



ACPH 2023

American Conference on Physician Health

Program book

Oct. 11-13, 2023 | Palm Desert, Calif.

Dear Colleagues:

On behalf of Stanford Medicine, the American Medical Association and Mayo Clinic, it is our pleasure to welcome you to the **2023 American Conference on Physician Health**. The theme of our gathering this year, “Building the Workplace of the Future,” will provide a wealth of research, insights and resources designed to help you create and sustain a creative, collaborative and professionally satisfying work environment.

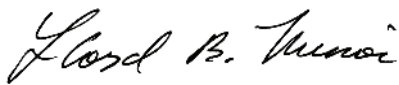
This year’s conference features an engaging and thought-provoking array of interactive workshops, panel discussions, breakout sessions, oral abstracts and poster presentations, as well as remarks from some of the nation’s leading authorities on physician wellness and professional fulfillment.

As always, the American Conference on Physician Health showcases the latest research on effective burnout reduction strategies and offers concrete strategies to help individuals and organizations build the type of infrastructure that optimizes physician performance and satisfaction. Our friendly and informal atmosphere will foster peer-to-peer interaction along with plenty of networking opportunities.

Ensuring that all physicians achieve higher levels of professional satisfaction is just one of our conference goals. We will also explore new ways to promote well-being among medical students, better manage the demands presented by electronic health records, identify methods to measure and increase organizational compassion, learn to apply proactive risk assessment to identify and mitigate burnout, and understand the workplace benefits of physician coaching programs, among other topics.

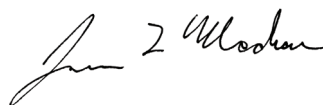
We are thrilled that you are joining us for the **2023 American Conference on Physician Health**, and we are more eager than ever to present an in-person and highly collaborative learning experience that will benefit you, your patients, and our profession. We cannot wait to get started!

Yours in wellness,



Lloyd B. Minor, MD

Carl and Elizabeth Naumann Dean
Stanford University School of Medicine



James L. Madara, MD

CEO and Executive Vice President
American Medical Association



Gianrico Farrugia, MD

President and CEO
Mayo Clinic

The American Conference on Physician Health is sponsored jointly by Stanford Medicine, the American Medical Association, and Mayo Clinic.

Stanford Medicine WellMD & WellPhD

WellMD & WellPhD's primary focus is to improve physician and scientist well-being across Stanford Medicine at the system, unit, and individual levels. Led by Tait Shanafelt, MD, WellMD & WellPhD also plays a leadership role nationally through developing and evaluating interventions, sharing new knowledge and proven interventions, developing transformative collaborations, and cultivating a learning community.

WellMD & WellPhD's work is informed by the Stanford WellMD Professional Fulfillment Model, which identifies three key domains contributing to physician professional fulfillment:

Culture of wellness

Efficiency of practice

Personal resilience

In addition to co-sponsoring the American Conference on Physician Health, WellMD & WellPhD founded and leads the Healthcare Professional Well-being Academic Consortium (PWAC) and provides training for physician well-being leaders through its Chief Wellness Officer Course and Physician Well-being Director Course. Learn more at wellmd.stanford.edu.

American Medical Association

The American Medical Association is the physicians' powerful ally in patient care. As the only medical association that convenes 190+ state and specialty medical societies and other critical stakeholders, the AMA represents physicians with a unified voice to all key players in health care.

The AMA leverages its strength by removing obstacles that interfere with patient care, leading the charge to confront public health crises and prevent chronic disease, and driving the future of medicine to tackle the biggest challenges in health care. Helping health systems and clinical practices succeed in their transformation journey is critical to the AMA. That is what drives its development of evidence-based, field-tested solutions to guide physicians and care teams each step of the way. Increasing efficiencies, improving patient care and enhancing professional satisfaction—these are what increase Joy in Medicine™ and make the journey worthwhile. Learn more at ama-assn.org.

Mayo Clinic Program on Physician Well-Being

The mission of the Mayo Clinic Program on Physician Well-Being (PPWB) is to promote physician well-being through research, education, and development of individual and organizational well-being initiatives that optimize physician satisfaction and performance. Colin West, MD, PhD, director of the PPWB, aims to advance discovery and transform practice to improve the work lives of physicians and, in turn, the care they provide to patients worldwide.

The PPWB evaluates the entire spectrum of personal, professional and organizational factors that influence physician well-being, satisfaction and productivity. Hypotheses regarding specific organizational and personal characteristics/ interventions are tested, and effective interventions are implemented by leadership in accord with strategic priorities. The program's central aim is to provide the evidence base for leaders to make strategic decisions and efficiently allocate resources to optimize physician well-being and performance. The body of knowledge generated is translated into meaningful and substantive changes within the organization and for the profession. Learn more at mayoclinic.org.





General information

CME information

The Accreditation Council for Continuing Medical Education requires that CME providers have a mechanism in place to verify physician participation in CME activities. The AMA designates this live activity for a maximum of 13.25 *AMA PRA Category 1 Credit(s)*[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Wireless internet

Wireless internet access will be available in conference areas at the JW Marriot Desert Springs Resort & Spa.

Network: Marriott_CONFERENCE

Password: health2023

Networking

Take advantage of multiple networking opportunities to meet or catch up with your peers, expand your network of contacts and have a lively exchange of views, experience, knowledge and ideas. Plan to attend the **welcome reception, Wednesday, Oct. 11**, sponsored by the Physicians Foundation.

Social media

Follow the hashtag **#ACPH23** to join the conference conversation and get highlights about sessions, speakers and other conference happenings.

Install the app

1

Search for “Cvent Events”

in the App Store or Google Play and tap either download or install.

2

Find your event.

Enter **“American Conference on Physician Health 2023”** in the search bar.

3

Click download
and create a profile.

Things to do in Palm Desert

Experience the beauty of the desert at JW Marriott Desert Springs Resort & Spa. This refreshed, luxury hotel features superb service, redesigned venues and family-friendly amenities. Enjoy the outdoor pools, test your swing on the golf courses or play a set on the tennis courts. Pamper yourself at the day spa and indulge at one of the popular restaurants. When you are ready to explore, the resort is a short drive from downtown Palm Springs, Acrisure Arena, Coachella Valley Music Festival, and events in Indian Wells, Calif.

This year's speakers

Keynote speakers



Liselotte (Lotte) Dyrbye, MD, MHPE

Senior associate dean of faculty and chief well-being officer

University of Colorado School of Medicine

Dr. Dyrbye is senior associate dean of faculty and chief well-being officer at the University of Colorado School of Medicine and a thought leader and innovator in physician burnout and engagement. She has conducted numerous national and multi-institutional studies, conducted randomized clinical trials of possible solutions, and authored more than 130 journal articles, abstracts and other written publications related to physician well-being. A co-developer of the Well-Being Index, Dr. Dyrbye is a member of National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience and co-author of the 2019 National Academies of Sciences, Engineering, and Medicine consensus study report, "Taking Action Against Burnout: A Systems Approach to Professional Well-Being." The report calls on leaders in health care organizations to prioritize major improvements in clinical work environments to prevent and mitigate clinician burnout and foster professional well-being.



Christine Sinsky, MD

Vice president, professional satisfaction
American Medical Association

Dr. Sinsky leads initiatives at the American Medical Association to improve opportunities for joy, purpose, and meaning in work for physicians and their teams. Publications on "The Quadruple Aim," "Joy in Practice," "Creating a Manageable Cockpit for Clinicians," "The Solution Shop and the Production Line – The Case for a Frameshift for Physician Practices" and "Digital Minimalism" have added to the national conversation. She has also contributed to research regarding the prevalence, drivers and solutions to burnout among physicians, and to resources for individual physicians and for health systems to improve practice efficiency and organizational culture.

A general internist, Dr. Sinsky practiced at Medical Associates Clinic in Dubuque, Iowa, for 32 years. A former director for the American Board of Internal Medicine (ABIM) and former chair of the ABIM Foundation Board of Trustees, she currently serves on the National Academy of Medicine's Action Collaborative on Clinician Well-Being.

Plenary speakers



Christopher Bundy, MD, MPH

Executive medical director
Washington Physicians Health Program

Dr. Bundy is the executive medical director of the Washington Physicians Health Program (WPHP) and immediate past president of the Federation of State Physician Health Programs. He is board certified in adult and geriatric psychiatry and addiction medicine and is clinical associate professor of psychiatry at the University of Washington School of Medicine and Washington State University Elson S. Floyd College of Medicine. Prior to joining WPHP, he was mental health service chief and chief of psychiatry at the VA Puget Sound Healthcare System. Dr. Bundy draws on his experience as a health care leader, medical educator, and physician in recovery to support education and advocacy efforts related to physician health and well-being. For these efforts, Dr. Bundy was awarded Washington State Medical Association's Unsung Hero Award in 2021.



Carrie Cunningham, MD, MPH

Associate professor of surgery
Harvard Medical School

Dr. Cunningham is an associate professor of surgery at Harvard Medical School, section head of the Massachusetts General Hospital (MGH) endocrine surgery unit, associate director of mentoring in the Department of Surgery and an associate director of the MGH Institute for Technology Assessment. She is the principal investigator of extramural funding for her clinical research program through the NIH and the American Cancer Society. The immediate past-president

of the Association of Academic Surgery, a national organization with over 4,000 members, she made the focus of her presidency and her presidential address (available on YouTube) mental health. Through her own lived experience, she continues to advocate for mental health awareness, reducing stigma and enacting change for increased resources for those who are struggling in our community.

