

Action Collaborative on Clinician Well-Being and Resilience

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National Academy of Medicine

Action Collaborative on
Clinician Well-Being and Resilience

400

physicians commit suicide each year, a rate more than

2X

that of the general population

Andrew & Brenner, 2015



Physician rates of depression remain alarmingly high at

39%

Shanafelt, 2015

23-31%

Prevalence of emotional exhaustion among primary care nurses

Gomez-Urquiza et al, 2016



24%

of ICU nurses tested positive for symptoms of post-traumatic stress disorder

Mealer et al., 2007

How can we protect the health of the people who protect our own?



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Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing

 @theNAMedicine

Action Collaborative Goals

- Improve baseline understanding across organizations of challenges to clinician well-being
- Raise visibility of clinician stress and burnout
- Advance evidence-based, multidisciplinary solutions to reverse these trends, leading to improvements in patient care by caring for the caregiver.



Leadership Team



Victor J. Dzau, President, NAM, chair

Darrell G. Kirch, President and CEO, AAMC,
co-chair



Thomas J. Nasca, CEO, ACGME and
ACGME International, co-chair

Steering Committee

Victor J. Dzau, National Academy of Medicine

Darrell G. Kirch, Association of American Medical Colleges

Thomas J. Nasca, Accreditation Council for Graduate Medical Education

Steven Bird, Society for Academic Emergency Medicine

Neil Busis, American Academy of Neurology

Pamela Cipriano, American Nurses Association

Robert Harbaugh, Society of Neurological Surgeons

Art Hengerer, Federation of State Medical Boards

Sandeep Kishore, Icahn School of Medicine at Mount Sinai

Clifton Knight, American Academy of Family Physicians

Lois Margaret Nora, American Board of Medical Specialties

Daisy Smith, American College of Physicians



Make up of the Collaborative

- 55 participants representing:
 - Professional organizations
 - Government
 - Technology and EHR vendors
 - Large health care centers
 - Payors



Sponsoring Organizations (1)

ABFM Foundation

Accreditation Council for Continuing Medical Education

Accreditation Council for Graduate Medical Education

Aetna

Alliance of Independent Academic Medical Centers

American Academy of Family Physicians

American Academy of Neurology

American Academy of Pediatrics

American Association of Colleges of Nursing

American Association of Colleges of Osteopathic Medicine

American Association of Critical-Care Nurses



Sponsoring Organizations (2)

American Board of Internal Medicine and the ABIM Foundation

American Board of Medical Specialties

American College of Emergency Physicians

American College of Physicians

American College of Surgeons

American Congress of Obstetricians and Gynecologists

American Dental Education Association

American Hospital Association

American Medical Association

American Nurses Association

American Osteopathic Association

American Psychiatric Association

American Society of Anesthesiologists



Sponsoring Organizations (3)

American Society of Health-System Pharmacists

Association of American Medical Colleges (with support from the Centers for Disease Control and Prevention)

Council of Medical Specialty Societies

CRICO

Federation of State Medical Boards

IBM Watson Health

Johns Hopkins Medicine

Massachusetts General Hospital

Society for Academic Emergency Medicine and Association of Academic Chairs of Emergency Medicine

