

# Redesigning the Clinical Learning Environment

**Charlee Alexander**

Director, Action Collaborative on  
Clinician Well-Being and Resilience

**May 29, 2019**



**National Academy of Medicine**

Action Collaborative on  
Clinician Well-Being and Resilience



## Action Collaborative Goals

- Raise visibility of clinician burnout, depression, moral injury, and suicide
- Improve understanding of challenges to clinician well-being
- Advance evidence-based, multidisciplinary solutions that will improve patient care by caring for the caregiver



# Working Group Participants

~65 participants representing:

- Medicine, nursing, pharmacy, dentistry
- Professional societies and membership organizations
- Government agencies
- Health IT vendors
- Large health care centers
- Payers
- Researchers
- Trainees and early career professionals
- Patient and consumer perspectives



# Working Groups (2017-2018)

1. Research, Data, and Metrics
2. Conceptual Model
3. External Factors and Work Flow
4. Messaging and Communications



# Working Groups (2019-2020)

1. Leadership Engagement
2. Breaking the Culture of Silence
3. Organizational Best Practices and Metrics
4. Workload and Workflow: Administrative tasks and the EHR
5. Post-2020 Sustainability Planning
6. Action on Consensus Report Recommendations



# Gender-Based Differences in Burnout: Issues Faced by Women Physicians

By Kim Templeton, Carol A. Bernstein, Javeed Sukhera, Lois Margaret Nora, Connie Newman, Helen Burstin, Constance Guille, Lorna Lynn, Margaret L. Schwarze, Srijan Sen, Neil Busis



Recognizing gender-related differences can help design successful strategies to improve physician well-being and to identify, treat, and prevent burnout.



[nam.edu/Perspectives](https://nam.edu/Perspectives)  
#ClinicianWellBeing



## Gender-Based Differences in Burnout:

Issues Faced by  
Women Physicians

An NAM Perspectives Discussion Paper



[nam.edu/Perspectives](https://nam.edu/Perspectives)  
#ClinicianWellBeing



NATIONAL ACADEMY OF MEDICINE

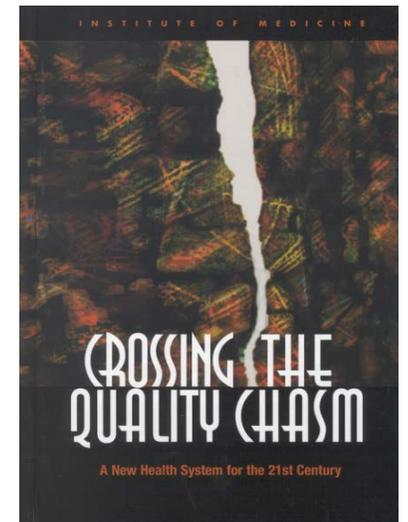
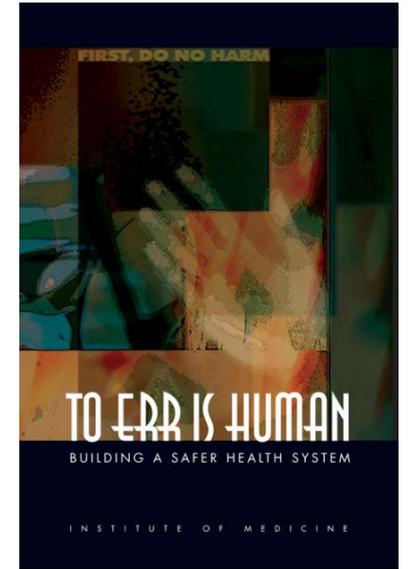
# Systems Approaches to Improve Patient Care by Supporting Clinician Well-Being

A consensus study from the National Academy of Medicine

An ad hoc committee will examine the **scientific evidence** regarding the **causes** of clinician burnout as well as the **consequences for both clinicians and patients**, and **interventions to support clinician well-being and resilience**. The committee will examine components of the **clinical training and work environment** that can contribute to clinician burnout in a variety of care settings, as well as **potential systems interventions to mitigate** those outcomes. The committee will identify **promising tools and approaches** to support clinician well-being, identify **gaps in the evidence** base, and propose a **research agenda** to address areas of uncertainty.

Project website:

<https://www8.nationalacademies.org/pa/projectview.aspx?key=HMD-HCS-17-09>



# Meeting Objectives

- Explore what we value as health care professionals and how to change culture by focusing on human connection along with productivity and efficiency to do the best for our patients and ourselves
- Elevate areas of agreement around redefining well-being, identity formation, and professionalism as clinicians embracing team-based care with a culture of respect
- Consider the clinical learning environment as an ecosystem that includes inter-professional health students, trainees, and practitioners across disciplines and specialties
- Highlight drivers of challenges to clinician well-being in the clinical learning environment and propose systems-level solutions for improving well-being including leadership approaches
- Emphasize the tension and linkage between the learning and working environment
- Use an appreciative inquiry philosophy to create environments and cultures that nurture discussions throughout the developmental journey of a clinician and across clinical professions



# Meeting Overview

<b>8:00-8:30am</b>	<b>Welcome remarks</b>
8:30-9:30am	Keynote: Changing Culture: Returning Humanity To The Healing Professions
9:30-10:15am	Keynote: Well-Being Through The Clinical Care Continuum
10:55am-12:00pm	Table Discussion and Report Out 1
12:00-12:30pm	Personal Narrative
1:30-2:35pm	Table Discussion and Report Out 2
2:35-3:05pm	Leadership Narrative
3:30-4:35pm	Table Discussion and Report Out 3
4:35-5:30pm	Reflections and Closing Remarks



# Join the movement!

[nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)

To provide an opportunity for organizations to discuss and share plans of action to reverse clinician burnout and promote clinician well-being, the NAM is collecting statements describing organizational goals or commitments to action.

**"ACP is committed to ongoing measurement and tracking of internist burnout and well-being to help guide efforts in this area."**

The ACP is committed to combating clinician burnout. Join them!

Submit your statement at [nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)

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

**More than 130 organizations have committed to combating clinician burnout.**

**Will you join them?**

[nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)

**"The FSMB is committed to considering the impacts that licensing and disciplinary policies and processes can have on physicians."**

The FSMB is committed to combating clinician burnout. Join them!

Submit your statement at [nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)