

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

INTRODUCTION: BACKGROUND

NATIONAL DRIVERS FOR WELL-BEING

- Physician Burnout = safety, quality, workforce issue¹
- ACGME Common Program Requirements
- ACGME CLER (Clinical Learning Environment Review)
- National Academies of Medicine (NAM) action collaborative on clinical well-being and resilience

GME ACTION PLAN

- **STRATEGIC PLAN:** GME leaders convened a GMEC retreat to develop a well-being strategic plan with key system leaders attending
- **NEEDS ASSESSMENT:**
 - Prior to the retreat the ACGME's
 - *Inventory of Elements of Your Program's Well-Being Plan* was completed by each Residency & Fellowship Program
 - *Inventory of Elements of Your Institutional Well-Being Plan* was completed by GME Office
 - At the retreat
 - Each Program Director and the DIO presented key findings from their inventory and an action plan
 - Cross cutting themes were identified → GME specific aims

PROJECT AIMS

- To serve as well-being system leaders through the development of clear GME protocols and procedures
- To identify and provide GME specific and system-wide resources/support to team members
- To improve resident and faculty well-being through residency/fellowship program specific initiatives

METHODS: MATRIX

- **NI-6 Program**, **GME-Wide** and **System-Wide** actions
- Selected **Drivers of Burnout and Engagement** in Physicians from organizational/leadership approach²
- Assigned tasks to respective teams; monitor progress

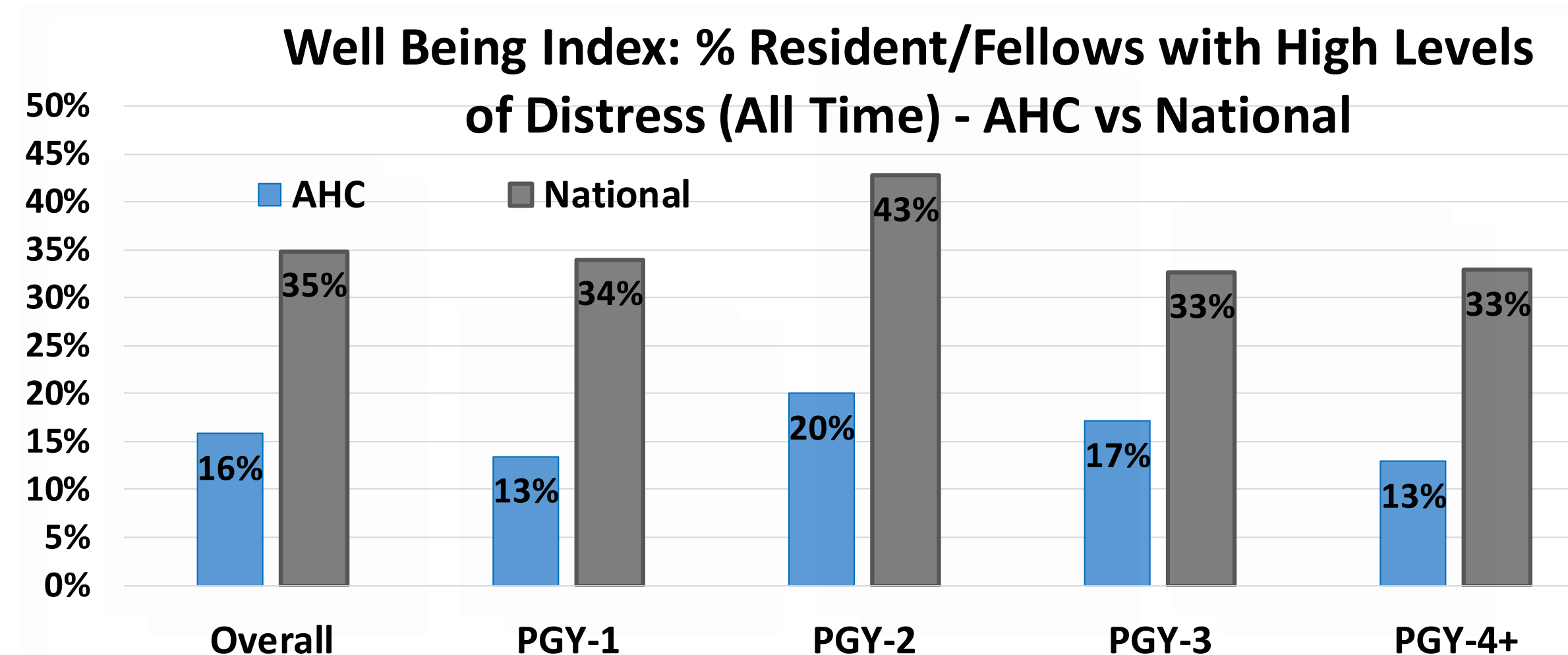
METHODS & RESULTS: GME WELL-BEING MATRIX

