National Academy of Medicine
Action Collaborative on Clinical Well-Being
and Resilience

Creating A Diverse and Inclusive Environment

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Best Healthcare Jobs
1. Dentist
2. Physician Assistant
3. Nurse Practitioner
4. Orthodontist
5. Pediatrician

Dentist
- #2 in The 100 Best Jobs
- From filling cavities to whitening teeth, dentists primarily examine and treat issues involving the mouth, gums and teeth.
- 23,200 Projected Jobs | $153,900 Median Salary | 0.4% Unemployment Rate

Orthodontist
- #5 in The 100 Best Jobs
- Picture-perfect teeth often start with an orthodontist. Orthodontists focus primarily on the teeth and jaw, including realigning.
- 1,100 Projected Jobs | $208,000 Median Salary | 0.4% Unemployment Rate

Prosthodontist
- #16 in The 100 Best Jobs
- Prosthodontists are essentially responsible for repairing and restoring people's smiles. These dental professionals improve and replace.
- 200 Projected Jobs | $126,050 Median Salary | 0.4% Unemployment Rate

Oral and Maxillofacial Surgeon
- #8 in The 100 Best Jobs (tie)
- From repairing cleft lips and palates to taking care of impacted teeth, oral and maxillofacial surgeons operate specifically on the mouth.
- 1,200 Projected Jobs | $208,000 Median Salary | 0.5% Unemployment Rate

Dental Hygienist
- #17 in The 100 Best Jobs
- Dental hygienists typically work alongside dentists, cleaning a patient's teeth, taking X-rays and applying fluoride.
- 40,900 Projected Jobs | $72,910 Median Salary | 0.5% Unemployment Rate

Dental Assistant
- #98 in The 100 Best Jobs
- Dental assistants prepare patients for treatments and teeth cleanings, sterilize instruments and assist dentists during procedures.
- 64,600 Projected Jobs | $36,940 Median Salary | 3.6% Unemployment Rate

1. Medical Doctors
• Odds: 1.87

2. Dentists
• Odds: 1.67

Most people don’t particularly enjoy going to the dentist, but most can tough it out in order to get clean teeth. The dental field is considered extremely competitive and requires significant technical skill to deliver optimal oral care.

Like doctors, dentists work in a field that is rife with stress from working long hours and complaints from patients.

Factors: stress, demanding nature of the job, patient complaints, perfectionism, and even loans to pay off from dental school

Data based on information released from the National Institute for Occupational Safety & Health (NIOSH).
http://mentalhealthdaily.com/2015/01/06/top-11-proessions-with-highest-suicide-rates/
“Our systematic review and meta-analysis add significantly to the previous literature on the subject of stress in dental students and should alert future researchers and dental schools to consider and implement stress management strategies either through changes in the structure of the curriculum or using more individualized approaches to enhance students’ well-being and ensure a healthy learning environment.”

February 2014 ■ Journal of Dental Education
Racism Is Literally Bad For Your Health
October 28, 2017 - 06:05 PM ET
Heard on All Things Considered

Harvard professor David Williams says, “Much of this discrimination that occurs in the health care context, and in other contexts of society, may not even be intentional.”

Coping With Stress as an LGBTQ+ Health Care Professional.

Mental Health Support

The Undocumented Student Program is committed to students’ physical, emotional, and spiritual wellness.
Reducing Stress and Burnout in the Medical Community

"We ... have an imperative, in our classrooms and clinical settings, to train our students how to handle stress better, stave off burnout, build up resiliency, and, if necessary, ask for help."
“In 2014, researchers at McGill University Faculty of Dentistry conducted a systematic review of the literature on stress in dental students.

• considerable amounts of stress emanate from the demanding nature of dental education, specifically examinations, grades and workload.
• dental students reported higher levels of stress than their medical school counterparts—reason enough for ADEA to give serious consideration to how we can promote wellness, well-being and resilience among faculty and students.”
Dental Students still experience stress and burnout

**Burned out, sucked dry of energy and motivation by 3 years of dental school, I feel so empty every day, I blame clinic stress ....... more headache than reward. I wasted so many years of my life for nothing.**

Hi guys. I'm feeling really burned out recently. I feel like all of my energy and motivation has been sucked dry by 3 years of dental school. I feel like I've lost myself along the way. I'm not the lively, happy-go-lucky person I once was and I feel so empty everyday. Doing resto's, exams, and prophy's bore the f***ing hell out of me...and I'm pretty miserable most days in clinic. Sorry for cursing, but I feel like I don't want to do this anymore. Which is a ridiculous for me to even think, because I am too far into dental school to quit, and way too far in debt. My only option is power through these 10 months. How do I do that when I feel so burned out and disinterested in everything? What has my life come to? I feel so sad, that I feel like crying.

