Association of Pediatric Program Directors

WELCOME, THANK YOU FOR BEING HERE!

Please type in the chat:

What does wellness mean to you?

What Wellness Means to Us

- Wellness means giving attention to all parts of your identify - professional, personal, etc. And oftentimes different amounts of attention are needed in different areas!
- A big part of wellness is making sure to dedicate a good chunk of “work” time to things I truly love to do.
- Boundary between work and home life
- Wellness is a moving target, but it means remaining capable of focusing on the importance of whatever I'm doing, whether it's caring for patients or spending time w/ my daughter
- Being present
- Having enough time away from work to enjoy work!
- Wellness is knowing what is meaningful to me at work, what is meaningful to me outside of work and ways to maintain each of them, and bridge them when I can, and help others do so as well.
- Wellness is about giving myself grace and space to grow within all realms of life
- Wellness is a health status, to be distinguished by some from well-being, a sense of meaning and satisfaction with your current personal and professional state

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APPD CREC VIRTUAL CAFE

Bulb Suctioning Burnout: Supportive Care Strategies for Wellness in Residency

January 19, 2023

Association of Pediatric Program Directors

WELCOME FROM THE CHIEF RESIDENT EXECUTIVE COMMITTEE (CREC)!

PURPOSE

The Committee is formed to represent the interests of the Chief Resident members of the APPD, including, but not limited to:

- Chief Resident professional development as educators, administrators, leaders, and clinicians
- Resident education
- Resident wellness

CREC LEADERSHIP

Faculty Leads



Blair Dickinson, MD, MS
St. Christopher's Hospital for Children



Jay Homme, MD
Mayo Clinic

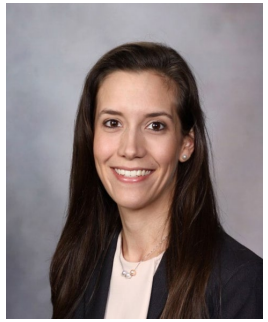
Faculty Mentors



Alisa Acosta, MD
Baylor College of Medicine



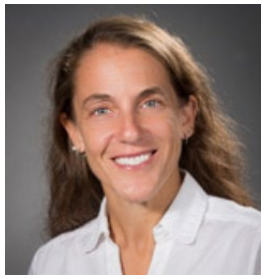
Sophia Goslings, MD
University of South Alabama



Margarita Corredor, MD
University of Rochester Medical Center



Eric Zwemer, MD
UNC Health



Cheryl Taurassi, MD
Cohen Children's Medical Center

APPD CREC 2022-2023



Chair: Zuri Hudson, DO
Chief Resident
Children's Mercy Hospital



Vice Chair: Ryan Lion, MD
Chief Resident
Stanford University



Secretary: Libby Ireson, MD
Chief Resident
Cincinnati Children's Hospital Medical Center



Member-at-Large: Taylor Olian, DO
Chief Resident
Jersey Shore University Medical Center



Member-at-Large: Matthew Present, MD
Chief Resident
Univ. of Rochester Medical Center

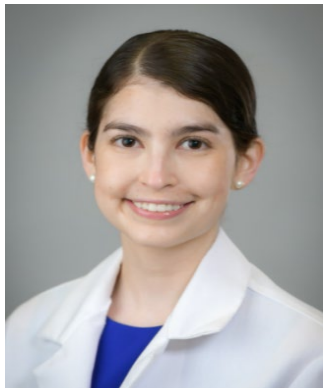


Member-at-Large: Kristin Sundy-Boyles, MD
Chief Resident
Nationwide Children's Hospital

APPD CREC 2021-2022



Chair: Leah Heidenreich, MD
Former Chief Resident
Mayo Clinic



Vice Chair: Sarah Soffner, MD, MPH
Former Chief Resident
UT Southwestern



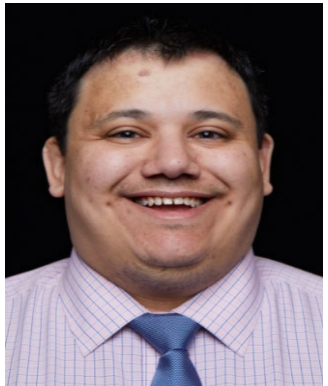
Secretary: Shawnice Kraeber, MD
Former Chief Resident
Kaiser Permanente NorCal