Jane Fogg, MD, MPH



Senior physician advisor, American Medical Association
Lecturer, Harvard Medical School

Dr. Fogg is a physician leader and executive with broad experience leading health care delivery, focusing on primary care, systems redesign and value-based delivery models. Prior to her current advisory work with the American Medical Association Department of Professional Satisfaction and Practice Sustainability, she was the executive chair of internal medicine at Atrius Health, an innovative value-based health care leader in Massachusetts and a member of Optum. At Atrius Health, where she was responsible for the care delivery and outcomes of a practice with 350 physicians and advanced practice clinicians caring for 400,000 patients, Dr. Fogg helped implement advanced primary care redesign. A lecturer at Harvard Medical School, she speaks internationally and locally on value-based care delivery, innovation in health care, physician well-being and in-basket reduction.

Adam Rule, PhD, MS



Assistant professor, Information School
University of Wisconsin – Madison

Adam Rule is an assistant professor in the Information School at the University of Wisconsin – Madison where he is also affiliate faculty in biostatistics and medical informatics and an honorary associate in the Department of Family Medicine and Community Health. His research uses automatically recorded traces of EHR activity to examine the collaborative work of health care. He has been published in peer-reviewed journals such as *JAMA Network Open*, *Journal of General Internal Medicine*, and *Journal of the American Medical Informatics Association*. Before joining UW–Madison, Adam completed postdoctoral training in medical informatics at Oregon Health and Science University and a PhD in cognitive science at the University of California San Diego.

Panelists



Katie Godfrey, PhD

Director, Center for WorkLife Wellbeing
ChristianaCare

Katie Godfrey, PhD, is a licensed clinical psychologist and the director of the Center for WorkLife Wellbeing at ChristianaCare in Delaware. She received her bachelor's degree from the University of Toronto in psychology and human biology and her master's degree and PhD in clinical psychology from the joint doctoral program at San Diego State University / University of California San Diego. She is passionate about developing, implementing, and studying programs to improve well-being and has over 40 peer-reviewed and high-impact industry publications. She frequently presents on the topic of health care professional well-being on local, national, and international stages and provides consultation to help organizations and teams that are launching or revitalizing well-being programs for health care professionals.



Mickey Trockel, MD, PhD

Director, evidence based innovation
Stanford Medicine WellMD Center

Mickey Trockel is the director of evidence based innovation for the Stanford University School of Medicine WellMD Center. His development of novel measurement tools has led to growing focus on professional fulfillment as a foundational aim of efforts to promote physician well-being. Dr. Trockel serves as the scientific chair of the Professional Wellness Academic Consortium, which is a group of academic medical centers working together to improve physician well-being. The consortium sites have adopted the physician wellness assessment system that Dr. Trockel and his colleagues have developed, and which offers longitudinal data for benchmarking and natural experiment-based program evaluation. He is particularly interested in developing and demonstrating the efficacy of interventions designed to promote well-being by improving social culture determinants of well-being within health care organizations.



Colin P. West, MD, PhD
 General internist and biostatistician
 Mayo Clinic

Originally from Seattle, Dr. West received his MD and PhD in biostatistics from the University of Iowa in 1999. He completed residency and chief residency in internal medicine at Mayo Clinic and joined the faculty in general internal medicine in 2004. He is currently professor of medicine, medical education and biostatistics at Mayo.

He is director of the Mayo Clinic Program on Physician Well-Being and was named the first medical director of employee well-being for Mayo Clinic in 2022. Dr. West’s research has focused on medical education and physician well-being and has been widely published in prominent journals including *Lancet*, *JAMA*, *Annals of Internal Medicine* and *JAMA Internal Medicine*.



Building the workplace of the future is this year’s conference theme, which focuses on research, innovation, and organizational-level initiatives to mitigate burnout and promote professional well-being. Presentations are aimed at improving physician professional fulfillment or satisfaction, mitigating burnout, or addressing mental or physical health. The conference will provide a forum for clinicians, researchers, residents/fellows and medical students to present recent research findings, innovative methods and educational programs in the areas of physicians’ well-being:

| | |
|---|---|
| EHR | e.g., audit log data or health information technology related |
| Interventions for the individual | e.g., coaching, peer support |
| Local work unit | e.g., divisional/departmental approaches |
| Organizational level | e.g., policies, procedures |
| External factors | e.g., medical licensure, accreditation |

Topics are focused on practical application of evidence-based/informed solutions to improve physician well-being. Abstracts will detail the application of robust research methodology (e.g., qualitative, quantitative, survey research, etc.) to the field of physician well-being, while the workshops will focus on building practical skills for attendees working to advance physician well-being.

Conference schedule

5–6:30 p.m. Registration (Tuesday, Oct. 10) | [Outside Directors B](#)

Wednesday, Oct. 11

Noon–1 p.m. **Registration and exhibitor visits** | [Springs Foyer \(South Counter\)](#)

1:15–1:30 p.m. **Welcome** | [Springs Ballroom G–L](#)

1:30–2:30 p.m. **Opening keynote address** | Building the workforce of the future | Lotte Dyrbye, MD, MHPE | [Springs Ballroom G–L](#)

2:30–3 p.m. **Networking, refreshments and exhibitor visits** | [Springs Foyer](#)

3–4 p.m. **Poster session/viewing** | [Springs Salon F](#)

4:15–5:15 p.m. **Plenary session** | Physician health programs: A candid conversation | Christopher Bundy, MD, MPH, and Carrie Cunningham, MD, MPH | [Springs Ballroom G–L](#)

5:30–7 p.m. **Networking reception** | Sponsored by Physicians Foundation (cocktails and light hors d'oeuvres) | [The Grove](#)

Thursday, Oct. 12

7–8 a.m. **Registration and continental breakfast** | South Counter/Springs Terrace

8:15–9:15 a.m. **Electronic health records**
[Santa Rosa](#)

- Creating conversion factors from EHR event log data: A comparison of investigator-derived and vendor-derived metrics for primary care physicians, *H. Magon*
- Characterizing the impact of virtual scribes on physician experience
L. Rotenstein
- Characterizing the impact of virtual scribes on physicians' electronic health record time, *L. Rotenstein*

Interventions for the individual
[San Jacinto](#)

- Cobalt: A novel approach to providing mental health care in the hospital workplace, *B. Gilbert-Bono*
- Physician just equity peer support helps physicians navigate workplace injustice, *U. Barghouth*
- Faculty-wide peer-support program during the COVID-19 pandemic: Patterns of access, *L. Foxcroft*

Local work unit
[Directors A](#)

- Exploring burnout among emergency department health care professionals: Using an analysis systems approach—survey results, *C. Liu*
- Exploring drivers of motivation and personal accomplishment in general surgery residents, *M. Berler*
- Exploring the relationship between mindfulness and psychological safety in general surgery training, *B. Johnston*

Organizational level | [Springs Salon A–B](#)

- The critical role of relationships in building and sustaining physician and health care professional resilience, *C. Cunningham*
- Development of a Clinician-Reported Experience Measure of Organizational Compassion (CREM-C) for use in health care, *R. Thienprayoon*
- Vacation utilization barriers and opportunities at a large academic medical center: A qualitative analysis across departments, *A. Zhang*

External factors | [Springs Salon C–D](#)

- Association of workplace violence with burnout and moral injury among physicians at an urban academic medical center, *E. Clifton*
- Psychological safety among physician faculty in New York City: Prevalence, correlates, and relationship with burnout and intent to leave practice, *E. de Guillebon*
- Mental health and work-related well-being among obstetrician-gynecologists in a shifting policy climate: Preliminary findings from the Study of OB-GYNs in Post-Roe America, *M. Buchbinder*

Workshop | [Directors 3](#)

FLOWing towards the future: Creating a wellness mini-grant program
L. Lawrence

Workshop | [Directors 6](#)

A system-level approach to reducing EHR inbox burden
J. Jin

9:30–10:30 a.m. **Plenary session** | Measuring and redesigning EHR use: A systems-level approach to physician well-being | Jane Fogg, MD, MPH, and Adam Rule, PhD, MS | [Springs Ballroom G–L](#)

10:30–11 a.m. **Networking, refreshments and exhibitor visits** | Sponsored by Nuance Communications Inc. | [Springs Foyer](#)

Thursday, Oct. 12 continued

11:15 a.m.–
12:15 p.m.

Electronic health records

Santa Rosa

- Association of primary care physicians' message volume with patients' likelihood to recommend the physician *L. Rotenstein*
- Longitudinal associations of burnout indicators with clinic factors and electronic health record experience among family physicians, *L. Rotenstein*
- COVID exacerbated the gender disparity in physician electronic health record inbox burden, *L. Rotenstein*

Interventions for the individual

San Jacinto

- Utilizing feedback from Stress First Aid champions to drive innovation for program improvement and advanced implementation in a large health care organization, *H. Hartman-Hall*
- Use of an engagement survey to identify the drivers of burnout and the role of psychological safety in building a health care workforce of the future, *J. Van Epps*
- CHEER2 Study: Effects of physician peer coaching intervention on physician burnout and systemic causes of burnout—a pilot randomized clinical trial *P. Tadi*

Local work unit

Springs Salon A–B

- Optimizing clinician staffing models with evidence-based practices for improved patient, clinician, and institutional outcomes, *M. Burden*
- Practice optimization to promote well-being: System level improvements with productive outcomes, *J. Reese*
- Novel use of proactive risk assessment to identify causes of burnout and solutions among physicians, *L. Zebib*

Organizational level | Springs Salon C–D

- Large public university funding model for physician wellness, *L. Brubaker*
- Reducing clinician burnout in 15 Minutes a day: Deploying daily huddles across a large medical group, *C. Lehrach*
- A large health system's approach to assessing GME well-being: Initial resident and fellow findings, *K. Demertzis*

Workshop | Directors 3

When patients hurt us: Patient mistreatment of physicians, medical students and residents—a silent epidemic? *L. Loo*

Workshop | Directors A

How to care for caregivers: Solutions to help physicians thrive, *C. Feist*

Workshop | Directors 6

Vital talk and action: Tips to becoming an upstander and better ally, *P. Miller*

12:30–1:30 p.m. **Lunch | Springs Terrace**

1:45–2:45 p.m.

