

# JOY & WHOLENESS SUMMIT

13th Annual  
Physician & APP  
Well-Being Conference

**July 10-12, 2023**

**Park City, Utah  
Grand Summit Hotel**



The Coalition for  
**Physician**  
Well-Being



## A Message From The Chairman



Times are changing, aren't they? When we first started this "passion project" 13 years ago, my colleagues and I prayed we could change the landscape a bit. Change perceptions. Change the perspective if you will. Change how a topic as vital as physician and provider wellbeing could be sincerely approached in our networks and practices with an eye towards establishing tried and true benchmarks for program success. Sometimes good change takes a while to take hold, but it is today. Folks are talking about wellbeing, about burnout, and, in my humble opinion, about what being "whole" means for physicians and advanced practice providers.

We can't change the landscape of your networks or practices without changing some of the scenery. As The Coalition introduces you to new experts on the subject who all share insight on how they've implemented change in their respective areas, I personally encourage you to ask questions, get involved, and approach these new vistas with a spirit of openness and learning. Change your landscape, if you will, and commit to thinking about this topic as though we're trekking up a new summit together. We're all hoping to implement the change that will not only change how we look at wellbeing and wholeness, but to build something that will make real difference. We can climb that hill together.

Welcome to the Joy and Wholeness Summit, The Coalition's 13th annual national conference. On behalf of my fellow Board members, along with the committed staff of this nonprofit organization, we thank you for joining us among the mountains. We're about to embark on a few days of true learning and collegiality, and I am so glad you're here for the climb.

Sincerely,

Ted Hamilton, MD  
Chairman, The Coalition for Physician Well-Being

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## Special Thanks to our Coalition Executive Board

Ted Hamilton, MD, MBA; Chair  
Daniel W. Geeding, Ph.D., CPA  
Doug Wysocky-Johnson, MDiv  
Ivonne Johnson DNP, APRN

Dianne McCallister, MD, MBA  
Dennis Gonzales, Ph.D.  
Herbert A. Schumm, MD, FAAFP  
Robert Rodgers, MD

## Special Recognition to our Conference Planning Committee

DeAnna Santana, Ph.D.; Executive Director  
Max Kuchenreuther, MA; Committee Liaison  
Richie Akers  
Mary Wolf, MS, LPC-MH, BCC  
Monica Rodriguez, MPH  
Brittany Shoffner

Jacob Metts, MBA; Chair  
Marjorie Tatlonghari  
Ted Hamilton, MD, MBA  
Manisha Chaudhary  
Loice Swisher, MD  
Mary Jane Brown, MD

# Agenda

Monday, July 10<sup>th</sup>

GME - White Pine Ballroom

1:00-1:10pm

**Welcome**

Ted Hamilton, MD  
*Coalition for Physician Well-Being*



1:10-1:55pm

**Reimagining Resilience Training in GME**

Stuart Slavin, MD  
*ACGME*



1:55-2:40pm

**How to make work “Work” for you - How setting boundaries set this Doctor free**

Mallory Salentine, MD  
*Children’s Wisconsin*



2:40-3:10pm

**Break / Exhibitor Tables**

3:10-3:55pm

**Psychological Insight into Resident Wellness: The HCA/CGU Physician Wellness Research Lab**

Gregory Guldner, MD  
Jason Siegel, Ph.D  
Jessica Wells, Ph.D  
*HCA Healthcare GME*



3:55-4:40pm

**Building a Building a \$2 Million Resident Wellness Program: Lessons Learned 10 Years In**

Simiao Li-Sauerwine, MD, MSCR  
Kimberly Bambach, MD  
*The Ohio State University*



4:40pm








**Adjourn**

Ted Hamilton, MD  
*Coalition for Physician Well-Being*











# Monday, July 10<sup>th</sup>

## Women Physicians - Painted Horse Conference Room

1:00-1:10pm	<b>Welcome</b> DeAnna Santana, Ph.D <i>Coalition for Physician Well-Being</i>	
1:10-1:55pm	<b>Women's Leadership The Real Deal</b> Michellene Davis, ESQ <i>National Medical Fellowships</i>	
1:55-2:40pm	<b>What You Practice Grows</b> Jessie Mahoney, MD <i>Pause &amp; Presence Coaching</i>	
2:40-3:10pm	<b>Break / Exhibitor Tables</b>	
3:10-3:55pm	<b>How to make work "Work" for you - How setting boundaries set this Doctor free</b> Mallory Salentine, MD <i>Children's Wisconsin</i>	
3:55-4:40pm	<b>Every Woman in Medicine is a Leader - Define your value and your Path</b> Tammie Chang, MD Luisa Duran, MD <i>Pink Coat, MD</i>	 
4:40pm	<b>Adjourn</b> DeAnna Santana, Ph.D <i>Coalition for Physician Well-Being</i>	

