

**2018 Nicholas J. Pisacano, MD Lecture:
Caring for the Tribe: Aligning Training with Care**

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.



Caution Ahead!



- EHRs and the burden of checklist medicine.
- Expanding role of non-physician providers.
- Contracting roles of primary care physician providers.
- The isolation of primary care practices.
- The drudgery of chronic care medicine.
- Loss of ownership (investment) in our work.



PHQ-9



MCR Health Risk Survey

Pay for Performance



Fall Risk Survey

Meaningful Use

SBIRT

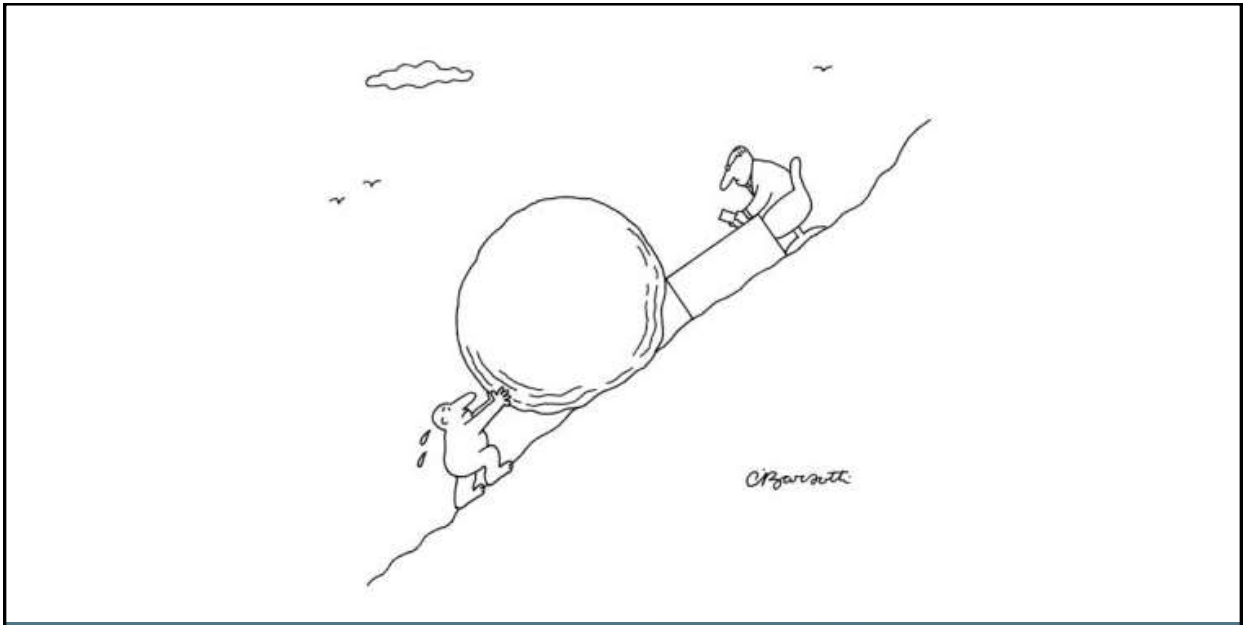


NCQA Level III



PCMH





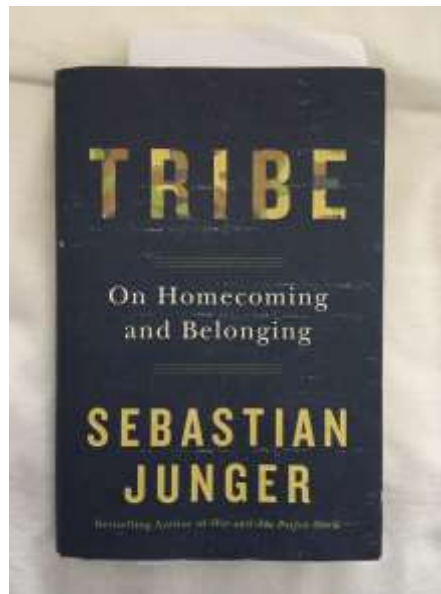
athenaNot		Calendar	Patients	Claims	Financials	Reports
Inbox						
View by Type						
Urgent Tasks						1
Encounters						0
Appointment Requests						4
Patient Cases						11
Orders / Rx / Auths						15
Lab / Imaging						23
Clinical Documents						51
Admin / Phone Messages						5
Unknown Documents						0
Need Followup						1
Total						110



*"I don't think it's anything serious, but, just to be sure,
I'm going to bill you as if it is."*

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Egalitarianism
Freedom
Connection
Sacrifice
Loyalty

Daniel Pink	Edward L Deci & Richard Ryan
Science of Motivation	Self Determination Theory
Autonomy	Autonomy
Mastery	Mastery
Purpose	Connection

Science of Motivation Self Determination Theory

Autonomy Autonomy

Mastery Mastery

Purpose = Connection

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

Corporate vs. Tribal Culture

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AMERICAN ACADEMY OF FAMILY PHYSICIANS

Corporate Tribal

Top down

Follow the dollar

Rules

Conformity

Piecemeal

Industrial design

Encounters

Empire-building

Work / life

Outside in

Follow the need

Principles

Innovation

Holistic

Beauty

Visits

Community-building

Work = life

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AMERICAN ACADEMY OF FAMILY PHYSICIANS

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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Is the Family Medicine Center

an exemplar learning environment?

a clinic where continuity of care is the top priority?

the practice of last resort?

located in the oldest, ugliest building in the hospital complex?

consciously team-based?

fully equipped for ambulatory care?

led and taught by faculty who inspire by their example?

Q. What is health?

A. Health is membership

Wendell Berry

Q. What is a family doctor?

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

Q. What do doctors need?

A. What their patients need:
self-awareness, self-initiative,
feedback, and community.

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