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 type="checkbox"/> IM RAPS Program	<input checked="" type="checkbox"/> Expressions of Well-Being <input checked="" type="checkbox"/> Soliciting Feedback AC ₂ T Model [®] <input type="checkbox"/> GME Lounge at all Sponsors	<input type="checkbox"/> Align AHC Legacy and AAH Clinician Well-Being Priorities <input 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	

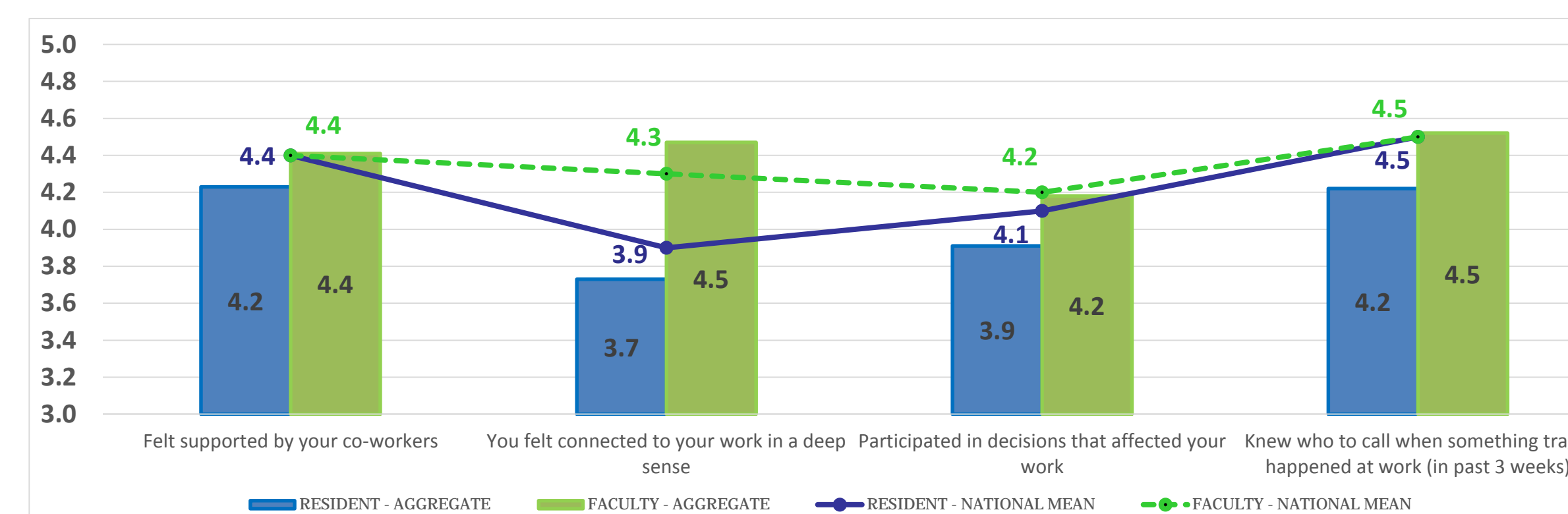
LEGEND: = Completed; = In Progress

MAYO WELL-BEING INDEX

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



ACGME WELL-BEING SURVEY



Discussion, Barriers and Strategies

Key Findings:

- Mayo Well-Being Index ≠ ACGME Well-Being Measures
- Program Level Interventions critical, complimenting GME system-wide efforts

Limitations:

- Change in engagement survey due to AAH merger
- No WBI Baseline data at the time of interventions

Go Forward Strategies:

- Monitor Mayo WBI resources usage
- Unify WB resources + action plan via AdvocateAurora Academic Affairs Well-Being Director
- Review APE (2/year) and well-being data and APE inventory at GMEC meeting

References

1. Panagioti M, et al. Assoc between physician burnout & patient safety... JAMA IM. 2018;178(10):1317-30
2. Shanafelt TD, et al.. Exec leadership & physician well-being.... Mayo Clinic Proceed. 2017;92(1):129-146