## Advanced Practice Providers - Arrowhead Conference Room

1:00-1:10pm	<b>Welcome</b> Ivonne Johnson, DNP, APRN <i>Coalition for Physician Well-Being</i>	
1:10-1:55pm	<b>Enhancing the Well-being of APPs: A Holistic Approach</b> Sharona Johnson, Ph.D Christina Bowen, MD Monique Thornton, LCSW <i>ECU Health</i>	  

1:55-2:40pm	●	<p><b>Unbecoming the Medical Hero</b></p> <p>Amy Painter, MSN <i>AdventHealth</i></p>	
2:40-3:10pm	●	<p><b>Break / Exhibitor Tables</b></p>	
3:10-3:55pm	●	<p><b>Establishment of a Well-being Program for Advanced Practice Providers to Address Burnout and Fulfillment in a Pediatric Hospital Workforce</b></p> <p>Bridget Garmisa, MSN <i>Children's Hospital of Philadelphia</i></p>	
3:55-4:40pm	●	<p><b>Driving Professional Fulfillment for APPs: A Targeted Approach</b></p> <p>Clair Kuriakose, MBA, PPA-C, FACHE <i>Stanford Medicine</i></p>	
4:40pm	●	<p><b>Adjourn</b></p> <p>Ivonne Johnson, DNP, APRN <i>Coalition for Physician Well-Being</i></p>	

**General Session Registration • Reception - Red Pine Lodge**

5:30pm	●	<p><b>Open Registration</b></p> <p>General Registration will be held at the entrance of the gondola ride leading to the Red Pine Lodge. Attendees will receive a two-way voucher for the ride, name badge is also required to be worn to enter dinner.</p>	
6:00-6:15pm	●	<p><b>Chairman's Address</b></p> <p>Ted Hamilton, MD <i>Coalition for Physician Well-Being</i></p>	
6:15-8:30pm	●	<p><b>Networking &amp; Mingle Reception</b></p>	

# Tuesday, July 11<sup>th</sup>

7:00-8:00am ● **Breakfast**  
Kokopelli Grand Ballroom

## General Session - Kokopelli Ballroom

8:00-8:10am ● **Welcome**  
Ted Hamilton, MD  
*Coalition for Physician Well-Being*



8:10-8:25am ● **Devotional/Reflection**  
Dennis Gonzales, PhD  
*The Catholic Health Association*



8:25-9:25am ● **Creating Equity, Organizational Change and a Bright Future for Women in Medicine**  
Tammie Chang, MD  
Luisa Duran, MD  
*Pink Coat, MD*



9:25-10:00am ● **Break / Poster Session / Exhibitor Tables**

10:00-11:00am ● **AMA Efforts & Resources Supporting Physician Wellbeing**  
Kevin Hopkins, MD  
*AMA*



11:00am-12:00pm ● **The Weary of Weathering and Wellbeing**  
Michellene Davis, ESQ  
*National Medical Fellowships*



12:00-1:30pm ● **Lunch**

1:30-2:15pm ● **Promoting a Developmental Approach to Physician Well-being: From Residency to Retirement**  
Karen John Mannuzza  
Robert Leschke, MD  
*Vital Worklife*



2:15-3:00pm ● **Break / Poster Session / Exhibitor Tables**

3:00-5:00pm ● **Roundtables**

**What Got You Here Won't Get You There: Self Sacrifice and Martyrdom Are Not a Recipe for Joy and Wholeness**  
Jessie Mahoney, MD  
*Pause and Presence*



● **Medicus Integra**

Doug Wysockey-Johnson, MDiv  
Lanny Wilson, MD  
*Coalition for Physician Well-Being*



● **A Team-Based Approach to Evolving a Collaborative and Resilient Culture**

Pennie Sempell, JD  
*StressPal*



● **Leading Together: Group Coaching for Physicians and Advanced Practice Providers**

Mary Wolf, MS, LPC-MH, BCC  
*Veritee Partners*



● **How to Best Protect Yourself from Risk in a Medical Practice**

Amanda B. Hill, JD  
*Guard My Practice*



● **Abundant Presence: An Empirically Supported Approach to Physician Wholeness Considered Through the Lenses of Medicine, Mind, and Mission**

Jodi Jackson, MD  
*Children's Mercy Hospital*  
Ravindran Sabapathy, PsyD & David Kennedy, DMin.  
*AdventHealth*