Interventions for the individual

Santa Rosa

- Self-compassion in action: A virtual program to improve physician well-being, *A. Sethi*
- Better together physician coaching: An innovative, digital, scalable solution to trainee burnout, *T. Fainstad*

Interventions for the individual

San Jacinto

- Efficacy of a wellness coaching program to reduce burnout, *S. Bird*
- Evaluating the sustainability of effects from a brief physician coaching intervention by professionally trained peers on burnout and well-being: A randomized controlled trial, *S. Kiser*
- Individual and workplace culture benefits of a physician coaching program, *K. Pyra*

Local work unit

Springs Salon C–D

- Workplace determinants of burnout in orthopedic surgeons before and after the COVID-19 pandemic, *S. Lu*
- Correlation of organizational factor and risk for burnout in physicians during the COVID-19 pandemic, *A. Lenhart*
- Drivers of physician burnout in a large children's hospital: More than just excessive workload, *W. Border*

Organizational level | Springs Salon A–B

- A systems perspective on physician burnout and well-being during the COVID-19 pandemic, *M. Buchbinder*
- Pebbles in your shoe: Creating a culture of continuous conversation, *L. Kelly*
- Trends in burnout and professional fulfillment in primary care pediatrics during the COVID-19 pandemic, *E. DiPietro*

Workshop | Directors 3

More than data: Professional well-being surveys as an empowerment tool to build your workplace future, *C. Brazeau*

Workshop | Directors A

Coaching in medicine: Understanding and engaging with stakeholders for program success, *S. Matulevicius*

Workshop | Directors 6

The role of the chief wellness officer in building the optimal health care workplace of the future, *J. Ripp*

3–4 p.m.

Poster session/viewing | Springs Salon F

4:15–4:45 p.m. **Networking, refreshments and exhibitor visits** | [Springs Foyer](#)

5–6 p.m. **Panel discussion** | Catalyzing post-traumatic recovery: Identifying and mitigating distress associated with medical practice | Mickey Trockel, MD, PhD, Kathryn M. Godfrey, PhD, and Colin West, MD, PhD | [Springs Ballroom G–L](#)

Friday, Oct. 13

7–8 a.m. **Continental breakfast** | Springs Terrace

8:15–9:15 a.m. **Electronic health records**

[Santa Rosa](#)

- Trends in patient-initiated medical advice request message volume, 2019–2022, *A. Holmgren*
- Model-assisted survey estimation to predict burnout among survey non-responders, *D. Tawfik*
- How many hours of patient scheduled time would result in a 40-hour work week for physicians, and how does that vary by specialty? *N. Maisel*

Interventions for the individual

[San Jacinto](#)

- Health care worker fitness initiative: CHOP Cardiac Center ‘Hearts on the Move’ *C. Wittlieb-Weber*
- The practice: A leadership-endorsed, workplace intervention to improve well-being in health care professionals, *A. Jenkins*
- Quiet conversation after a storm: A mixed-methods study of a rapid debriefing tool to support clinical teams after stressful events *G. Wallingford*

Local work unit

[Springs Salon C–D](#)

- Commensality or affinity? Interventions for physician well-being, *E. Morrow*
- IGNITE: Operationalizing the Surgeon General’s Framework for Workplace Mental Health and Well-Being, *G. Agarwal*
- Pilot of multi-specialty surgical house staff collegiality curriculum: A focus on consultation and collaboration *C. Hummel*

Organizational level | [Springs Ballroom G–L](#)

- Mind the performance gap: Using gender-based data to retain and engage women physicians, *J. Dudley*
- Cultural transformation of a multispecialty safety net physician group, *C. Akileswaran*
- Professional fulfillment as a driver of burnout and intention to reduce clinical work hours: Implications for strategies to improve wellness outcomes and promote sustainability, *C. Simon*

Organizational level | [Springs Salon A–B](#)

- Operational leaders employ improvement science to design data-driven interventions that enhance physician well-being, *A. Sethi*
- Calculating organization specific ROI of investing in provider well-being, *S. Hu*
- Mountains of modules: Mandatory training redesign to improve physician wellness, *N. Goldhaber*

Workshop | [Directors 3](#)

Well-being 2.0: Your roadmap for restoring the joy in medicine, *H. Chaabo*

Workshop | [Directors 6](#)

Wellness consult service for leaders and teams: A model for providing well-being support, *S. Ey*

9:30–10:30 a.m.

Organizational level

[Santa Rosa](#)

- Evaluating the impact of a system wide peer support program on pediatric critical care provider emotional distress and Second Victim Syndrome, *R. George*
- Research as a catalyst for change: The impact of EHR in-basket spring cleaning and compassion team practice on reducing burnout, *M. Tai-Seale*
- Clinician well-being assessment and interventions in Joint Commission accredited hospitals and Federally Qualified Health Centers, *B. Longo*

Interventions for the individual

[San Jacinto](#)

- Lessons learned in a physician health center, *M. Swift*
- The Stress Management and Resiliency Training (SMART) Program results in sustained improvement in physician well-being, *M. Dossett*
- Self-compassion for health care communities: A program for physician well-being, *D. Clark*

Local work unit

[Springs Ballroom G–L](#)

- Maximizing vacation utilization: A department-wide root cause analysis approach, *S. Gualano*
- Using improvement processes to mitigate sleep related impairment in pediatric hospital medicine *M. Miaskowski*

9:30–10:30 a.m. continued on next page ...

Friday, Oct. 13 continued

| | | |
|------------------------|---|--|
| 9:30–10:30 a.m. | Organizational level Springs Salon A–B <ul style="list-style-type: none">Emotional exhaustion and intentions to leave among health care workers, <i>D. Tawfik</i>Job demands resources, conservation of resources, and professional well-being, <i>K. Olson</i>Prevalence and predictors of intention to leave current institution in academic physicians, <i>J. Ligibel</i> | Organizational level Springs Salon C–D <ul style="list-style-type: none">Identifying novel inhibitors of workplace support and the importance of value congruence in general surgery residency training, <i>F. Ojute</i>If you build it, will they come . . . and will it work: Outcomes and key metrics from a psychological first aid training program for health care leaders, <i>J. Highberger</i> |
| | Workshop Directors 3 <p>How to build and evaluate a graduate medical education wellness course, <i>K. Gradick</i></p> | Workshop Directors 6 <p>Human centered design thinking as a tool to engage employees in change, <i>K. Morrison</i></p> |

10:45–11:15 a.m. Networking, refreshments and exhibitor visits | [Springs Foyer](#)

| | | | |
|------------------------------|---|---|---|
| 11:30 a.m.–12:30 p.m. | Electronic health records Santa Rosa <ul style="list-style-type: none">In-basket scrubbing reduces message burden for primary care geriatricians <i>C. Mulholland</i>Identifying opportunities for improving information technologies, policies, and the purposes they serve, <i>K. Olson</i>Hybrid care delivery and the impact on physician burnout: How digitally enabled care reduces unnecessary physician EHR inbox time while improving clinical outcomes and patient satisfaction, <i>J. Curlin</i> | Interventions for the individual San Jacinto <ul style="list-style-type: none">Death anxiety and psychological symptoms among COVID-19 frontline physicians, <i>M. Lockett</i>Impact of an online physician group-coaching program to improve burnout and self-compassion in trainees: A longitudinal analysis of Better Together <i>T. Fainstad</i>Using a breath-based intervention to improve burnout and mental health outcomes for health care providers <i>S. Ramrakhyani</i> | Local work unit Springs Salon C–D <ul style="list-style-type: none">Domains of professional fulfillment for pediatric hospital medicine: A concept mapping study <i>S. Webber</i>Guiding department-level dialogue and tests of change to improve physician well-being, <i>A. Sethi</i>The effects of physician documentation support <i>A. Holmgreen</i> |
| | Organizational level Springs Salon A–B <ul style="list-style-type: none">Preventing physician suicide: The Healer Education, Assessment and Referral Program <i>S. Zisook</i>Changing culture in medicine: Addressing mental health and addiction stigma, <i>D. Clark</i>Bending the curve on patient messaging, <i>J. Bottoms</i> | Interventions for the individual Springs Ballroom G–L <ul style="list-style-type: none">Nature and forest therapy: Can a guided forest therapy walk improve resident physician well-being? <i>K. O'Connor</i>The impact of volunteering in Serious Fun summer camps on health care professionals' well-being, professional quality of life, workplace satisfaction, and retention: A concurrent mixed methods study <i>S. Ziniel</i> | |
| | Workshop Directors 3 <p>#StopTheStigmaEM Awareness Month: A nationwide campaign to promote help-seeking behaviors towards mental health care for emergency physicians, <i>A. Deutsch</i></p> | Workshop Directors 6 <p>Well-being centered leadership: Developing leaders to support a culture of well-being, <i>D. Sliwka</i></p> | |

12:45–1:30 p.m. Lunch | [Springs Terrace](#)

1:45–2:45 p.m. Closing keynote address | Reorienting health care around relationships to achieve Quadruple Aim outcomes | [Christine Sinsky, MD](#)
[Springs Ballroom G–L](#)

Conference adjourns

Oral presentations

Electronic health records

Association of primary care physicians' message volume with patients' likelihood to recommend the physician

L. Rotenstein, E. Melnick, H. Li, M. Jeffery, J. Zhang, R. Gitomer, D. Bates

Characterizing the impact of virtual scribes on physician experience

L. Rotenstein, A. Mugal, J. Zhang, C. Iannaccone

Characterizing the impact of virtual scribes on physicians' electronic health record time

L. Rotenstein, A. Mugal, J. Zhang, C. Iannaccone

COVID exacerbated the gender disparity in physician electronic health record inbox burden

L. Rotenstein, A. Holmgren

Creating conversion factors from EHR event log data: A comparison of investigator-derived and vendor-derived metrics for primary care physicians

H. Magon, D. Helkey, T. Shanafelt, D. Tawfik

How many hours of patient scheduled time would result in a 40-hour work week for physicians, and how does that vary by specialty?

