



## **Clinician Retention in the Era of COVID: Uniting the Health Workforce to Optimize Well-Being**

**Tuesday, March 15, 2022  
12:00 PM – 4:30 PM ET**

The COVID-19 pandemic has brought clinician well-being to the forefront of national attention. Staffing shortages have exacerbated an already thinly stretched health care workforce that is also experiencing violence and harassment in the workplace and significant moral injury. In addition to addressing the acute challenges of COVID-19, embedding well-being as a value is foundational for health care organizations to address the systemic barriers to clinician well-being and create environments that support clinician retention and expertise in patient care. Therefore, we need to unite in our journey to strengthen well-being with and for the healthcare workforce.

The National Academy of Medicine (NAM)'s [Action Collaborative on Clinician Well-Being and Resilience](#) will assemble industry leaders, C-Suite members, and frontline health care workers to share perspectives on challenges and barriers, pinpoint solutions, and discuss actionable strategies to mitigate burnout and strengthen the health care workforce. The public meeting will highlight:

- **Individual-level stressors** in the context of COVID-19
- **Institutional-level challenges and opportunities** to support workforce well-being
- **National-level levers** for improving workforce well-being, the pipeline of health workers, and stemming the shortage

The meeting will feature lessons from three institutions about their journeys in creating wellness action plans for and with their frontline staff with the intention to encourage other health-serving institutions to begin or continue their journeys.

**12:00 PM      Welcome**

**Arthur Hengerer**, Past Chair, Federation of State Medical Boards (*Planning Committee Member*)

**12:05 PM      Opening Remarks**

**Victor Dzau**, President, The National Academy of Medicine (*Collaborative Co-Chair*)

**12:15 PM      Keynote Fireside Chat**

*Objective: Amplify key individual and institutional-level stressors undermining the health workforce in the current environment and pathways forward.*

**Vivek Murthy**, 21<sup>st</sup> Surgeon General, US Department of Health and Human Services (*Collaborative Co-Chair*)

**Michelle Hood**, Executive Vice President and Chief Operating Officer, American Hospital Association  
**Debra Houry**, Acting Principal Deputy Director, Centers for Disease Control and Prevention  
**Rachel Villanueva**, 122<sup>nd</sup> National President, National Medical Association  
**Beth Wathen**, President, American Association of Critical-Care Nurses

<b>1:00 PM</b>	<b>SESSION 1: Wellness Action Plan Journeys</b>
----------------	---

*Objective: Identify pathways to wellness in the current context by highlighting three institutions that worked with NAM staff and planning committee members over several weeks to develop action plans for change.*

*Overview by Planning Committee:*

**Jennifer Bickel**, Chief Wellness Officer, Moffitt Cancer Center (*Planning Committee Member*)

*Interviews with Featured Institutions:*

**Froedtert and the Medical College of Wisconsin**

**Christina Runge**, Associate Provost Faculty Affairs

**Jonathon Truwit**, Enterprise Chief Medical Officer and Senior Associate Dean for Quality

**LCMC Health**

**Jay Kaplan**, Medical Director of Care Transformation

**Hannah Stiller**, Well-Being Program Coordinator

**Montefiore Health System/Albert Einstein College of Medicine**

**Carol Bernstein**, Professor and Vice Chair for Faculty Development and Well-Being

**Maureen Scanlan**, Vice President of Nursing and Patient Care Services

*Facilitator:*

**Tommy K. Begay**, Research Assistant Professor, Department of Psychiatry, University of Arizona

<b>1:50 PM</b>	<b>Operationalizing Wellness Action Plans on the Frontline</b>
----------------	--

*Objective: Discuss how the wellness action plans from F-MCW, LCMC Health, and Montefiore may help to alleviate stressors on the frontlines.*