Society of Neurological Surgeons

UAB Medicine

UnitedHealth Group



Additional Expertise

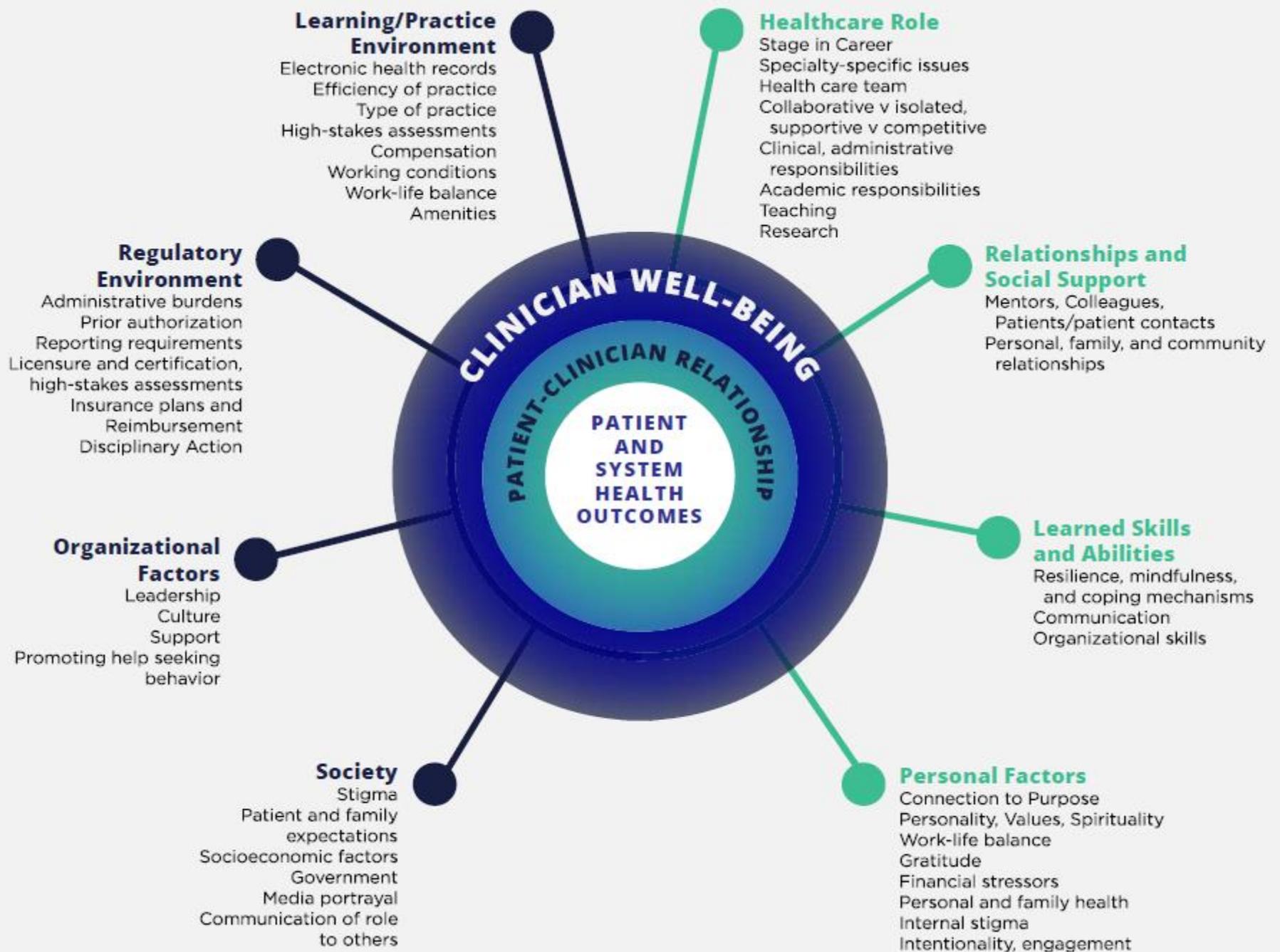
- Government:
 - Agency for Healthcare Research and Quality
 - Centers for Disease Control and Prevention
 - Centers for Medicare and Medicaid Services
 - Department of Defense
 - Department of Veterans Affairs
- Digital Health Environment
 - Epic
 - IBM Watson Health
- National Patient Safety Foundation
- Researchers, trainees, and early career professionals



