

## **Ensuring Clinician Well-Being in an Age of Uncertainty: Emerging Lessons from the COVID-19 Pandemic and a Systems Approach for the Future**

October 28-29, 2020  
Virtual Meeting

### **Meeting Objectives:**

The overarching objective of this virtual meeting is to elevate the urgency of national action and map efforts needed to coordinate the long-term health and well-being of clinicians through COVID-19 and beyond this pandemic.

On day 1, participants will review data and observations on clinician well-being since the COVID-19 pandemic, including:

- Systems approach principles to clinician well-being from the consensus report, *Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being*
- Lessons for leading interprofessional approaches to improving clinician well-being and care delivery during the pandemic and establishing systems for continuous learning
- Data on the health, social, and economic impacts of COVID-19 for clinician well-being and evidence of the cumulative effects of structural racism, unconscious biases, and other work system factors

On day 2, participants will focus on operationalizing targeted systems approaches to clinician well-being through:

- Detailing strategic action for coordination at the national level that will help advance clinician well-being such as legal, regulatory, and licensing reforms
- Understanding of how the macrosystem influences health care organizations and individual clinicians to identify some of the most effective efforts to address clinician well-being during COVID-19, emphasizing inter- and intraprofessional efforts, barriers and facilitators to integration, and conducive environments for change
- Developing tangible and tactical ways for meeting attendees to begin implementing effective systems approaches to clinician well-being within their own institutions

### **DAY 1 – WEDNESDAY, OCTOBER 28, 2020**

#### **Data and Observations on Clinician Well-Being Since the COVID-19 Pandemic**

**12:00pm ET    Welcome Remarks**

**Victor Dzau**, President, National Academy of Medicine; and Chair, Action Collaborative on Clinician Well-Being and Resilience

**12:10pm ET SESSION 1: A Shift in our Mental Model – A Systems Approach to Clinician Well-Being**

*Objective: Provide an overview of systems approach principles to clinician well-being from the consensus report, Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being.*

**Pascale Carayon**, Leon and Elizabeth Janssen Professor in the College of Engineering, University of Wisconsin-Madison; and Planning Committee Co-Chair

**12:30pm ET SESSION 2: CEOs and CWOs in Conversation – Interprofessional Leadership During COVID-19**

*Objective: Examine lessons for leading interprofessional approaches to improving clinician well-being and care delivery during the pandemic and establishing systems for continuous learning.*

*ChristianaCare*

**Janice E. Nevin**, President and Chief Executive Officer

**Heather Farley**, Chief Wellness Officer

*Emory Healthcare*

**Jonathan S. Lewin**, Chief Executive Officer and Chairman of the Board

**Sharon H. Pappas**, Chief Nurse Executive

**1:15pm ET SESSION 2: Moderated Discussion**

*Moderator: Pascale Carayon*, Leon and Elizabeth Janssen Professor in the College of Engineering, University of Wisconsin-Madison; and Planning Committee Co-Chair

*10 min Break*

**2:00pm ET SESSION 3: Leveraging Data to Impact the Design of Systems for Clinician Well-Being**

*Objective: Examine data on the health, social, and economic impacts of COVID-19 for clinician well-being and evidence of the cumulative effects of structural racism, unconscious biases, and other work system factors.*

*Coping with COVID-19 for Caregivers*

**Christine A. Sinsky**, Vice President of Professional Satisfaction, American Medical Association

*Confronting Racial Disparities Perpetuated by Structural Racism during COVID-19*

**Beverly Malone**, President and Chief Executive Officer, National League of Nursing

*The Financial Pressures of COVID-19 on Hospitals and Health Systems*

**Elisa Arespacochaga**, Vice President of Physician Alliance, American Hospital Association

**2:35pm ET SESSION 3: Moderated Discussion**

*Moderator: Steve Singer*, Vice President for Education & Outreach, Accreditation Council for Continuing Medical Education

**3:15pm ET Reflections and Closing Remarks**

*Facilitator: Timothy Brigham*, Chief of Staff and Chief Education & Organizational Development Officer, Accreditation Council for Graduate Medical Education; Planning Committee Co-Chair

**3:30 pm ET Adjourn**

**DAY 2 – THURSDAY, OCTOBER 29, 2020****Operationalizing Systems Approaches to Clinician Well-Being for COVID-19 and the Future****12:00pm ET Welcome and Reflections from Day 1**

*Facilitator:* **Timothy Brigham**, Chief of Staff and Chief Education & Organizational Development Officer, Accreditation Council for Graduate Medical Education; Planning Committee Co-Chair

**12:20pm ET SESSION 4: Coordinating National Actions for Change—Immediate Steps Forward**

*Objective:* Detail strategic action for coordination at the national level that will help advance clinician well-being such as legal, regulatory, and licensing reforms.

**Elinore F. McCance-Katz**, Assistant Secretary for Mental Health and Substance Abuse, U.S. Department of Health and Human Services

**Humayun “Hank” Chaudhry**, President and Chief Executive Officer, Federation of State Medical Boards

**Christine Moutier**, Chief Medical Officer, American Foundation for Suicide Prevention

**12:55pm ET SESSION 4: Moderated Discussion**

*Moderator:* **Gaurava Agarwal**, Associate Professor in Departments of Psychiatry and Behavioral Sciences and Medical Education, Northwestern's Feinberg School of Medicine, and Director of Physician Well-Being, Northwestern Medicine Medical Groups.

10 min

Break

**1:50pm ET SESSION 5: Adaptive Models of Clinician Well-Being**

*Objective:* Understand how the macrosystem influences health care organizations and individual clinicians to identify some of the most effective efforts to address clinician well-being during COVID-19, emphasizing inter- and intraprofessional efforts, barriers and facilitators to integration, and conducive environments for change.

*Facilitators:*

**Bryant Adibe**, System Vice President and Chief Wellness Officer, Rush University System for Health

**Jonathan Ripp**, Senior Associate Dean for Well-Being and Resilience, Icahn School of Medicine at Mount Sinai; and Chief Wellness Officer, Mount Sinai Health System

**Anna L. Dopp**, Senior Director, Clinical Guidelines and Quality Improvement, American Society of Health-System Pharmacists

**Pamela Cipriano**, Sadie Heath Cabaniss Professor and Dean, University of Virginia School of Nursing

**3:20pm ET SESSION 6: A Mandate for Action**

*Objective:* Synthesize lessons presented over both days so participants have immediate strategies to promote clinician well-being in their own contexts.

*Facilitators:*

**Timothy Brigham**, Chief of Staff and Chief Education & Organizational Development Officer, Accreditation Council for Graduate Medical Education; Planning Committee Co-Chair

**Pascale Carayon**, Leon and Elizabeth Janssen Professor in the College of Engineering, University of Wisconsin-Madison; and Planning Committee Co-Chair

**3:45pm ET    Closing Remarks**

**Victor Dzau**, President, National Academy of Medicine; and Chair, Action Collaborative on Clinician Well-Being and Resilience

**Darrell Kirch**, Past President and Chief Executive Officer, Association of American Medical Colleges; and Co-Chair, Action Collaborative on Clinician Well-Being and Resilience

**Thomas Nasca**, President and Chief Executive Officer, Accreditation Council for Graduate Medical Education; and Co-Chair, Action Collaborative on Clinician Well-Being and Resilience

**4:00 pm ET    Adjourn**