

# Toward a Culture of Physician Well-Being

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AFMRD Physician Wellness Task Force



AMERICAN ACADEMY OF  
FAMILY PHYSICIANS

## AFMRD Physician Wellness Task Force

**The AFMRD Physician Wellness Task Force will engage our members to support residency programs in building and maintaining family medicine training programs that create a culture of wellness and prepare physicians for a lifetime of healthy practice.**

### **Objectives**

- Gather best practices from family medicine residencies nationwide
- Create or gather enduring materials for the AFMRD PD Toolbox to support programs seeking to implement or improve wellness programs that create a culture of wellness and prepare physicians for a lifetime of healthy practice
- Highlight outstanding family medicine wellness programs and share with collaborating organizations (e.g. ACGME)
- Create, organize, or curate programming for national or regional meetings that highlight resident and physician wellness
- Collaborate with other organizations in the family of medicine or family medicine to avoid duplication of efforts and catalyze further change

# AFMRD Physician Wellness Task Force

- Steve Brown (AZ)
- Bruce Deschere (FL)
- Kerry Watrin (WA)
- Sarah Hall (OK)
- Gail Floyd (IL)
- Fred Miser (OH)
- Heather Paladine (NY)
- Ginny Van Duyne (MA)
- James Haynes (TN)
- Christine Jacobs (MO)
- Sonja Van Hala (UT)
- Vickie Greenwood (AFMRD)

## ACGME Common Program Requirements Proposed Major Revisions 2016

- Create a culture of wellbeing and respect for both residents and faculty
- Enhance meaning, confidence and competence, and support in working conditions
- Optimize working conditions with scheduling & pacing of work intensity and work compression
- Evaluate data of workplace safety for residents and faculty including emotional safety and commute safety to and from work
- Policies and programs to promote wellbeing with adequate time to access life-giving personal relationships and have self care of adequate rest, exercise, nutrition

## ACGME Common Program Requirements Proposed Major Revisions 2016

- Daytime access to medical, dental and mental health appointments
- Surveillance for non-wellbeing of burnout, depression and substance abuse
- Promotion of professionalism in addressing a colleague or self with burnout, depression or impairment and alerting the program director or designated personnel, (like advisor)
- Provide tools for self screening of wellbeing
- Provide confidential affordable mental health counseling and access to acute medical services
- A backup system for contingencies requiring work absence

## Select helpful published resources

- General (not specific to family medicine)
  - Raj KS. Well-being in residency: A systematic review. *J Grad Med Educ* 2016;8(5):674-684.
  - Dyrbye L, Shanafelt T. A narrative review on burnout experienced by medical students and residents. *Med Educ* 2016;50:132-149.
  - Ey S, et al. Feasibility of a comprehensive wellness and suicide prevention program: A decade of caring for physicians in training and practice. *J Grad Med Educ* 2016;8(5):747-53.
  - Daskivich TJ, et al. Promotion of wellness and mental health awareness among physicians in training: Perspective of a national, multispecialty panel of residents and fellows. *J Grad Med Educ* 2015;7(1):143-7.
  - West CP, et al. Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis. *Lancet* 2016 Nov 5;388:2272-81

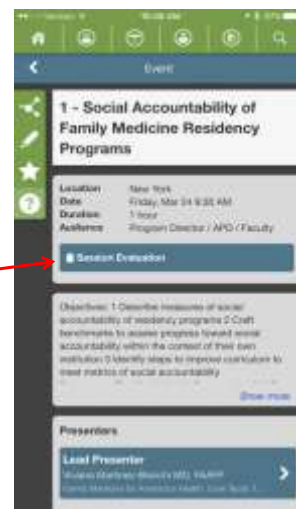
## Select helpful published resources

- Published family medicine curricula
  - Eckleberry-Hunt J, Van Dyke A, Lick D, Tucciarone J. Changing the conversation from burnout to wellness: Physician well-being in residency training programs. *J Grad Med Educ* 2009;1(2):225-30.
  - Place S, Talen M. Creating a culture of wellness conversations, curriculum, concrete resources, and control. *Intl J. Psychiatry in Medicine* 2013;45(4):333-344.
  - Brennan J, McGrady A. Designing and implementing a resiliency program for family medicine residents. *Intl J. Psychiatry in Medicine* 2015;50(1):104-114.
  - Runyan C, Savageau JA, Potts S, Weinreb L. Impact of a family medicine resident wellness curriculum: a feasibility study. *Med Educ Online* 2016;21.

Please...

Complete the  
session evaluation.

Thank you.





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