Member-at-Large: Samara Jinks-Chang, MD, MPH
Former Chief Resident
Seattle Children's Hospital



Member-at-Large: Molly Mack, MD
Former Chief Resident
Univ. of Pittsburgh Medical Center



Member-at-Large: Robert Trevino, MD, PhD
Former Chief Resident
Univ. of Illinois - Peoria

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AGENDA

- Define wellness and burnout
- Share wellness initiatives at our institutions and nationally
- Using the power of moments to promote wellness
- Discussion: common challenges when promoting wellness
- Resilience and wellness during chief year
- Discussion: what have you/we faced this year?
- Wrap up

What is wellness?

Wellness in medical education: definition and five domains for wellness among medical learners during the COVID-19 pandemic and beyond

Stephana J. Cherak,[a,b,c] Brianna K. Rosgen,[a,b] Alexa Geddes,[c] Kira Makuk,[b] Sanjana Sudershan,[d] Caroline Peplinksi,[d] and Aliya Kassam[a,c]

Learner definition: "A general sense of personal well-being – the opportunity to be and to do what is perceived by the learner as most needed and most valued."

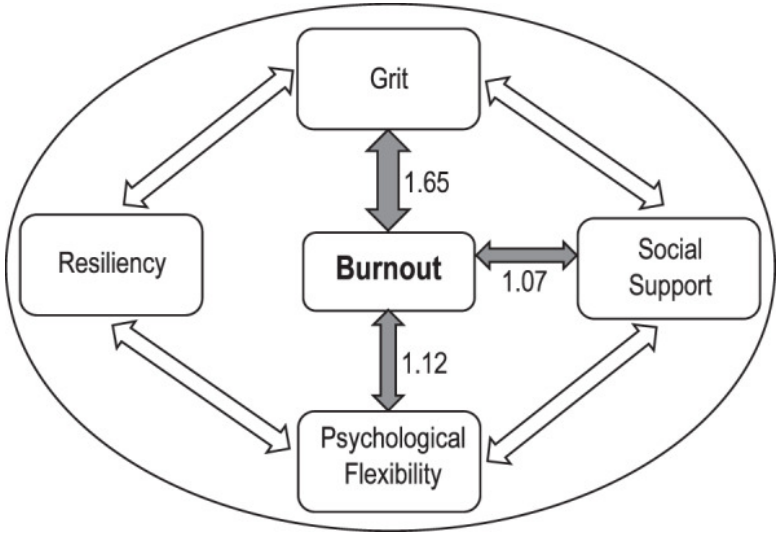
Five domains of wellness:



What is burnout?

Exhaustion + Cynicism/Dehumanization + Sense of Ineffectiveness

- Physicians and nurses face double the rate of other U.S. professionals - resident prevalence ~50%
- Burnout is linked to depression and increased risk of suicide



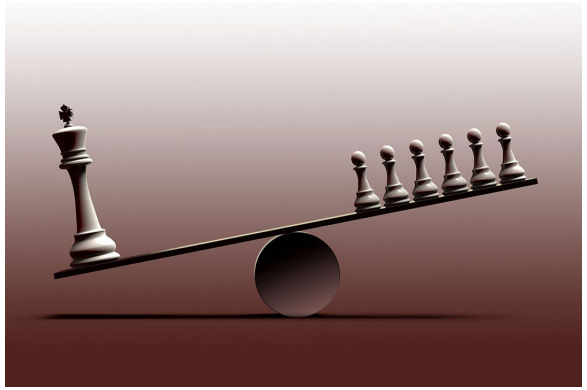
Mistreatment and Burnout

- Pediatric residents who report mistreatment are ~2x as likely to report feeling burned out
- 33% of pediatric residents report incidents of mistreatment
- Most common sources of mistreatment:
  1. Clinical staff
  2. Patients' families
  3. Faculty