N. Maisel, C. Sinsky, R. Thombly, L. Carlasare, J. Adler-Milstein

Hybrid care delivery and the impact on physician burnout: How digitally enabled care reduces unnecessary physician EHR inbox time while improving clinical outcomes and patient satisfaction

S. Berry, J. Curlin, J. Berinstein, W. Chan, J. Allen

Identifying opportunities for improving information technologies and the purposes they serve

K. Olson, N. Kashyap, A. Hsiao

In-basket scrubbing reduces message burden for primary care geriatricians

C. Mulholland, V. Rivera, S. Chow, E. Oviedo, V. Rodriguez, N. Rughwani, S. Sundel, B. Roussine

Longitudinal associations of burnout indicators with clinic factors and electronic health record experience among family physicians

L. Rotenstein, N. Hendrix, R. Philips, J. Adler-Milstein

Model-assisted survey estimation to predict burnout among survey non-responders

D. Tawfik, A. Bonillas, A. Sinha, J. Profit, T. Shanafelt, M. Bayati

Trends in patient-initiated medical advice request message volume, 2019–2022

A. Holmgren

External factors

Association of workplace violence with burnout and moral injury among physicians at an urban academic medical center

E. Clifton, C. Chan, E. de Guillebon, S. Akhtar, R. Pietrzak, S. Kaplan, J. Ripp, L. Peccoraro

Mental health and work-related well-being among obstetrician-gynecologists in a shifting policy climate: Preliminary findings from the Study of OB-GYNs in Post-Roe America

E. Sabbath, M. Buchbinder, K. Arora, S. McKetchnie

Psychological safety among physician faculty in New York City: Prevalence, correlates, and relationship with burnout and intent to leave practice

E. de Guillebon, S. Kaplan, S. Akhtar, R. Pierrzak, E. Clifton, A. Feder, C. Chan, J. Ripp, L. Peccoraro

Interventions for the Individual

Better together physician coaching: An innovative, digital, scalable solution to trainee burnout

T. Fainstad, A. Syed, P. Shah, C. Jones, K. Thurmon, A. Shah, A. Mann

CHEER2 Study: Effects of physician peer coaching intervention on physician burnout and systemic causes of burnout—a pilot randomized clinical trial

P. Tadi, J. Ganesh, B. Eilberg, A. Young, J. Webster, G. Brown

Cobalt—a novel approach to providing mental health care in the hospital workplace

B. Gilbert-Bono, R. Kishton

Death anxiety and psychological symptoms among COVID-19 frontline physicians

M. Lockett, B. Ferguson

Efficacy of a wellness coaching program to reduce burnout

S. Bird, S. Gentile, A. Harrington

Evaluating the sustainability of effects from a brief physician coaching intervention by professionally trained peers on burnout and well-being: A randomized controlled trial

S. Kiser, K. Palamara, J.D. Sterns, P. Lai, N. Horick

Faculty-wide peer-support program during the COVID-19 pandemic: Patterns of access

L. Foxcroft, P.A. Lum, K. McShane

Health care worker fitness initiative: CHOP Cardiac Center ‘Hearts on the Move’

C. Wittlieb-Weber, S. O'Malley, E. Ford, C. Giovinazzo, A. Linton, D. Weber, M. McBride, S. Paridon, C. Mavroudis

Impact of an online physician group-coaching program to improve burnout and self-compassion in trainees: A longitudinal analysis of Better Together

T. Fainstad, A. Syed, P. Shah, V. Vinaithirthan, C. Jones, A. Mann

Individual and workplace culture benefits of a physician coaching program

K. Pyra, L. Bryden

Lessons learned in a physician health center

M. Swift, G. Couser, M. Nelson, B. Timm, P. Hagen, C. Cowl

Nature and Forest Therapy: Can a guided forest therapy walk improve resident physician well-being?

K. O'Connor, K. Jensen, L. McBeth, K. Morrison

Physician just equity peer support helps physicians navigate workplace injustice

U. Barghouth, R. Gebhard, D. Jonhson, P. Miller

Quiet conversation after a storm: A mixed-methods study of a rapid debriefing tool to support clinical teams after stressful events

G. Wallingford, A. Hazlett, S. Ahuja, V. Patel, E. Donovan, F. Mahmood, R. Pierce, C. Moriates, L. Wilkerson, G. Fuller, S. Pavitt, G. Gingell

Self-compassion for health care communities: A program for physician well-being

A. Aranda, P. Gardiner, E. Lin, D. Clark, N. Bell, D. Newman

Self-compassion in action: A virtual program to improve physician well-being

A. Sethi, C. Stack-Keer, E. Farahabadi, R. Oser

The impact of volunteering in SeriousFun summer camps on health care professionals' well-being, professional quality of life, workplace satisfaction, and retention: A concurrent mixed methods study

S. Ziniel, A. Gillard, W. Cook, E. Castle, J. Reese

The Practice: A leadership-endorsed, workplace intervention to improve well-being in health care professionals

A. Jenkins, K. Jones, R. Butterfield, K. Kunze, J. Eggington, J. Leighton, C. Stonnington

The Stress Management and Resiliency Training (SMART) Program results in sustained improvement in physician well-being

M. Dossett, M. Craig, E. Park, S. Aghamohammadi, P. Yellowlees

Use of an engagement survey to identify the drivers of burnout and the role of psychological safety in building a health care workforce of the future

J. Van Epps, E. Smith, F. Qeadan, B. Tingey, E. Morrow, A. Locke, M. Call

Using a breath-based intervention to improve burnout and mental health outcomes for health care providers

S. Ramrakhyani, J. Zawavdeh

Utilizing feedback from Stress First Aid champions to drive innovation for program improvement and advanced implementation in a large health care organization

H. Hartman-Hall, L. Bocknek, R. Dixit, J. Howe

Local work unit

Commensality or affinity? Interventions for physician well-being

E. Morrow, M. Solomon, M. Call, M. Vanderloo, B. Tingey, F. Qeadan, A. Locke

Correlation of organizational factor and risk for burnout in physicians during the COVID-19 pandemic

A. Lenhart, D. Hurtado

Domains of professional fulfillment for pediatric hospital medicine: A concept mapping study

S. Webber, H. Kloster, K. Shadman, M. Kelly, D. Sklansky, R. Coller

Drivers of physician burnout in a large children's hospital: More than just excessive workload

W. Border, J. Mascaró, S. Bottini, R. Sachdeva, S. Abdelhamid, N. Kaslow, K. Lu, Y. Xiang, N. Bhandari, R. George, T. Bui, D. Nusz, C. Perkins, S. George, J. Williams, S. Rodriguez, H. Gooding, M. Wolf, L. Jain

Exploring burnout among emergency department health care professionals: Using an analysis systems approach—survey results

C-C. Liu, L. Vizer, E. Kwong, N. Beresic, J. Oh, B. Stonefield, K. Adapa, C. Haugan, N. Charguia, L. Mazur

Exploring drivers of workplace motivation and personal accomplishment in general surgery residents

P. Gonzales, F. Ojute, M. Berler, J. Cevallos, N. Puente, B. Johnston, D. Singh, A. Greenberg, C. Lebares

Exploring the relationship between mindfulness and psychological safety in general surgery training

B. Johnston, N. Puente, A. Coopersmith, P. Gonzales, J. Cevallos, F. Ojute, D. Singh, C. Lebares

Guiding department-level dialogue and tests of change to improve physician well-being

A. Sethi, R. Oser, C. Kor, K. Hilbert, E. Farahabadi

IGNITE: Operationalizing the Surgeon General's Framework for Workplace Mental Health and Well-Being

G. Agarwal, T. Darling

Novel use of proactive risk assessment to identify causes of burnout and solutions among physicians

L. Zebib, K. Chrouser

Optimizing clinician staffing models with evidence-based practices for improved patient, clinician and institutional outcomes

M. Burden, L. McBeth, A. Keniston

Pilot of multi-specialty surgical house staff collegiality curriculum: A focus on consultation and collaboration

C. Hummel, G. Chien, N. Graham, D. Clark

Practice optimization to promote well-being: System level improvements with productive outcomes

