Opening Remarks

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President, National Academy of Medicine
Planning Committee

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**Meeting Objectives**

**Overarching objective:** 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.

**Day 1:** Review data and observations on clinician well-being since the COVID-19 pandemic

**Day 2:** Focus on operationalizing targeted systems approaches to clinician well-being
Goals of the NAM Action Collaborative on Clinician Well-Being and Resilience

• 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 Working Group 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
Factors Affecting Clinician Well-Being and Resilience
External Factors and Workflow Activities

**Impact of EHRs**
- Majority agree EHRs contribute to burnout, takes valuable time away from patients (Stanford Medicine Harris Poll)
- Major vendors and relevant stakeholders: how to improve EHRs to support workflow/reduce burnout

**Workload, administrative responsibilities, workflow, teamwork**

**Harassment and power dynamics**
- Addressing impact of harassment, power dynamics on burnout, career advancement, etc.
- Consensus Study & Action Collaborative: Sexual Harassment of Women in Academic Sciences, Engineering, and Medicine

**Leadership engagement**
- Making the case for the Chief Wellness Officer
- Ensuring wellness in the workplace, e.g., dissemination of best practices and lessons learned from successful wellness programs
Individual Factors Affecting Clinician Well-Being and Resilience

**PERSONAL FACTORS**
- Financial stressors/economic vitality
- Personality traits
- Personal values, ethics and morals
- Physical mental, and spiritual well-being
- Relationships and social support
- Sense of meaning

**ENABLING SKILLS AND ABILITIES**
- Coping
- Empathy
- Resilience
- Expression and communication
- Teamwork

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Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being

The report is a call to action and highlighted systems failure rather than individual failure; calls for system change. It outlines six goals that these stakeholders should pursue to prevent and mitigate clinician burnout and foster professional well-being.

- Create positive work environments
- Address burnout in training and at the early career stage
- Reduce tasks that do not improve patient care
- Improve usability and relevance of health IT
- Reduce stigma and improve burnout recovery services
- Create a national research agenda on clinician well-being

October 23, 2019
Action Collaborative 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
NAM Supporting Clinician Well-Being During COVID-19

• *Expressions of Clinician Well-Being* traveling art gallery as an entry point for conversations on clinician burnout

• **Resource page** on the Clinician Well-Being Collaborative website to collect and share emerging strategies and resources on supporting clinician well-being during COVID-19 across the Collaborative’s membership

• **Public webinars** as platforms to address ongoing efforts, challenges, and lessons learned during COVID-19

• **Publications**: Breaking the culture of silence perspective series, NAM Perspectives, NEJM, Consensus study
• **119 resources** from a range of organizations: WHO, U.S. government agencies, professional associations and societies, health care providers and schools of health professions, and relevant peer-reviewed journals, textbooks, and trade press

• Submit a resource: ClinicianWellBeing@nas.edu
Leading Voices of COVID-19: The Family of Dr. Lorna Breen

Family of New York ER doctor who died by suicide: Getting COVID ‘altered her brain’

Dr. Lorna Breen’s tragic death has left her loved ones reeling, and brings attention to the mental health challenges currently facing health care workers.

Stigma Compounds the Consequences of Clinician Burnout During COVID-19: A Call to Action to Break the Culture of Silence

August 6, 2020
By Jennifer B. Feist, J. Corey Feist, and Pamela Cipriano
NEJM Perspective: Preventing a Parallel Pandemic
A National Strategy to Protect Clinicians’ Well-Being
Reflecting on Our Progress & Achievements

• Convened key players and entities to address the highest-priority elements of the nation’s response to the clinician burnout crisis, including 210 stakeholder organizations and over 150 submitted organizational commitment statements
• Convenings, webinars, and a CEO summit on clinician well-being
• Knowledge hub and *Expressions of Clinician Well-Being* art gallery
• Data collection and analysis, including the case study series
• Publications, sector briefs, and infographics
• Special projects and activities with an emphasis on the COVID-19 response