Joint Session with ACOFP, ACONP, BSAPH and BOCER:

Physician Wellness
Osteopathic Approach to Physician Wellness

Program Overview

- **Welcome**: John K. Lynch, DO
- **Overview**: Robert G. G. Piccinini, DO
- **Burnout**: Liselotte Dyrbye, MD
- **Panel Discussion: Challenges & Solutions Across the Career Continuum**
  - Stephen Scheinthal, DO, Moderator
  - Katherine Clark, DO
  - Pooja Kinkhabwala, DO
  - Hiroe Hu, OMS III
- **Resilience, Mindfulness & Meditation**: Shauna Shapiro, PhD
Learning Objectives

- Explain the prevalence and impact of burnout, suicide, and substance abuse among US physicians
- Describe the consequences of burnout
- Identify common sources of stress for practicing providers
- Identify individual as well as organizational strategies to enhance physician well-being
- Describe the benefits of mindfulness and meditation as practical tools for maintaining and promoting wellness
- Learn how to begin a meditation practice

Physician Wellness Overview

Robert G.G. Piccinini, DO, DFACN
• Doctors are programed to be workaholics, Superhero perfectionists operating with a pair of cardinal rules
  – The patient comes First- Praise worthy but extremely unhealthy if you never learn the off switch
  – Never show weakness
• As a doctor burns out, one of the symptoms is loss of empathy, compassion, and being cynical and sarcastic about your patients

• “I will remember that there is art to medicine as well as science, and that warmth, sympathy, and understanding may outweigh the surgeon’s knife or the chemist’s drug” ~ Louis Lasagna
• The dynamic is to point out the symptoms, and give training to extinguish it.
• Teach them to maintain life balance, physical health and rest as they go through training
• You do that ..... They will maintain their empathy
Percentage of physicians burned out: 54%
Percentage of resident physicians suffering from depression: 29%
Estimated number of physicians committing suicide every year: 400

Sources: Shanafelt et. al., 2012 & 2015; Mata et al., 2015; American Foundation of Suicide Prevention, ND; Andrew, 2015

Common Risk Factors
- A failing marriage
- Social isolation
- Death of spouse
- Financial distress
- Childhood trauma
- Family history of depression
- Among physicians, males have 1.4 increase risk and females have 2.3 increase risk of depression
- 10-20 percent greater divorce rate
- Lack of control is viewed as one of the greatest causes
Wellness Culture

- Create framework
- Develop a program
- Foster at an individual level
- Empower faculty and trainees to confront burnout
- Create sustainable culture of wellness and resiliency
### Overarching Goals

<table>
<thead>
<tr>
<th>Overarching Goals</th>
<th>Activity to Reach Goals</th>
<th>Pre-Student</th>
<th>Student</th>
<th>Intern Resident Fellow</th>
<th>Early-Career</th>
<th>Mid-Career</th>
<th>Late-Career</th>
<th>Retired</th>
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<tbody>
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<td>1. Wellness Identification &amp; Promotion</td>
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<td>2. Burnout/ Depression/Suicide</td>
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<td>b) Prevention</td>
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**FIGURE:** Wellness Grid. NOTE: AOA = American Osteopathic Association; COMs = Colleges of Osteopathic Medicine; Prog. = Programs.

### Medical Students

- Website (Articles)
- Promote activities of AACOM and COMs
- Provide national provider information & Crisis hotlines for all states
- Work with AACOM/COMs to help students traveling connect with a nearby COM and resources
- Education about effective mentorship (work with COMs)
- Provide other support as necessary
- Marketing/Outreach
  - Promote AACOM and COMs’ activities
  - SOMA

*Activities will require continuous updating to remain current*
Interns/Residents/Fellows

- Website
- Develop a national dialog of culture change (collaboration)
  - State Affiliates
  - Specialty Colleges
  - American Hospital Association
- Train-the-Trainer Program (collaboration)
- Marketing/Outreach
  - Training Programs
  - Bureau of Emerging Leaders

Early/Mid/Late Career Physician

- Website
- Trainer-the-Trainer Program
- Lecture Series (Various meetings live and online)
  - Collaborations with Affiliates and Specialty Societies
- Partner with Federation of State Medical Boards
  - Encourage physicians to seek help and eliminate fear of retribution or suspension
  - Advocate for changes in licensing guidelines to facilitate in destigmatizing mental health issues
- Marketing
  - AOA & Affiliates
Family

- Website
- Collaborate with the Advocates
  - Provide education on recognizing signs and symptoms of burnout, depression, risk of suicide and resilience
  - Create media presence

Wellness Across the Physician Career Continuum
Panel Presentations and Discussion
Panelists

- Student Dr. Hiroe Hue
  - OMS-III
  - Touro University California COM
  - Co-Investigator, WARM Study

- Pooja Kinkhabwala, DO
  - PGY3, Hackensack Meridian Palisades
  - Resident Wellness Task Force 2016-2018

- Katherine Clark, DO, FAAFP, CHCQM
  - Lifetime certification, AOBFP
  - Family Physician
  - Kettering Physician Network, Integrated Medical Group

Medical Student Wellness

SD Hiroe Hu, OMS-III
Touro University California COM
Hu am I?