J. Reese, E. Jackson

The effects of physician documentation support

N. Apathy, A. Holmgren, D. Cross

Using improvement processes to mitigate sleep related impairment in pediatric hospital medicine

M. Miaskowski, K. Shadman, J. Contreras, R. Collier, S. Webber

Maximizing vacation utilization: A department-wide root cause analysis approach

S. Gualano, E. Price, J. Wright-Nunes, T. Ellies, K. Brown, L. Bashaw, G. O'Hair, K. Chan, M. Lukela

Workplace determinants of burnout in orthopaedic surgeons before and after the COVID-19 pandemic

S. Lu, R. McColgan, J. Nguyen, B. Kelly, D. Fufa

Organizational level

A large health system's approach to assessing GME well-being: Initial resident and fellow findings

K. Demertzis, R. Schwartz, J. Young, J. Brenner, J. Bird, M. Bellehsen, W. Herman, S. Posrillico, J. Weiss, S. Caulfield, V. Vanhuse, A. Yacht

A systems perspective on physician burnout and well-being during the COVID-19 pandemic

M. Buchbinder, T. Jenkins, N. Berlinger, J. Staley, L. Buchbinder, L. Goldberg

Bending the curve on patient messaging

R. Orlandi, M. Strong, J. Bottoms

Burnout during surgical residency in a Hispanic population

J. Salem-Hernández, M. Pinci, N. Torres-Lugo, D. Deliz-Jimenez, P. Merheb-Finianos, N. Ramirez, A. López

Calculating organization specific ROI of investing in provider well-being

X. Hu, H. Schmidt, B. Blackburn, D. Clark, R. Freeman, T. Chan, A. Rhodes, E. Cherot, E. Matt

Changing culture in medicine: Addressing mental health and addiction stigma

D. Clark, A. Kaasam

Clinician well-being assessment and interventions in Joint Commission accredited hospitals and Federally Qualified Health Centers

B. Longo, S. Schmaltz, S. Williams, T. Shanafelt, C. Sinsky, D. Baker

Cultural transformation of a multispecialty safety net physician group

C. Akileswaran

Development of a Clinician-Reported Experience Measure of Organizational Compassion (CREM-C) for use in health care

R. Thienprayoon

Emotional exhaustion and intentions to leave among health care workers

D. Tawfik, K. Adair, J. Profit, J.B. Sexton

Evaluating the impact of a system wide peer support program on pediatric critical care provider emotional distress and Second Victim Syndrome

M. Wolf, N. Kaslow, N. Bhandari, R. George, T. Bui, D. Nusz, C. Perkins, S. George, J. Williams, S. Rodriguez, H. Gooding, L. Jain, W. Border

Identifying novel inhibitors of workplace support and the importance of value congruence in general surgery residency training

F. Ojute, P. Gonzalez, M. Berler, N. Puente, B. Johnston, D. Singh, A. Greenberg, J. Lin, C. Lebares

If you build it, will they come ... And will it work: Outcomes and key metrics from a psychological first aid training program for health care leaders

J. Highberger, C. McGuire-Chloros, C. Watlington, K. Godfrey

Job demands resources, conservation of resources, and professional well-being

K. Olson, M. Linzer

Large public university funding model for physician wellness

L. Brubaker, J. Carethers, W. Ford, S. Garfin, C. Kane, P. Khosla, P. Maysent, W. Mobley, H. Sabbagh, M. Buchbinder, T. Jenkins, N. Berlinger, J. Staley, L. Buchbinder, L. Goldberg

Mind the performance gap: Using gender-based data to retain and engage women physicians

J. Dudley, M. Eagle, A. Wegman, G. Morisseau

Mountains of modules: Mandatory training redesign to improve physician wellness

N. Goldhaber, M. Gudea, R. Skilens, N. Perez-Hall, K. Francisco, A. Kosifas, L. Brubaker, R. El-Kareh

Operational leaders employ improvement science to design data-driven interventions that enhance physician well-being

A. Sethi, R. Oser, K. Hilbert, C. Kor, E. Farahabadi

Pebbles in your shoe: Creating a culture of continuous conversation

K-L. Kelly, A. Johnson, M. Grund

Prevalence and predictors of intention to leave current institution in academic physicians

J. Ligibel, N. Goularte, J. Berliner, S. Bird, C. Brazeau, S. Rowe, M. Stewart, M. Trockel

Preventing physician suicide: The Healer Education, Assessment and Referral Program

S. Zisook, D. Shapiro, R. Accardi

Professional fulfillment as a driver of burnout and intention to reduce clinical work hours: Implications for strategies to improve wellness outcomes and promote sustainability

T. McFadden, C. Simon, C. Gérin-Lajoie

Reducing clinician burnout in 15 minutes a day: Deploying daily huddles across a large medical group

C. Lehrach, P. DeChant, M. Saleh

Research as a catalyst for change: The impact of EHR in-basket spring cleaning and compassion team practice on reducing burnout

M. Tai-Seale, L. Liu, A. Walker, Y. Cheng, N. Yung, A. Mandvi, N. Doran, G. Kallenberg, C. Longhurst, T. Savides, M. Millen

The critical role of relationships in building and sustaining physician and health care professional resilience

C. Cunningham, M. Panda

Trends in burnout and professional fulfillment in primary care pediatrics during the COVID-19 pandemic

E. DiPietro, M. Fry, L. Vernacchio, H. Walter, J. Hatoun, E. Correa, S. Pikul

Vacation utilization barriers and opportunities at a large academic medical center: A qualitative analysis across departments

A. Zhang, L. Owens, M. Brenner

Workshops

Electronic health records

A system-level approach to reducing EHR inbox burden

J. Jin, K. Hopkins, C. Sinsky

Interventions for the Individual

Coaching in medicine: Understanding and engaging with stakeholders for program success

S. Matulevicius, J. Longoria, J. Harry

How to build and evaluate a graduate medical education wellness course

K. Gradick, A. Armstrong, K. Stiel, R. Davies

Vital talk and action: Tips to becoming an upstander and better ally

P. Miller, R. Gebhard, D. Johnson

When patients hurt us—patient mistreatment of physicians, medical students, and residents. A silent epidemic?

L. Loo, A. Motabar, D. Berriman

Local work unit

FLOWing towards the future: Creating a wellness mini-grant program

E. Lawrence, C. Brazeau, M. Felder, H. Hartman-Hall

Human centered design thinking as a tool for engaging employees in change

K. Morrison, C-T. Lin, R. Pierce, R. Naderi

Well-being centered leadership: Developing leaders to support a culture of well-being

D. Sliwka, S. Richards, L. Thomas

Organizational level

How to care for caregivers: Solutions to help physicians thrive

C. Feist, G. Price, S. Simmons

More than data: Professional well-being surveys as an empowerment tool to build your workplace future

C. Brazeau, S. Bird, K. Brower, K. Olson

#StopTheStigmaEM Awareness Month: A nationwide campaign to promote help-seeking behaviors towards mental health care for emergency physicians

A. Deutsch, A. Agarwal, S. Balint, R. Pappal, S. Roseen, W. Sun, J. Warren, A. Alvarez

The role of the chief wellness officer in building the optimal health care workplace of the future

J. Ripp, K. Olson, L. Daugherty-Biddison, T. Shanafelt

Well-being 2.0: Your roadmap for restoring the joy in medicine

H. Chaabo

Wellness consult service for leaders and teams: A model for providing well-being support

S. Walker, S. Ey, M. Furnari, A. Lenhart, A. Cedfeldt, A. Jagers

Poster presentations

Electronic Health Records

Accelerate: A provider efficiency program

A. Woldman, T. Vogt, S. Salinas, D. Johnson-Wojnicki

An interactive video training strategy to increase adoption of voice navigation of the EHR

S. Wilson-Hannay, G. Gayre, V. Rogers, E. Lee,

Association of physician burnout with perceived EHR work stress and potentially actionable factors

M. Tai-Seale, M. Millen, S. Baxter, S. Zisook, J. Celebi, C. Longhurst, C. Sinsky, D. Ziedonis, M. Cheung, T. Savides

Healing the healers: A comprehensive and multifactorial approach to the reduction of in-basket burden

K. Jacob, R. Shah, E. Inmam, E. McNeely, E. Stevens

Home for dinner gives back time to physicians

V. LoGatto, S. Saleem

Leveraging artificial intelligence to improve human experience

M. Leffler

Passwords? You don't need no stinking passwords!

K. Robinson, D. Clark

SmartTriage, a win-win solution: Saving physician time while enhancing patient engagement

D. Thai, I. Finn, O. Yeganian, T. Han, D. Zosook, A. Wolf

The bot will answer you now: What to expect when using generative AI to assist patient-physician communication and implications for physician inbox workload

M. Tai-Seale, C. Longhurst, S. Baxter

Interventions for the individual

A brief communication skills workshop can improve physician confidence and skill in vaccine conversations

L. Grieco, K. Ouchi, K. Uyeno

A group coaching pilot to study the feasibility and impact of cognitive-emotional skills in pediatric cardiology fellows

Z. Rodriguez, W. Border

A pilot study of physicians seeking peer support to navigate workplace injustice

U. Barghouth, P. Miller

Application of a one-year, longitudinal coaching program to improve well-being during general surgery internship

G. Burnet, N. Awadallah, T. Fainstad, N. Christin, T. Jones, K. Jaiswal

Assessing and addressing pediatric resident moral distress: Impact of peer debriefing training

S. Chen, D. Shapiro, A. Doshi

Comradery and compassion in the workplace of the future: Spreading the mission of the Sanford Compassionate Communication Fellowship

M. Kowalski-McGraw, V. Scott

Connection through comradery

L. Grieco, K. Ouchi, K. Uyeno

Creating, viewing, and discussing art are beneficial in mitigating feelings of loneliness and isolation among health care workers

K. Parks, D. Clark

Critical incident stress management: Aligning Support Across Providers (ASAP)

S. Sonnevile, A. Myers, E. Monsees

Development and implementation of a novel personal and professional development coaching program for first year medical students

P. Dyne, J. Jordan, N. Wheaton, R. Brook

Discrimination-based trauma as a risk factor for burnout among women trainees in medicine

T. Fainstad, A. Heilman, P. Shah, C. Jones, A. Mann

Does peer support impact the relationship between self-valuation and well-being for faculty physicians?

