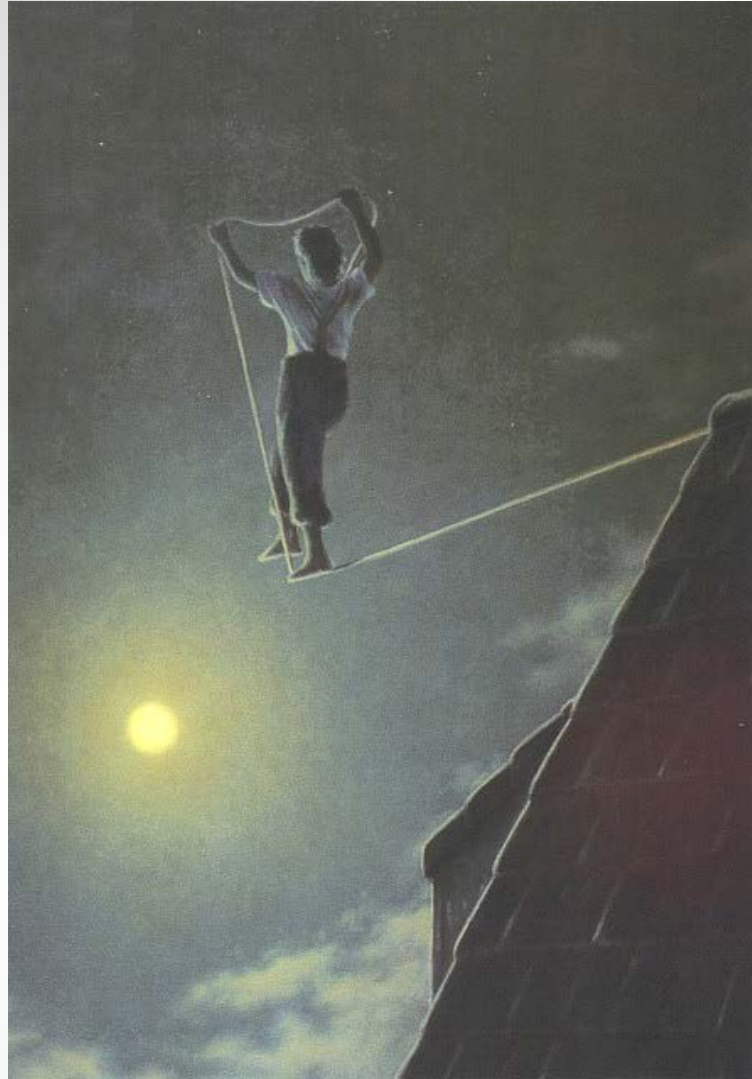


Awe



Talmud





Stay Tuned

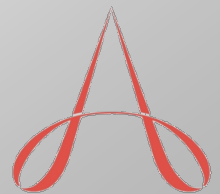


Thank you



Questions?

wellbeing@acgme.org



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