- Grew up in Kobe, Japan
- Undergraduate at Brown University
  - B.S. Chemical Engineering
  - B.A. Independent Concentration in Contemplative Psychology
  - Senior Thesis on mindfulness-based psychotherapy
- Aspiring Psychiatrist with interest in contemplative science and academic medicine
- OMS-III at TUCCOM
  - Co-founded WARM with colleagues Mohammad, Lily, Dr. Velasco, and a few faculty
  - Former President of Integrative Medicine Club
  - Taught yoga on campus

The Experience Preclinical in a Nutshell

- Study tip: Laminate your notes so the tears roll off.
- Me tryna get that 4.0, keep up with friends, eat veggies, text this boy, maintain brows, pay rent, check on parents, register to vote, smile.
- Me at the beginning of the semester vs me now.
- When you're ready to quit just remember how good you'll look in that white coat.
Challenges Our Students Face

Literature shows...

- Medical students, compared to age-matched peers, experience more distress, anxiety, depression and even suicidal ideation.

Experience shows...

- Not enough time to study, let alone practice regular self-care
- Sense of isolation and disconnection
- Disappointment in self
- Anger, bitterness, and frustration towards self & others
- No longer in touch with our emotions and bodies
- Academics negatively affected by stress → negative cycle

My Motivations for WARM

What does/did student wellness mean to me?

Between stimulus & response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom.

- Viktor E. Frankl
  Neurologist/Psychiatrist
  (Holocaust Survivor)
Accept the things you can’t change. Acknowledge the things you can change.
– Mohammad Khorsand (my WARM colleague & partner in crime)

School & Academics
- Learning environment – mentors, sense of community, campus life
- Curriculum & schedule
- More time and conditions that allow self-care

Life Outside
- Family
- Friends
- Partners
- Life circumstances

Medical Student A
- Mindfulness: awareness, openness & acceptance to internal experience (good & bad)
- Resilience: adaptive behavior to challenges, healthy coping skills
- Wellness: self-care & health-promoting behavior

Key: Early Intervention, Starting from Preclinical
Our Solution: WARM Curriculum & Research
Providing, Improving, and Streamlining “Spaces” for Personal and Professional Development

WELLNESS
- Weekly yoga sessions
- HIIT Class
- Class hiking trips

ACADEMICS
- Strengthening mentoring culture
- Faculty development sessions
- Student promotion committee
- Creating better campus life

MINDFULNESS & RESILIENCE
- Reflective Writing
- Weekly meditation sessions
- Mindfulness-based Stress Reduction “sampler” workshop
- Electives: Healer’s Art, Art of Observation, Anatomical Application Through Yoga, Narrative Medicine
- Finding Balance learning modules
- Support groups

Our Progress So Far
- Very active longitudinal student involvement
  - Reflecting and surveying raw student feedback, allowing for improvement each time
- 6 WARM Curricular hours each semester, activities led by students or faculty
- Website Development with real student tips: www.tuwarm.com
- Meditation Garden opened this August
- Outdoor Gym in progress…”fingers crossed”
- Yoga and meditation culture
- Breathing exercise introduced at orientations and exams
- Careers in Medicine website guidance
- Future Goals:
  - More individualized and diverse solutions, rather than “one size fits all” model
  - Creative arts (writing, painting, dancing, singing, etc…)
  - More “wellness” activities and lessons, as our wellness parameters correlated positively with students’ satisfaction on the learning environment

Nothing great is created suddenly, any more than a bunch of grapes or a fig. If you tell me that you desire a fig, I answer you that there must be time. Let it first blossom, then bear fruit, then ripen. - Epictetus
What Drives Us?

- We want the future students to have better experiences than we did.
- Change does not occur overnight, but we strive to be a part of cultural shift in medicine - to one which nurtures the physician’s ability to be contemplative and introspective; wholesome and healthy; and feel purposeful each day instead of burning out.

Questions?

- Contact: hiroe.hu@tu.edu (mindfulness & wellness) or mohammad.khorsand@tu.edu (resilience & academics)
- References:
Resident Wellness

Pooja Kinkhabwala, DO
PGY3, Hackensack Meridian Palisades
Resident Wellness Task Force 2016-2018

What are the Symptoms?

• It can manifest in many ways, but here are a few......
• Emotional Exhaustion
• Cynicism
• Feeling like there’s no purpose to your work
• Fatigue
• Depression/Suicidal Ideations
Personal Story

• Medical School Journey
  – Burnout
• Residency Experience
  – Personal Coping Tactics
  – Experiences of Friends

What Are Some Ways to Help?