M. Quinn, S. Webber, F. Osman, B. Sharp

Does studying have to hurt? Preventing musculoskeletal pain in medical students

E. Waineo, M-Y. Wu, M. Schiller, D. Levine

Empowered: Using improv to promote medical student success in unpredictable clinical learning environments

N. Mansuri, A. Atensio, S. Aghamohammadi

Engaging all members of the team as strategy: Empowering and valuing academic medicine staff through a facilitated peer mentorship pilot program

C. Loudd, K. Jensen, J. Hirsch, K. Morrison, M. Klimenko

Expanding access to coaching for physicians: Group coaching model on burnout and perfectionism

L. Barbour, J. Banat, T. Nelson

From reactive to proactive: Ergonomics to care for physicians and support career longevity

S. Paquette, M. Zmuda, O. Pettis

Get after it: A longitudinal demand-driven, workshop-based coaching curriculum for surgeons

A. Powell, K. Coan, D. Tanner, A. Kinahan

“Having support at work ‘is different’ and important”: A qualitative study of peer discussion groups conducted via virtual and text-based platforms

C. Brazeau, M. Ayyala, P-H. Chen, M. Swarbrick

Heal thyself: Leveraging CME education to improve provider wellness behavior

A. Speziale, T. Hardisty, H. Clemons

How do you feel right now? A pilot study of a text message alternative to wellness surveys

N. Goldhaber, A. Chea, B. Ferguson

Humans before heroes: Narrative stories on the journey from burnout to well-being in a large academic medical center

S. Goel, S. Saenz, K. Brower

If you build it, they will come: Proactive mental health outreach to faculty and trainee physicians

J. Diaz, R. Accardi, J. Kawasaki, S. Zisook, A. Balu

If you build wellness into the system, they will stay

E. Callen, T. Clay, K. Istas, H. Woods, M. Savoy, N. Mabachi

Impact of a coaching program on the well-being of residents and faculty

A. Shah, K. Palamara, E. Poczatek

Impact of caring for children with life-limiting illness on the wellness of pediatric providers

S. Chainani, B. Cook, K. Gibbs, V. Nagpal, S. Bateman

Implementation of a professional development retreat for women in medicine and science (WIMS) to improve professional fulfillment

L. Merlo, S. Beal, J. Co-Vu, E. Zimmermann

Implementation of a small group session on professional identity and fulfillment for medical students

R. Shah, E. Cordova, L. Merlo

Implementation of Schwartz Rounds® at Mayo Clinic: Impact on employee well-being

A. Shandera-Ochsner, B. Berkland, K. Houser, N. Oldenkamp, B. Tata-Mbeng

Improving new clinician experience thru a versatile onboarding/coaching program

G. Patel, B. Thatcher, L. Martinez

Improving the wellness of emergency medicine physicians through implementation of an exercise competition

M. Anderson, S. Corbo, L. Swisher

Knowledge is power: The launch of the UT (University of Texas) Southwestern Coach Certificate Program and its impact on spreading coaching locally

S. Matulevicius, M. Caracalas, C. Ahn, J. Longoria

Life support: Mentorship matching

M. Anderson, K. Savage

Lifestyle medicine training may enhance resident well-being: A single-program qualitative study

R. Taylor, C. Miller, K. Studer, B. Shuku

Meeting the unique needs of physicians in mental health treatment: Identifying emerging best practices

M. Call, M. Leffler, S. Boyer, V. Downing

Mitigation of burnout in frontline providers via an online meditation course

J. Ferrand, S. Dutta, J. Wener, A. Kureshi, J. Chhabra

Opt-out versus opt-in therapy sessions for residents increases resident use of ongoing therapy by 400%

G. Guldner, T. Sisemore, D. Streletz, A. Popa, N. Ayutyanont, J. Fuller, C. Broadbent, J. Siegle

Overcome moral injury by aligning agency with purpose

Z. Rodriguez

Overcoming barriers to mental health care for physicians with a free, anonymous online resource utilizing the AFSP’s Interactive Screening Program branded as the TN-PSQ

M. Baron, B. Williams-Denbo, L. Hoffman

Peer coaching for enhancing virtual physician-patient communication

D. Brahan, C. La Herran, A. Sethi

Peer supporter well-being during the pandemic: A mixed-methods study

K. Godfrey, B. Kozar, C. Morales, S. Scott

Physician and researcher health perceptions of a workplace virtual fitness class

V. Ahumda-Newhart, T. Wood, N. Sasaki

Physicians recognizing physicians: The Commitment to Excellence Award

M. Wadas, J. Donohue, K. Darey

Pilot intervention including wearable smart device to improve sleep and well-being for female clinicians

L. Gregg, C. Stults, S. Deng, N. Szwedinski, A. Mann, S. Le Sieur, J. Kacher Cobb

Positive impact of peer support—building a community to support well-being

C. Waasdorp-Hurtado, L. Anderson, K. Wolfe Schneider, M. Loi, H. De Keyser, E. Muther, J. Vogeli, S. Ziniel, J. Reese

Prospective study identifying health care workers (HCW) protective factors for resilience and flourishing state during COVID-19

L. Cardona, S. Nour, K. Huffman, L. Lambert, M. Alkhalileh, T-L. St. John, A. Obeid, S. Al Qubaisi

Reflecting together: Impact of an interdisciplinary narrative medicine workshop

S. Walker, J. Galiczewski, C. Whitney, S. Pati

Resident well-being and burnout: An evaluation of a Project ECHO series

E. Callen, T. Clay, M. Filippi, V. Halsall, M. Savoy, M. Macken, S. Mueller, H. Woods, S. Peneer, N. Mabachi

Supporting health care workers through mental health literacy training: Mental health first aiders

L. Cardona, M. Neptune, A. Posey

The impact of identity management on physician and health care professional resilience

M. Panda, C. Cunningham

The impact of Schwartz Rounds on social isolation and speak up culture at work

L. Grieco, K. Uyeno, K. Ouchi

The impact of Sudarshan Kriya Yoga (SKY) breathing on mental health and well-being of physicians: A Canadian experience

U. Joshi, A. Dave, A. Sud, R. Punambolam, R. Alaghebandan

The intentional well-being retreat: A summative program evaluation project of a wellness retreat for physicians and advanced practice providers

L. Durr

The Wellness Debrief Program: A support group for medical students transitioning to the clinical learning environment

H. Ellison

Training in the arts to foster compassionate communication: A mixed methods pilot study of the Sanford Compassionate Communication Academy Fellowship

A. Bintliff, R. Levine, V. Lantz-Gefroh, E. Kaplan-Liss

WellDOM at the table: Peer-support groups to improve well-being and resilience

K. Jensen, J. Hirsch, K. Morrison

WellDOM Popup Cart: A quality improvement project to improve connection and show appreciation

K. Dickerman, K. Morrison, K. Jensen

Local work unit

Amplifying physician voice and perspectives through physician-only discussion (POD) framework

A. Doshi, J. Celebi, B. Fergerson, R. Subramony, L. Brubaker, A. Minns, M. Tran

An innovative, medical staff run approach to the drivers of burnout and joy in work: Denver Health's Burnout Innovations project

J. Wallace, R. Allyn

Appreciative inquiry uncovers best practices used by a high performing clinical unit

M. Jerome, S. Goel

Climate change: Using faculty climate survey data to drive improvements in climate and wellness culture in pediatrics

A. Doshi, D. Polk, G. Haddad, J. Maog

Cultivating a culture of wellness: A resident-led initiative

D. Darmawan, S. Li, M. Ratanasen

Cultivating well-being through interprofessional teams and education

S. McKennon, D. DeWitt

Dedicated time for reflecting and relating: A museum-based reflection curriculum for palliative care physicians and their teams

L. Podgurski, A. Donovan

Development of change initiatives for professional fulfillment: Harnessing the power of crowd-sourcing

K. Jacoby, M. Lardizabal, J. Crist, M. Goetz

Efficacy of a CME course to improve confidence to lead physician professional fulfillment improvement work at the unit level

J. Townson, R. Roberts, D. Murphy, E. Russell, N. Menon, H. Wang, A. Stepanyan

Encouraging cultural change with structured sharing of personal stories and meetings to facilitate honest communication with leadership

E. Katz, M. Stewart

Evaluation of an introductory course on empathy and compassion for clinical learners

F. Klaus, L. Eyler, J. Tutjer

Front line providers organizing wellness (FLOW)

K. Hartung, K. Schneider

How are we doing? Assessing pediatric faculty well-being at an academic medical center

S. Walker, C. Milana

Identifying the needs of physician-scientists in academic medicine: Strategies for well-being and retention