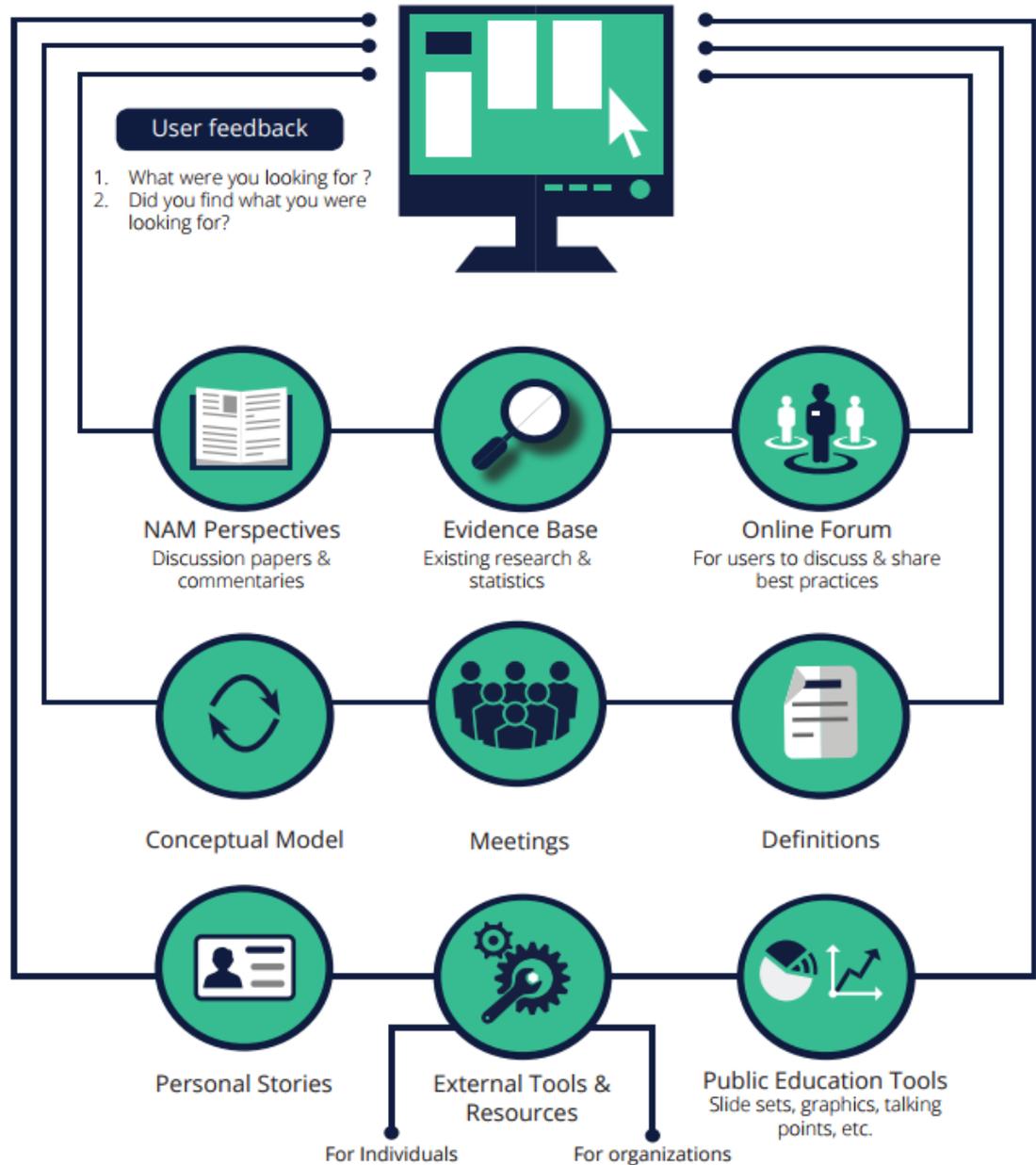
Working Groups

- Research, Data, and Metrics
 - Survey instruments, evidence-based interventions
- Conceptual Model
 - Taxonomy
- External Factors and Work Flow
 - Optimal team-based care; clinical documentation and the digital health environment
- Messaging and Communications
 - Audience groups, messaging principles, knowledge hub



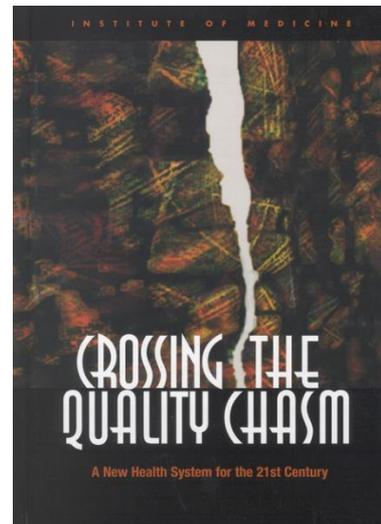
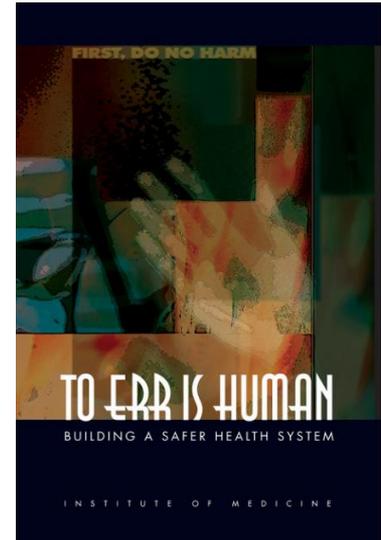


Knowledge Hub



A Vision for the Future

- Building a campaign of systems change
 - Network Organizations
 - Leveraging organizations committed to improving and implementing clinician well-being
 - Commitment statements
- Consensus study
- Peer reviewed publications
- Public meetings



Sign up for the listserv at nam.edu/ClinicianWellBeing

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Action Collaborative on Clinician Well-Being and Resilience

Every year in the United States, about 400 physicians take their own lives — a rate more than double that of the general population. Physicians experience high rates of depression, burnout, and poor work-life balance. This phenomenon cuts across all ages, stages, and career paths — from trainees to senior practitioners. And these challenges are not unique to physicians. Nurses and other clinicians experience similar effects on performance, health, and well-being.

Bottom line: The people we rely on to keep us healthy may not be healthy themselves. This fact is not only worrying in and of itself — it also has serious implications for patients. Clinician burnout has been linked to increased medical errors and patient dissatisfaction. How can we ensure that our care workforce is healthy,

400 physicians commit suicide each year, a rate more than **2X** that of the general population. (Muller & Thomas, 2016)

24% of ICU nurses tested positive for symptoms of post-traumatic stress disorder. (Pech et al., 2017)

Physician rates of depression remain alarmingly high at **39%**.

23-31% Prevalence of emotional exhaustion among primary care nurses. (Hudson-Edwards et al., 2016)

How can we protect the health of the people who protect our own?

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Learn more at nam.edu/ClinicianWellBeing @theNAMedicine

Subscribe to our mailing list and receive the latest updates on this initiative

Share your thoughts using **#ClinicianWellBeing** @theNAMedicine

THANK YOU

For any questions, please be
in touch with

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