*Frontline Workers from Featured Institutions:*

**Froedtert and the Medical College of Wisconsin**

**Shelley Hart**, Clinical Nurse Specialist, Medical Surgical Services

**Jennifer Neubauer**, Manager, Medical Intensive Care Unit

**LCMC Health**

**C.J. Marbley**, Chief Nursing Officer, New Orleans East Hospital

**Rachel Nickel**, Medical Intensive Care Unit Nursing Director, University Medical Center New Orleans

**Montefiore Medical Center/Albert Einstein College of Medicine**

**Stephina Dansoh**, Registered Nurse, Montefiore Medical Center Wakefield Campus

**Eric Fornari**, Attending Physician, Pediatric Orthopedic Surgery and Sports Medicine and Vice Chair, Faculty Affairs

**Amelia Mackarey**, Second-Year Pediatric Resident

*Facilitator:*

**Tommy K. Begay**, Research Assistant Professor, Department of Psychiatry, University of Arizona

**2:10 PM**      *5-minute Break*

*Facilitator: Julie Sees, Associate Professor Pediatric Neuro-Orthopaedic Surgeon and National Academy of Medicine Fellow of Osteopathic Medicine (Planning Committee Member)*

**2:15 PM**      **SESSION 2: National Action to Improve Workforce Well-Being**

*Objective: Leverage national organization platforms to build positive change to improve workforce well-being, retention, and the pipeline of health care workers in the context of COVID-19 and afterward.*

*Facilitator:*

**Robert Cain**, President, American Association of Colleges of Osteopathic Medicine

*National Stakeholders:*

**American Academy of Physician Assistants**

**Noel Smith**, Senior Director of PA and Industry Policy and Analysis

**American Association of Critical-Care Nurses**

**Connie Barden**, Chief Clinical Officer

**American Medical Women's Association**

**Kim Templeton**, Past President

**American Public Health Association**

**Georges C. Benjamin**, Executive Director

**Association of American Medical Colleges**

**NaShieka Knight**, Director, Workforce Transformation

**National Institute for Occupational Safety and Health**

**Chia-Chia Chang**, Coordinator for Total Worker Health Collaborations, Centers for Disease Control and Prevention

**2:45 PM**      **SESSION 3: Commitments to Building and Sustaining Well-Being as a Core Value**

*Objective: Identify specific actions for individual attendees to advance well-being.*

*Facilitator:*

**Tina Shah**, Senior Advisor to the Surgeon General, US Department of Health and Human Services

*Breakout Leads:*

**Breakout Theme 1: Advance Organizational Commitment**

**Pam Cipriano**, Dean, University of Virginia School of Nursing and President, International Council of Nurses (*COVID-19 Working Group Co-Lead*)

**Sarah Delgado**, Clinical Practice Specialist, Strategic Advocacy, American Association of Critical-Care Nurses (*Planning Committee Member*)

**Breakout Theme 2: Strengthen Leadership Behaviors**

**Kirk Brower**, Chief Wellness Officer, University of Michigan

**Lucinda L. Maine**, Executive Vice President and CEO, American Association of Colleges of Pharmacy

**Breakout Theme 3: Cultivate a Culture of Connection and Support**

**Heather Farley**, Chief Wellness Officer, ChristianaCare

**Ernest Grant**, President, American Nurses Association

**3:25 PM Breakout Reports and Synthesis Discussion**

*Objective: Discuss how to prioritize actions and strategies shared from the breakout discussions.*

*Facilitator:*

**Tina Shah**, Senior Advisor to the Surgeon General, US Department of Health and Human Services

**4:05 PM Preview of *Perspectives* Publication on Lessons Learned from COVID-19**

*Objective: Share key themes from the COVID-19 Working Group's forthcoming publication on lessons learned about clinician well-being from the pandemic.*

**Neil Busis**, Associate Chair, Technology and Innovation, Department of Neurology, NYU Langone Health  
(*COVID-19 Working Group Co-Lead*)

**Pam Cipriano**, Dean, University of Virginia School of Nursing and President, International Council of Nurses  
(*COVID-19 Working Group Co-Lead*)

**4:15 PM Call to Action**

*Objective: Discuss a call to action to address clinician retention moving forward.*

**Darrell Kirch**, President Emeritus, Association of American Medical Colleges (*Collaborative Co-Chair*)

**4:25 PM Closing Remarks**

**Timothy Brigham**, Chief of Staff and Senior Vice President, Department of Education, Accreditation Council for Graduate Medical Education (*COVID-19 Working Group Co-Lead*)

**4:30 PM Adjourn**