R. Schwartz, K. Alfieri, J. Hellman, J. Sinsky

Infusing joy into an organizational culture

R. Shoemaker, A. Perlman, K. McVeigh

Instituting quarterly provider experience and well-being rounds to capture issues important to clinical hospitalist faculty at a large academic hospital

Z. Czernik, L. Gallant

Leadership matters: How leadership interacts with physician burnout in private and employed practice physicians

A. Williams, P. Nowak

Leveraging dyad leadership to improve high-rate burnout in five outpatient practices

R. Salter

Locking up wellness: A methodology for increasing support for anesthesiologists at work

R. Margolis

Making comprehensive primary care sustainable for the digital age

R. Doolan, H. Chrastil, L. Drake, B. Fraumeni, L. Schilling

“Midday Moment”: Peer-led small-group sessions to enhance workday well-being and connectedness for hospitalists

J. Gautam, L. Boldenow, J. Kleinman-Sween

Minding the gap in primary care

E. Weinlander, J. Bilello, H. Filipowicz, M. Gabriel, H. Smith

No sleepless nights

C. Vaughn, J. Buege

Physician burnout profile analysis in a large children’s hospital helps inform targeted well-being interventions

W. Border, J. Mascaró, S. Bottini, R. Sachdeva, S. Abdelhamid, N. Kaslow, K. Liu, Y. Xing, N. Bhandari, R. George, T. Bui, D. Nusz, C. Perkins, S. George, J. Williams, Z. Rodriguez, H. Gooding, M. Wolf, L. Jain

Pilot test for success: Grant program to improve well-being at an academic medical center

S. Goel, S. Saenz, K. Brower

Piloting telemedicine lab follow-up visits in pediatric endocrinology

L. Boldizar, D. Weber, V. Bamba, W. Sigal, B. Kublaoui, B. Maersch, M. Stewart

Promoting faculty professional fulfillment and belonging through joint leadership training

G. Gengoux, S. De Golia, K. Bullock, Y. Alsina, I. Zalpuri

Providing education in safe settings: A framework for postgraduate programs to promote resident clinical care safety and wellness

S. Darani, S. Agnihotri, C. Ho, S. Sockalingan

Resident well-being: What matters most to pediatric residents who identify as caregivers outside of work?

J. Babel, E. Rodriguez-Lien, E. Zwemer, S. Webber, M. Moreno, H. Kloster, R. Coller, R. Schultz, D. Sklansky

Sharing resident-produced videos among peers to promote routine exercise

H. Jarrell, A. Hearn, F. Kahn, J. Martinez, A. Gupta, M. Metry

Significant higher rates of burnout at a tertiary eye care center found after the start of COVID-19

A. Zang, W. Pan, D. John, J. Weizer

The lifesaver program: A methodology for increasing physician recognition and fostering a culture of appreciation

R. Margolis, S. Yanofsky, P. Padilla

The value of internal dashboards to monitor ongoing physician well-being efforts

W. Border, B. Lkhani, J. Mahar, S. Bottini, K. Smith, M. Walsh, D. Nusz, N. Bhandari, R. George, T. Bui, C. Perkins, S. George, J. Williams, Z. Rodriguez, H. Gooding, M. Wolf, L. Matzigkeit, L. Jain

You can’t step into the same river twice: Updates on the impact of the physical clinic environment on physician well-being

J. Diaz, A. Balu

Organizational-level

An analysis of clinician-reported barriers to seeking mental health support

C. Nosal, S. Cheney, A. Turzi, P. Shah

Another STEP in the right direction: Should exercise be implemented as part of medical education to improve physician health?

A. Tavakoulnia, M. Verbrugge, K. Timmerman

Barriers in accessing paid time-off for primary care clinicians

A. Lenhart, C. McDougall, D. Yamashita

Beyond the numbers: Faculty comments analysis from a 2022 academic medical center survey

S. Goel, M. Jerome, K. Brower

Clinician well-being trends across career stages and gender

C. Nosal, P. Shah

Contingency theory in leadership and professional fulfillment

K. Olson

Creating a culture of psychological safety to improve communication and physician well-being

L. Peccoraro, E. De Guillebon, S. Akhtar, E. Clifton, S. Kaplan, L. Bloom

Development and implementation of a well-being model, strategic plan and key performance indicators for a pediatric organization

A. Myers, S. Boyd, S. Sonnevile, K. Ray, K. Vipond, A. Hoflander, S. Burrus

Drowning in email: The cost of email burden on physician burnout

A. Amin

Improving well-being in the perioperative work environment: Anesthesiologist and surgeon strategies for effecting system-level and cultural change

R. Schwartz, C. Lebares, S. Kumar, C. Boscardin, J. Chang, J. Sinskey

Is medicine a calling, career, or a job? Why meaning in work matters

K. Olson, A. Wrzesniewski

Leveraging lessons from COVID-19's impact on the health care workforce: Moving from wellness to vitality

S. Bhala, P. Weber

Optimizing physician recognition and appreciation through initiation of value awards

S. Antosh, G. Kumar, A. Mezzoff

Pebble in my shoe: A program to address micro-annoyances encountered by physicians in the workplace

W. Border, K. Smith, D. Nusz, M. Welsh, S. Bottini, N. Bhandari, R. George, T. Bui, C. Perkins, S. George, Z. Rodriguez, H. Gooding, M. Wolf, L. Matzigkeit, L. Jain

Predictive and protective factors of burnout in residency: A review of the validated Mini-ReZ instrument's "Work Interruptions and Support" sub-scale within the first three years of residency

C. Nosal, S. Patel, P. Shah

Professional well-being and perceived needs of health care workers at rural hospitals in the Intermountain West

E. Morrow, M. Vanderloo, B. Tingey, F. Qeadan, A. Locke

Shifting from vicious to virtuous cycle: Reconnecting to mission to improve physician well-being and organizational outcomes

J. Dudley, M. Eagle, A. Wegman, G. Morisseau

#StopTheStigmaEM Month: Breaking down barriers around emergency medicine physicians seeking mental health care

A. Deutsch, A. Agarwal, S. Balint, R. Pappal, S. Roseen, W. Sun, J. Warren, A. Alvarez

The Paradox of the depressed resident: Higher depression and reduced help-seeking

G. Guldner, B. Ellis, G. Riazi, A. Brafford, J. Wells, J. Siegel

The UnWRaP Study: Understanding the well-being of residents and partners

M. Boutros-Salama, E. Elgouhary, C. Munn, J. Halladay, H. Harlock

Thinking of quitting? Predictors of hospital system staff likelihood to leave health care

N. Rahman, C. Faherty, S. Starkweather, C. Chan, J. Depierro, L. Peccoraro, N. Mohamed, U. Clark

Training well: A guide for residency program directors to improve resident well-being

S. Saenz, S. Mohiuddin, G. Sandhu

Understanding actionable areas of distress: A national study of pediatric cardiology fellow burnout

N. Rajapuram, C. Rassbacj, D. Tawfik, N. Purkey

Using lifestyle medicine to treat patients can reduce provider burnout: A proposed model derived from health care staff interviews

B. Weeks, M. Karlsen, N. Durrwachter, K. Staffier, S. Sundermeier, M. Ames, T. Hemmingson, M. Reznar, J. Gittelsohn

Well-being mini-awards: Promoting interdepartmental connections among trainees

A. Pilarski, K. Fletcher, A. Farkas, D. Syam

When crisis hits home: Creating a unified response for crises in the workplace

B. Drumm, S. Parisi

Continuing medical education information

AMA PRA Category 1 Credit™ information

The **American Conference on Physician Health** seeks to promote a healthier culture of wellness for physicians and to reduce the stigma associated with ill health in physicians. In addition to providing a forum for practitioners and researchers to present recent findings and innovative treatments, the conference offers opportunities certified for *AMA PRA Category 1 Credit™*. *AMA PRA Category 1 Credit* recognizes physicians' participation in continuing medical education, and is accepted by hospital credentialing bodies, state medical licensure boards and medical specialty certifying boards, as well as other organizations.

Objectives

- Explore creative ways to promote a positive work environment for self-care, growth, and compassion towards colleagues and patients.
- Evaluate your organization's efficiency of practice and identify organizational systems that could improve health care quality and patient safety.
- Assess your level of personal resilience and outline an action plan for increasing one's physical, emotional and professional wellness.
- Develop and implement effective strategies to measure physician wellness and/or advanced leadership support for wellness as a strategic priority within your organization.
- Leverage a network of internal and external peers to exchange best practices and share lessons learned as it relates to fostering physician health.

Target audience

This national conference is intended for physicians in all specialties and for those who are in academics, students, physician health researchers, administrators, educators and consultants who wish to improve their knowledge, competence and performance in physician health.

Statement of need

Physicians' professional wellness is increasingly recognized as being critically important to the delivery of high-quality health care, and yet, survey data indicates physician burnout nationally has reached crisis proportion. Physicians strive to achieve an optimal patient experience and provide the highest quality care while simultaneously facing increasing productivity and documentation demands that often lead to anxiety, fatigue, burnout and depression.

This leading-edge forum is designed to inspire organizations throughout the country to seek ways to bring back the joy in medicine and achieve professional fulfillment for all our physicians.