• Mentorship and guidance
• Education on expectations
• Time management
• Encourage Residents to ask for help, no fear of stigmatization or retribution
• Being aware of resources
• Training the trainer
• Meditation
• Creating a Roadmap on coping mechanisms, signals, and available resources
Coping Strategies

- Meditation and Mindfulness
- Exercise
- Spending time with friends
- Eating Well
- Getting enough Sleep
- Good Support System

Wellness Task Force

- Compilation of Best Practices
  - Working directly with Residency Programs around the country
  - Implementation in our own programs
- Working directly with ACGME
  - New Policies on Work Hour Restrictions and Access to Resources
  - Back to Bedside Program
- Plans for the Future
  - Education for PDs and APDs on ways they can contribute to overall Resident Wellness
Who Are We?

- Integrated Medical Group
- 4 Family Physicians (2.5 FTE)
- 2500 patients, 1/3 Medicaid, 1/3 Medicare
- MA care navigator, LPN, 1.5 front desk, 2 MAs, 0.5 office coordinator (manager)
- Volunteer teaching practice for medical students, PA’s, NP’s 1-4 students monthly
Who Are We?

- Kettering Physician Network
- Dayton, Ohio region
- 123 PCP’s, mostly FM, 35 practices
- 211 specialists
- In the Kettering Health network
- 7 hospitals, 165 outpatient centers
- 14,000 employees
- Epic

How Did We Start?

- Ohio PCMH Medical Education Pilot 2012
- CPC Classic 2012-2016
  - One of two practices accepted in our system
  - Developed care management, quality improvement, data analysis,
  - Most improved practice
- CPC Plus 2017-2022
  - 33 KPN network PC practices
- Ohio CPC 2017-?? Medicaid payers
Results from CPC Classic

Critical Elements

Data
- Transparency & aggregation have informed changes & helped guide improvements.

Trust
- Collaboration enabled the trust necessary for establishing data transparency; a first in CPC.

Relationships
- Provider & practice collaboration supported continued learning and innovation.

Data-Driven Improvement

Utilization

<table>
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<th>Metric</th>
<th>% Change 2013-2016</th>
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<tr>
<td>ED Visits</td>
<td>-17.0%</td>
</tr>
<tr>
<td>Inpatient Bed Days</td>
<td>-33.1%</td>
</tr>
<tr>
<td>Inpatient Discharges</td>
<td>-32.7%</td>
</tr>
<tr>
<td>Primary Care Visits</td>
<td>-21.1%</td>
</tr>
<tr>
<td>Specialist Visits</td>
<td>-24.1%</td>
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</tbody>
</table>

Quality

<table>
<thead>
<tr>
<th>Metric</th>
<th>% Change 2013-2016</th>
</tr>
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<tbody>
<tr>
<td>CHF Admissions</td>
<td>-41.0%</td>
</tr>
<tr>
<td>COPD Admissions</td>
<td>-49.9%</td>
</tr>
<tr>
<td>ACSC Composite</td>
<td>-44.9%</td>
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</tbody>
</table>

Data Transparency & aggregation have informed changes & helped guide improvements.

Trust
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Relationships
- Provider & practice collaboration supported continued learning and innovation.

Professional satisfaction

- Autonomy, Mastery, Greater Purpose
- I am very happy-others maybe not so much
- Can prove my patients are sicker
- 45 minute appointments-24/7 access no one calls unless appropriate
- Not quite enough staff but strong team spirit
- No production bonus but always quality
- Can measure improvement in QI metrics and utilization
To Learn More


- [http://www.medicaid.ohio.gov/Providers/Paymentinnovation/CPC.aspx](http://www.medicaid.ohio.gov/Providers/Paymentinnovation/CPC.aspx)

The Power of Mindfulness
What you practice grows stronger

Shauna Shapiro, PhD
arriving

reflecting
transformation
mindfulness

see clearly
Model of Mindfulness
Shapiro, Astin, Carlson, Freedman, 2006
Intention

knowing *why* we are paying attention.

personal vision, goal, aspiration.

intention sets the compass of the heart.
“the most important thing is to remember the most important thing”

why are you here?
“I used to think that the brain was the most wonderful organ in my body. Then I realized who was telling me this.” Emo Philips
Attention

mindfulness practice trains and stabilizes the mind so we can see clearly.

“an unstable mind is like an unstable camera; we get a fuzzy picture.” ~Germer
47%

Killingsworth and Gilbert, 2010

You are terrible at this!

What’s wrong with you?

Why are you even here?

You are a fake.
what you practice grows stronger
cortical thickening
neuroplasticity and mindfulness

mindfulness practice increases grey matter density in areas associated with attention, learning, self-awareness, happiness, empathy and compassion.

cortical thickening correlated with practice.