I don't know what happened. I used to be super interested in dentistry, my peak being in D2 and beginning of D3. I blame clinic stress for this damage. More often that not, things never go the way I want to them to in clinic, because there's always several variables, and when one goes wrong, everything goes wrong. I'm sick of it. Clinic's more headache than reward. I don't know what to do. I don't know if I'm feeling this way because I'm stressed and tired of dental school, or because I'm losing my interest in dentistry 😩. I hope it's not the latter, because that would mean I wasted so many years of my life for nothing. Sigh.
Missing Dental student Jiwon Lee found dead in Hudson, medical examiner rules suicide

Core Ideas

- Learn about learning
- Seek advice
- Get perspective
- Connect with community

“We help you learn from failure and hope to instill a sense of belonging and bravery.”

https://vptl.stanford.edu/resilience-project
U.S. Dental Schools are invited to send two dental student leaders to attend the 2 day program.

There is active engagement around topics of effective ethical leadership, problem-solving, and developing mentor and sponsor relationships.

Students develop an individualized leadership plan and resources.

They explore leadership issues related to inclusive excellence, oral health disparities, and serving underresourced communities.

Students are provided avenues and resources for supporting and fostering self-care, balance, and well-being.

A panel of diverse dentists share their personal journeys, challenges, and how they overcame them.
Compassionate Competency revolutionizes healthcare from the inside out. Principles are set forth for the entire community using compassion as the foundation.

Practitioners, allied health professionals, educators and students can transform how they deliver and concurrently experience healthcare. Both patients and care providers benefit from this new paradigm.

- discover the importance of emotional intelligence
- develop a more patient-centered approach
- incorporate mindfulness into your practices
- learn a simple technique to avoid burnout
- create a balanced work environment
- rediscover meaning and fulfillment within your career and beyond

Compassion is the key to transformation.

Dr. Frances Emelia Sam
Clinical Associate Professor of Oral and Maxillofacial Surgery
Howard University
Student Wellness Program

Description:
- Free and Confidential
- Available to the student and any family member that lives under the same household.
- Personal Issues
- Relationship issues
- Anxiety Management
- Substance abuse
- Parenting

The Student Wellness Program

Timely Topic:
“How Perfectionism Can Hurt You”

Many of us were raised to believe that being a “perfectionist” was a way to achieve our goals and live a happy life. If we persisted in our attempts to achieve in school, or life in general, we would feel fulfilled and wind up being successful. However, research over the past few decades has evolved and clearly demonstrated that being a “perfectionist” is far from an ideal goal and that the price one pays for this pursuit can be emotionally crippling. Research has shown, for example, that there is not just one form of perfectionism, but several. In 2012, it has been observed that at least three distinct forms of perfectionism that may prove to be emotionally toxic:

Self-oriented perfectionism which is a tendency to have standards for yourself that are unreasonably high and unreasonable to others. They are conflicted with a high degree of self-criticism and frequently show an inability to accept the fact that we all make mistakes. The danger here is that a mistake is seen as a personal failure which cannot be tolerated.

Other-oriented perfectionism which is a tendency to demand that others meet your unrealistically high expectations. Significant problems occur in relationships when anger, impatience, and an attitude of “I have to do everything or it just isn’t good enough” pervades.

Socially prescribed perfectionism which is a tendency to assume that others have expectations of you that are impossible to meet. These beliefs may lead to anger, frustration, or feelings of despair and depression.

Many of the beliefs that a perfectionist holds, though powerful to the individual, are irrational. Beliefs such as, “It is unacceptable to make mistakes”, or “You are a failure if you cannot achieve perfection”, or “I am not a valuable person if I cannot be perfect” may lead to the following negative and emotionally toxic consequences:

- Low self-esteem
- Guilt
- Competitive behavior
- Depression
- Anger
- Inadequacy

Rutgers, like any other large university, has staff available to you and any family members living in your household, should you be experiencing any stress based issues. All services are free and confidential. Your school has already provided this at another location to you. No information is shared with your academic program without written consent from you.

We’re a phone call away.
1-866-J1AP-UMMC
1-866-587-8862
Culture & Communications

• This second year course includes a lecture section that creates awareness in Stress, Anxiety, Burnout and Depression.
• This presentation is supported by evidence based and published articles at the Journal American Dental Association (JADA):
  “Stress, Burnout, Anxiety and Depression Amongst Dentists”
  Author: Robert E. Rada, DDS, MBA; Sharmaine Johnson-Leong, DDS.
The “Houses”

- Innovative concept.
- The main goal is to maximize student’s potential through improving wellbeing while in dental school.
- First year students will be divided into four groups called “Houses”
- The **Houses** will have distinctive characteristics, names and goals that they will determine during orientation
- It gives you the opportunity to interact with your classmates more often and to plan activities of interest for your group.
Diversity and Inclusion Programming As A Means of Promote Wellness and Resiliency in Dental Education

- Clubs, Affinity Groups, Multicultural Centers, Safe Zone Training
- Community Building and Connections
- Leadership Development and Training Institutes
- Review of Recruitment and Retention Data
- Transition Services for new students, faculty, and staff
- Social Justice Education
- Build Pathway and Pipeline Programs for Diverse Faculty and Students
- Tackle “Cultural Tax” Issues
- Climate and Environmental Assessments
- “Holistic Student Programming”
- Cultural Competency, Microaggressions, and Unconscious Bias Training
- Culturally Infused Curriculum
- Mentoring and Sponsorship Programs and Guidelines