● **The Paradox of the Depressed Resident - Opt-out Therapy**

Gregory Guldner, MD  
*HCA Healthcare GME*



● **Resident Check-Ins: An Innovative Resident Well-Being Initiative**

Glenda Mutinda, MD  
*JPS Health Network*



● **The Check in Checklist**

Ryan Duff, MD  
*Madigan Army Medical Center*



● **Using Photography as a Novel Resilience Tool**

Jeffrey Coston, DO  
*AdventHealth*



● **Adjourn**

Ted Hamilton, MD  
*Coalition for Physician Well-Being*



# Wednesday, July 12<sup>th</sup>

7:00-8:00am ● **Breakfast**  
Kokopelli Grand Ballroom

## General Session - Kokopelli Ballroom

8:00-8:15am ● **Devotional/Reflection**  
Elliot Smith, MSW  
*Kettering Health*



8:15-9:00am ● **The Ethics of Hope**  
Ted Hamilton, MD  
*Coalition for Physician Well-Being*



9:00-10:00am ● **Professional Burnout: Moving Forward with Impact**  
Lotte Dyrbye, MD, MHPE  
*University of Colorado*



10:15-10:45am ● **Break / Poster Session / Exhibitor Tables**

10:45-11:45am ● **Calculating Organization Specific ROI of Provider Well-being**  
Sisi Hu, PhD  
*Harvard Law School*  
Heather Schmidt, DO  
*SSM Health*



11:45-12:30pm ● **Next Steps and Take-Aways, Closing Remarks**  
Ted Hamilton, MD  
DeAnna Santana, PhD  
*Coalition for Physician Well-Being*



12:30pm ● **Adjourn**



# Poster Presenters

## **Addressing COVID-19 Burnout Through a Physician Peer Coaching Pilot Program**

Monica Rodriguez, MPH  
Project Manager, Provider Engagement and Resilience, Houston Methodist

## **Evolution of a Wellness Program in Family Medicine**

Alexandra Beattie, MD  
Family Medicine Residency of Idaho, Boise Program

## **Fortify Resilience Initiative**

Salvador Arellano, MBA  
Research Associate, University of Texas at Austin Health

## **Healthy People Heal People**

Lisa Uherick, MD  
Pediatric Emergency Medical Director, Carilion Clinic

## **Opt-Out Therapy**

Gregory Guldner, MD  
Designated Institutional Official for HCA Healthcare Riverside

## **Paradox of the Depressed Resident**

Jason Siegel, PhD  
Professor of Psychology at the School of Social Science Policy and Evaluation

## **Resident Check-Ins: An Innovative Resident Well-Being Initiative**

Glenda Mutinda, PhD, MFT  
Director of Interprofessional Well-Being, JPS Health Network

## **Role of Fresh and Healthy food in Improving Physician Wellbeing and Preventing Burnout**

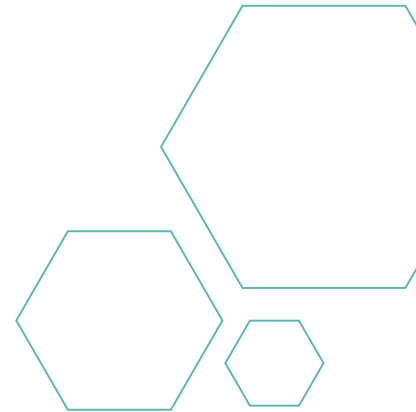
Anamika Adib, MD  
Internal Medicine Resident, Hackensack-Meridian Ocean University Medical Center NJ

## **The Check-in Checklist**

Ryan Duff, MD  
Internal Medicine Resident at Madigan Army Medical

## **The Impact of a full-time Live Harp Musician in the Hospital in Improving the Physician's Well-being**

Akshit Chitkara, MD  
Internal Medicine Resident, University of California Riverside



# The Coalition's Medicus Integra

The Right Step to Improve Your Wellbeing Program



The Coalition for  
**Physician**  
Well-Being



The Medicus Integra® Award was conceived and developed by the Coalition for Physician Well-Being, based upon the belief that physician resilience and well-being is not only good for physicians, but is conducive to healthy organizational culture and essential to quality patient care. For these reasons, it is in the best interest of healthcare organizations to give attention to the well-being of physicians and demonstrate intentionality in developing strategies and initiatives to prevent burnout and promote physician wellness.

The Medicus Integra® Survey describes the characteristics and scope of a comprehensive institutional physician well-being program and provides metrics for assessing progress in program development. The survey tool consists of four categories, including Resilience (RSL), Learning (LRN), Business & Quality (BQA), and Culture (CLT). Within each category, itemized criteria provide clarity and specificity and describe definitive documentation and measures.

The survey process is intended to provide meaningful, credible, and actionable feedback in a collegial and professional manner. The resulting report provides both commendations for observed accomplishments and recommendations for advancing the program.



Institutions achieving Medicus Integra® designation are recognized for their commitment to physician well-being and for their documented accomplishments toward this end. The Medicus Integra® seal, awarded to successful institutions, is designed to communicate, and acknowledge this achievement.



