

2018 Nicholas J. Pisacano, MD Lecture:

Caring for the Tribe

David Loxterkamp, MD

PDW and RPS Residency Education Symposium
March 23, 2018 Kansas City, MO



AMERICAN ACADEMY OF
FAMILY PHYSICIANS

I declare no competing interests.

How and where we train residents is as important as what we teach them.

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Caution Ahead!



- EHRs and the burden of checklist medicine.
- Expanding role of non-physician providers.
- Rise of primary care subspecialists.
- Balkanization of primary care.
- Drudgery of chronic care management.
- Loss of investment in our work.



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PHQ-9

MCR Health Risk Survey

Pay for Performance

Fall Risk Survey

Meaningful Use

SBIRT

NCQA Level III

PCMH

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athenaNet

Calendar Patients Claims Financials Reports

Inbox

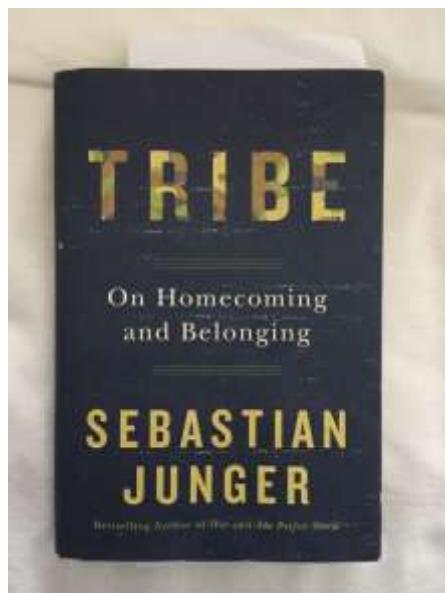
View by: Type

Urgent Tasks	1
Encounters	0
Appointment Requests	4
Patient Cases	11
Orders / Rx / Auths	15
Lab / Imaging	23
Clinical Documents	51
Admin / Phone Messages	5
Unknown Documents	0
Need Followup	1
Total	110

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Egalitarianism
Freedom
Connection
Sacrifice
Loyalty

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Daniel Pink
Science of Motivation

Autonomy
Mastery
Purpose

Edward L Deci & Richard Ryan
Self Determination Theory

Autonomy
Mastery
Connection

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Science of Motivation

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Corporate *vs.* Tribal Culture

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Corporate Tribal

Top down Outside in

Follow the dollar	Follow the need
Rules	Principles
Conformity	Innovation
Piecemeal	Holistic
Industrial design	Beauty
Encounters	Visits
Empire-building	Community-building
Work / life	Work = life

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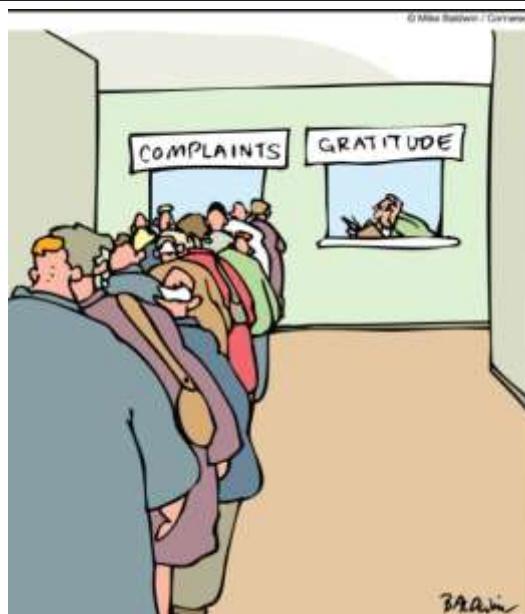
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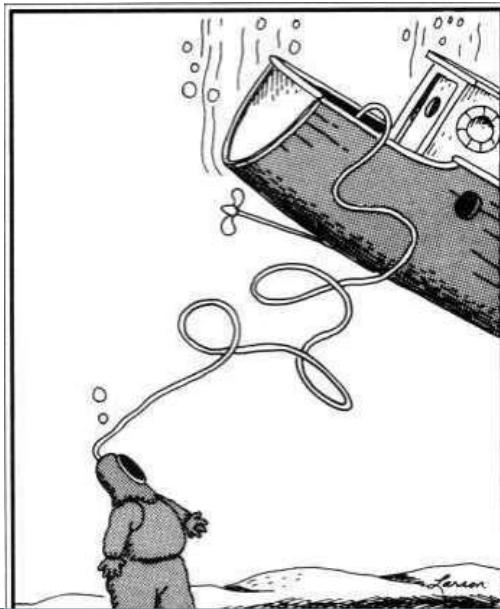
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Does Your Family Medicine Center

- make continuity of care a top priority?
- draw patients who are a cross-section of the community?
- serve as an oasis of beauty and order?
- work as a team, not just resemble a team?
- foster conversations about our values?
- push the state of the art in ambulatory care?
- hire faculty who inspire by their example?

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Q. What is health?

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A. Health is membership

Wendell Berry

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Q. What is a family doctor?

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**A. Someone who is generalist-trained,
relationship-centered, and
community-minded.**

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Q. What do doctors need?

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**A. What our patients need:
the support, guidance, and
resilience of a community.**

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Egalitarianism Freedom Connection Sacrifice Loyalty

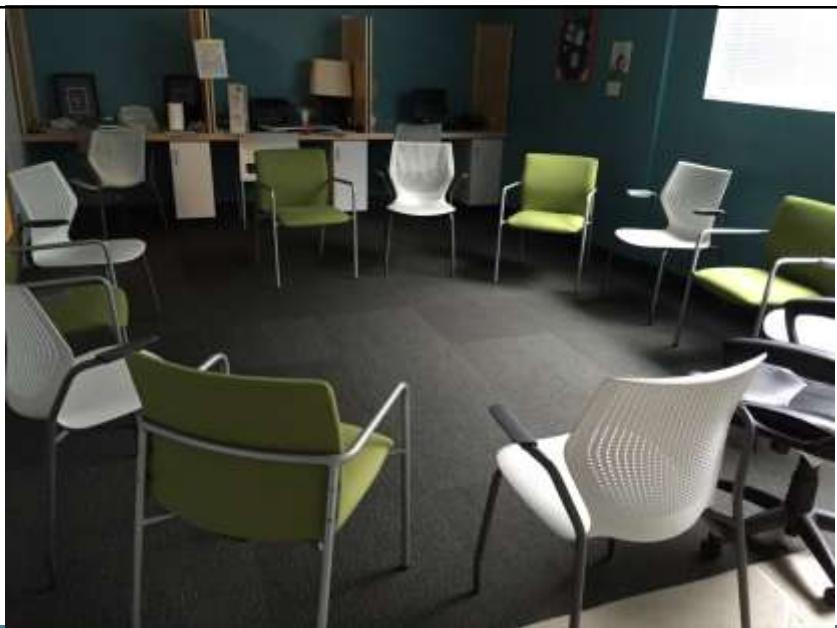
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Traveler, there is no way.
The way is made by walking.

Antonio Machado

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STRONG MEDICINE FOR AMERICA