(Lazar, 2005; Britta Hölzel, 2011)

meditating with judgment = growing judgment
mindfulness isn’t just about attention, it’s about **how** we pay attention...

**Attitude**
Mindfulness

- acceptance
- curiosity
- nonjudging
- openness
- patience
- trust
- kindness
- equanimity
- patience
- trust
- kindness
- equanimity
Is mindfulness helpful?

yes!
1995-2015

Mindfulness Journal Publications

American Mindfulness Research Association, 2016

mindfulness and health

Medical Benefits
- Psoriasis
- Chronic pain
- Fibromyalgia
- Cancer
- Multiple Sclerosis
- Tension Headaches
- Hypertension
- Immune Functioning
- Increased Telomerase

Psychological/Behavioral
- Decreased Depression
- Decreased Anxiety
- Decreased Panic Attacks
- Decreased Insomnia
- Decreased Binge Eating
- Decreased ADD
- Decreased OCD
- Decreased Substance Abuse
- Smoking Cessation
cognitive capabilities

• academic performance (Hall 1999)
• test scores (Mrazek 2013,
• attention (Jha et al, 2007; Slagter et al, 2007)
• creativity (Murphy & Donovan, 1996)
• reduces mind wandering (Mrazek 2013)
• memory (Jha, Stanley 2012; Cranson et al, 1991)
• reduces cognitive rigidity (Greenberg et al, 2012)
• ethical decision making (Shapiro, Jazzeri, Goldin, 2012)

positive psychology

• empathy (Lesh, 1970, Shapiro et al 1998)
• self-efficacy (Kabat-Zinn, 1996)
• happiness (Smith, Compton, & West, 1995)
• sense of control (Shapiro, 1998; Astin, 1997)
• moral development (Nidich et al 1983)
• prosocial behavior (Kemeny, ...Wallace & Ekman, 2012)
Mindfulness and the brain

Higher activity in left PFC relative to right ~ optimism, creativity, joy, vitality, alertness.

Higher activity in right PFC relative to left ~ depression, anxiety, distress, worry.

(Urry, et. al, 2004)
In the laboratory, Tibetan meditator had highest left to right ratio compared to over 175 subjects tested, and this ratio increased while he was meditating on compassion.

Is this just a random artifact?

Or a result of thousands of hours of practice?
A randomized controlled trial

a hopeful message
Changing our exterior circumstances does not change our levels of happiness, but changing our interior landscape, through training the mind, can.
happiness can be trained because the very structure of our brain can be modified.

superhighways of habit
country roads of compassion
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CME PROGRAM:          OMED  
DATE:                  October 9, 2017  
LOCATION:              Philadelphia, PA  
PRESENTER’S NAME:      Dr. Katherine Clark  
PRESENTATION TITLE:    Physician Wellness  
PRESENTATION TIME:     8-10:30AM

I have no actual or potential conflict of interest in relation to this program or presentation. 

\[Signature\] \[7/16/17\] Date

I have financial interest/arrangement or affiliation with one or more organizations that could be perceived as a real or apparent conflict of interest in the context of the subject of this presentation.

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<td>Speakers’ Bureau</td>
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<td>Major Share Stockholder</td>
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CME PROGRAM: OMED
DATE: October 9, 2017
LOCATION: Philadelphia, PA
PRESENTER’S NAME: Dr. Stephen Scheinthal
PRESENTATION TITLE: Physician Wellness
PRESENTATION TIME: 8:10:30AM

I have no actual or potential conflict of interest in relation to this program or presentation.

[Signature] [Date: 7/11/17]

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CME PROGRAM: OMED
DATE: October 9, 2017
LOCATION: Philadelphia, PA
PRESENTER'S NAME: Shauna Shapiro, PhD
PRESENTATION TITLE: Physician Wellness
PRESENTATION TIME: 8-11:00AM

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[Signature] 8/23/17

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Consultant
Speakers’ Bureau
Major Share Stockholder
Other Financial or Material Support

Name of Organization(s)

[Signature]  Date

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CME PROGRAM: OMED
DATE: October 9, 2017
LOCATION: Philadelphia, PA
PRESENTER’S NAME: Dr. Robert Piccinini
PRESENTATION TITLE: Physician Wellness
PRESENTATION TIME: 8-10:30AM

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[Signature] Date

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CME PROGRAM: OMIA
DATE: October 9, 2017
LOCATION: Philadelphia, PA
PRESENTER'S NAME: Dr. Ponta Kinkhabwala
PRESENTATION TITLE: Physician Wellness
PRESENTATION TIME: 8:10 AM

I have no actual or potential conflict of interest in relation to this program or presentation.

Signature: ____________________________ Date: ____________________________

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