If you desire additional information or wish to apply for a Medicus Integra® survey, please call 407-357-2153 or email [richie@forphysician.org](mailto:richie@forphysician.org)

# Sponsors



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# Exhibitors



*A Passionate Voice for Compassionate Care*



# BECOME A COALITION MEMBER DURING THE SUMMIT: SAVE \$100

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- Medicus Integra discounted consultation
- Generous discount to the 2024 Joy & Wholeness Summit
- Organizational Members receive multiple memberships

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## Free Healthy Eating Program

**Small Steps**

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**Scan Me**



Full Plate  
**LIVING**

Access these and more resources at:  
**ardmore.health/resources**





**Help women physicians want to stay with your organization:**

- Find more joy in work
- Improve work-life balance
- Build community of belonging
- Feel more supported
- Decrease burnout

**We help with all of it.**



## Executive Coaching

- Physicians
- Advanced Practice Providers
- Physician Leaders: CMO, CIO, Dyad Leader, Dept. Chief, CWO
- Dentists
- Executives

## Consulting & Training

- Assess & develop clinician wellbeing programs and cultures
- Peer coach training
- Critical incident processing and resiliency groups
- Grand rounds



**Veritee**

**Wellbeing + Success Strategies for Professionals and Companies**

**Mary Wolf**

✉ [mwolf@veriteepartners.com](mailto:mwolf@veriteepartners.com)

🌐 [veriteepartners.com](http://veriteepartners.com)

# HCA Healthcare Graduate Medical Education's Commitment to Well-Being

HCA Healthcare Graduate Medical Education is dedicated to physician well-being and creating a positive working and learning environment.

We use Self-Determination Theory (SDT) as our overall theory to identify what work and learning environment conditions create flourishing. SDT suggests that all of us have three primary psychological needs: autonomy, belonging, and competence. In order for our team members to grow and thrive we must develop and support each of these needs while systemically reducing job demands.

Along with SDT, the National Academy of Medicine provides a model that our organization uses to focus efforts in developing environments supportive of SDT needs. This model focuses on six strategies that supports healthcare workers: cultivating a culture connection and support, advancing organizational commitment, strengthening leadership behavior, enhancing workplace efficiency, examining policies and practice, and conducting workplace assessments.

**Workplace Wellness is a condition which occurs when an individual perceives that their job demands are balanced with job resources and that the work environment supports autonomy, belonging, competence, and meaningful work.**



## Implementation Science

Our Wellness Champion Program is an in-person, three-day, cohort-based program designed to cultivate HCA Healthcare GME team members interested in developing and implementing initiatives at our facilities to improve the working and learning environment and the well-being of our team members. Our conference curriculum leverages relationships with national experts focused on research-supported interventions in organizational-level interventions aligned with The National Academy of Medicine's National Plan for Health Workforce Well-Being. Specifically, our program focused on organizational interventions using the Job-Demands-Resource (JDR) model and Self-Determination Theory (SDT) as our overall approach to optimizing the work and learning environment to support well-being. JDR suggests reducing job demands, and increasing job resources reduces workplace burnout and leads to workplace engagement.

## Research Focused

HCA Healthcare Journal of Medicine Special Issue: Creating and Supporting Well-Being in the Medical Community. This call for papers is specific to research and scholarly articles related to any of the many facets of well-being among the healthcare team. These may include research on the causes of workplace burnout, impostor syndrome and depression as well as studies aimed at creating a positive work and learning environment that promotes engagement, meaning, and achievement. Papers relating to all members of the team including physicians, nurses, pharmacists, respiratory therapists, residents and fellows, teaching faculty, program coordinators, program



administrators, and others are welcome. This journal is peer reviewed and is indexed. The deadline for submission to the special issue is **Dec. 31, 2023**. Scan the QR code for more info.



Coalition for Physician Well-Being Joy & Wholeness Summit  
July 10-12, 2023 - Park City, UT

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### **Accreditation Statement**

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of the American Academy of Emergency Medicine (AAEM) and the Coalition for Physician Well-Being. AAEM is accredited by the ACCME to provide continuing medical education for physicians.

### **Credit Designation Statement**

The American Academy of Emergency Medicine designates this live activity for a maximum of 13.75 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

### **Financial Disclosures**

The following speaker disclosed a financial relationship:

**Lotte Dyrbye, MD MHPE**

Med Ed Solutions.

Speakers with disclosures had their disclosures reviewed and mitigated.

No other speakers have disclosed a relevant financial relationship.

No members of the planning committee have disclosed a relevant financial relationship.

No staff members have disclosed a relevant financial relationship.

### **How to Claim CME**

AAEM will send a link to claim CME to registered attendees within 30 days following the conference. If you do not receive a link to claim CME, please check your spam/junk folder or contact [info@aaem.org](mailto:info@aaem.org).





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THE DATE  
JULY 2024  
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The Coalition for  
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