Through provocative keynote presentations, practical panel discussions, concurrent oral abstracts, and poster presentations of more than 90 different national wellness projects and programs, this three-day conference will offer an exciting format featuring progressive practitioners and noted researchers. We will provide an engaging forum to share innovative methods and discuss tangible strategies and tools that

structuring organizations (i.e., hospitals, health systems, practices and clinics) can use to contribute to, rather than detract from, physician wellness. The conference will also showcase research on the infrastructure of health care systems and highlight what organizations can do to help combat burnout and promote wellness.

Desirable physician attributes (also known as competencies)

CME activities must be developed within the context of desirable physician attributes or competencies. The American Conference on Physician Health has identified that this activity addresses the following competencies: patient care, professionalism and system-based practice.

Disclosure information

The content of this activity does not relate to any product or service of a commercial interest as defined by the Accreditation Council for Continuing Medical Education; therefore, there are no relevant financial relationships to disclose. If applicable, all relevant financial relationships have been mitigated.

Full abstracts and author information

All full abstracts, including author credentials, affiliations and contact information are listed in the "American Conference on Physician Health 2023 Abstract" book, which can be found on the conference webpage (physician-wellbeing-conference.org) and is available for free download (.pdf) during and after the conference.

The American Medical Association is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

The American Medical Association designates this live activity for a maximum of 13.25 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Successful completion of this CME activity, which includes participation in the evaluation component, enables the participant to earn up to:

- 13.25 Medical Knowledge MOC points in the American Board of Internal Medicine's (ABIM) Maintenance of Certification (MOC) program;
- 13.25 Self-Assessment points in the American Board of Otolaryngology – Head and Neck Surgery's (ABOHNS) Continuing Certification program;
- 13.25 MOC points in the American Board of Pediatrics' (ABP) Maintenance of Certification (MOC) program;
- 13.25 Lifelong Learning points in the American Board of Pathology's (ABPath) Continuing Certification program; and
- 13.25 credit toward the CME [and Self-Assessment requirements] of the American Board of Surgery's Continuous Certification program.

We would like to thank the following individuals for their contributions to the planning of this conference

Program Planning Committee

Ashley Cummings, MBA (AMA)
Lotte Dyrbye, MD, MHPE (University of Colorado)
Stana Manojlovic (AMA)
Jennifer Mathews (AMA)
Lori Ramos-Petkofski (AMA)
Tait Shanafelt, MD (Stanford)
Nikki Silber, MHA (AMA)
Christine Sinsky, MD (AMA)
Danielle Teal, MAOL (Mayo)
Jo Townson, MEd (Stanford)
Mickey Trockel, MD, PhD (Stanford)
Michael Tutty, PhD, MHA (AMA)
Colin West, MD, PhD (Mayo)
Julia Wilkens, MBA (AMA)

Abstract Review Committee

Chairs: Lotte Dyrbye, MD, MHPE, and Mickey Trockel, MD, PhD
Gaurava Agarwal, MD
Saadia Akhtar, MD
Jennifer Berliner, MD
Steven Bird, MD
Marisha Burden, MD
Lindsey Carlasare, MBA
Lee Daugherty Biddison, MD, MPH
Tyra Fainstad, MD
Megan Furnari, MD, MS
Elizabeth Harry, MD
Kshama Jaiswal, MD
Liz Lawrence, MD
Jennifer Ligibel, MD

Maryam Makowski, PhD
Adrienne Mann, MD
Kyra Ng
Kristine Olson, MD, MSc
Mariah Quinn, MD, MPH
Maggie Rea, PhD
Jon Ripp, MD, MPH
Lisa Rotenstein, MD, MBA
Miriam Stewart, MD
Daniel Tawfik, MD
Larissa Thomas, MD, MPH
Susan Thompson-Hingle, MD
Amy Vinson, MD
Colin P. West, MD, PhD

Thank you to our premier sponsor

The Physicians Foundation is a nonprofit 501(c)(3) organization committed to empowering physician leadership in the delivery of high-quality, cost-efficient health care. This mission is pursued through a variety of activities, including grant making, research, national surveys and policy studies. A key area on the foundation's radar is burnout, which affects more than half of American physicians. Burnout has serious implications for the entire health care system: younger talent is dissuaded from entering the industry, practicing doctors experience difficulties balancing professional and personal life, and patients face decreased access to care at a higher cost. In addition to raising awareness about this critical issue that is predicted to cause a shortage of an estimated 90,000 surgeons by 2025, the foundation sponsors research aimed at gaining a comprehensive understanding of the sources and possible remedies of physician burnout. [physiciansfoundation.org](https://www.physiciansfoundation.org)



Thank you to our silver sponsor



Nuance Communications is a technology pioneer with market leadership in generative, conversational, and ambient AI. A full-service partner trusted by 77% of U.S. hospitals, Nuance creates intuitive solutions that amplify people's ability to help others. Nuance is a Microsoft company.

Thank you to our exhibitors

StandPoint™ Surveys Connecting voices to action.

AAMC StandPoint Surveys

StandPoint™ Surveys offer a series of robust custom engagement surveys that delve into the unique factors at academic health institutions that are known to drive the engagement and retention of faculty and staff. aamc.org/services/member-capacity-building/standpoint-surveys



American Foundation for Suicide Prevention

American Foundation for Suicide Prevention

Established in 1987, the American Foundation for Suicide Prevention (AFSP) is a voluntary health organization that gives those affected by suicide a nationwide community empowered by research, education and advocacy to take action against this leading cause of death. AFSP is dedicated to saving lives and bringing hope to those affected by suicide, including those who have experienced a loss. AFSP creates a culture that's smart about mental health by engaging in the following core strategies: funding scientific research; educating the public about mental health and suicide prevention; advocating for public policies in mental health and suicide prevention; and supporting survivors of suicide loss and those affected by suicide. afsp.org



Betty Ford Center

The Hazelden Betty Ford Foundation is a force of healing and hope for individuals, families, and communities affected by addiction to alcohol and other drugs. As the nation's leading nonprofit provider of comprehensive inpatient and outpatient treatment for adults and youth, the Foundation has 17 locations nationwide. Hazeldenbettyford.org



Compassion Institute

Our mission is to advance compassion as a guiding principle and active force to foster a more caring world. We help cultivate inner resources, including your compassion muscle, improving wellbeing and co-creating compassionate systems with organizational cultures that sustain joy in healthcare. We deliver CME courses and customized organizational journeys. compassioninstitute.com



Healing Breaths

Healing Breaths offers evidence-based programs for healthcare professionals to rejuvenate, build resilience, and reconnect to the joy in medicine. Over 100 independent studies published in peer-reviewed journals on our SKY Program have demonstrated a measurable impact on quality of life, including a rapid reduction in burnout in 3 days. healingbreaths.org



Pause and Presence LLC

Jessie Mahoney, MD, is a physician wellness leader, pediatrician, certified coach, and founder of Pause & Presence. She coaches physicians and hosts CME wellness retreats. She co-hosts The Mindful Healers Podcast and is a founding leader of the Mindful Healthcare Collective. jessiemahoneymd.com



Prospology

Prospology helps physicians turn their love of writing and science into a profitable writing business so they can enjoy the freedom and flexibility they crave. The company is deeply dedicated to the personal and professional growth of its students, integrating mental health support, psychological facets of personal branding, transferrable skills for first-time entrepreneurs, practical ways to overcome imposter syndrome, and strategic networking into their curriculum. With strict acceptance criteria, Prospology graduates go on to achieve great success as freelance medical writers. prospology.com



Sanford Institute for Empathy and Compassion

The Sanford Institute for Empathy and Compassion at UC San Diego is exploring the neurobiology of compassion and addressing physician wellness. The institute's discoveries promote programs to prevent, intercept, and reverse the burnout epidemic afflicting healthcare professionals, positively impacting care delivery for future generations.

empathyandcompassion.ucsd.edu

UC San Diego Health

UC San Diego Health

UC San Diego Physician Wellness is committed to an extraordinary culture of wellness for physicians. The wellness office oversees a wellness infrastructure that provides a full spectrum of physician wellness resources, including a broad spectrum of mental health support and wellness resources, all further described on the Physician Wellness website. Dedicated department wellness directors are supported in a shared funding model and assist department chairs with annual physician wellness planning (using SMART goals) with review by the health system's CEO and the school of medicine's dean.

physicianwellness.ucsd.edu



VITAL WorkLife

VITAL WorkLife Inc. is a national behavioral health consulting practice supporting all dimensions of well-being. Our solutions are designed to meet the unique needs of physicians and health care organizations surrounding physician performance, satisfaction and retention. Our unique offerings include confidential support for physicians and providers, behavioral intervention programs, peer coaching, consulting, critical incident resources and a robust employee assistance program.

vitalworklife.com



The Well-Being Index

The Well-Being Index was invented by the Mayo Clinic and is a 100% anonymous, web-based tool for evaluating multiple dimensions of distress in just nine questions. These questions are designed to measure burnout, provide valuable resources and track progress over time to promote self-awareness. In jobs where high stress is a factor, statistics show that nearly 50% of workers experience professional burnout. Including the Well-Being Index as part of your wellness program promotes self-awareness, improving well-being across multiple dimensions.

MyWellBeingIndex.org

Conference evaluation: Your feedback is important to us!

Immediately following the conference, you will receive a link from the American Medical Association via email for an online evaluation.

Please take a few minutes to provide your thoughts regarding the conference. Your comments will help us evaluate the content and aid us in our future educational planning.

Mark your calendars!

Plan to join us at the next American Conference on Physician Health in Boston 2025!

Email physicianhealth@ama-assn.org to get on the conference mailing list to receive timely conference updates, including when the call for abstracts opens.



ACPH 2023