Power Dynamics and Institutional Responsibility

- Historically marginalized groups are significantly more likely to be mistreated
- Issue compounded when leadership is less diverse, less likely to have experienced mistreatment themselves
- Crucial to have confidential reporting mechanisms
  - Bystander training and reporting systems can help to relieve burden and build allyship



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Children's Mercy Hospital

Zuri Hudson (zhudson@cmh.edu)

Children's Mercy HOSPITALS & CLINICS Kansas City

- Wellness Committee
- OWL Brunches
- Post Didactics Happy Hours
- Admin half days
- **Chief Hour**
- Book Club w Palliative Care Team
- Mentorship (Big/Little)
- UIM Trainee Hang
- **Attitude of Gratitude**











Jersey Shore University Medical Center

Taylor Olian (tayloreolian@gmail.com)

- Designated Resident Social Chair
- **Code Lavender Program**
- End of Block Happy Hours
- Monthly Wellness Activity
- Big/Little Program
- Monthly Meal Cards
- Theme Thursdays
- **Post NF Brunch**









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Nationwide Children's Hospital

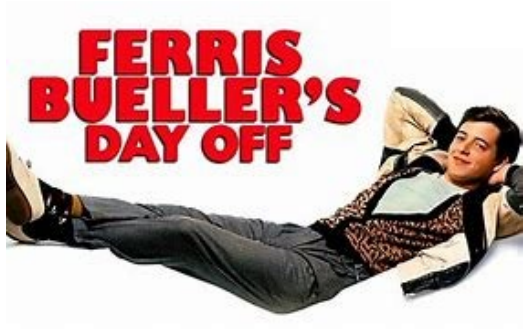
Kristin Sundy-Boyles (kristin.sundy-boyles@nationwidechildrens.org)

- Residency Program Wellness Committee
- Butterfly buddies
- Matrix
- **YOUMatter**
- Protected wellness days
- **Potlucks**











Cincinnati Children's Hospital

Libby Ireson (elizabeth.ireson@cchmc.org)

- Residency Council Wellness Committee
- Tiered mentoring
  - Families
  - Teams
  - Faculty
- **Hospital-wide Peer2Peer Program**
- **Social Crisis Debriefs**
- Resident Appreciation Week
- Wellness mornings (morning off inpatient rotation)



Stanford Lucile Packard Children's Hospital

Ryan Lion (ryrlion@stanford.edu)



- Residency Council Wellness Committee
- **"Fireside Chats" - Longitudinal humanism curriculum**
- **"Sunshine Conferences" + Mentorship Mondays**
- Scheduled half-days off in outpatient rotations
- Class retreats and class dinners
- Meal cards
- *WellConnect*
  - 24/7 phone line to establish timely mental health care





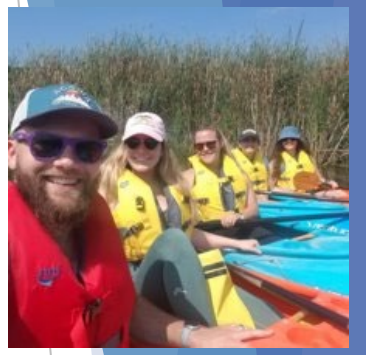


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University of Rochester
Golisano Children's Hospital

Matthew Present (matthew_present@urmc.rochester.edu)







- Half-day off each week to work on community or research project (except on ICUs, nights)
- Debrief team after traumatic events
- EAP w/ same-day appts, MH services for residents
- Guaranteed coverage for URM residents to participate in AMRF
- **Microaggression reporting system**
- **House Cup (pts for champagne tap, kudos, publications, etc)**
  - **Winning team gets extra personal day**
  - **"Catch residents being good"**





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National Resources

THE ARNOLD P. GOLD FOUNDATION
Gold Humanism Honor Society
We ♥ residents!

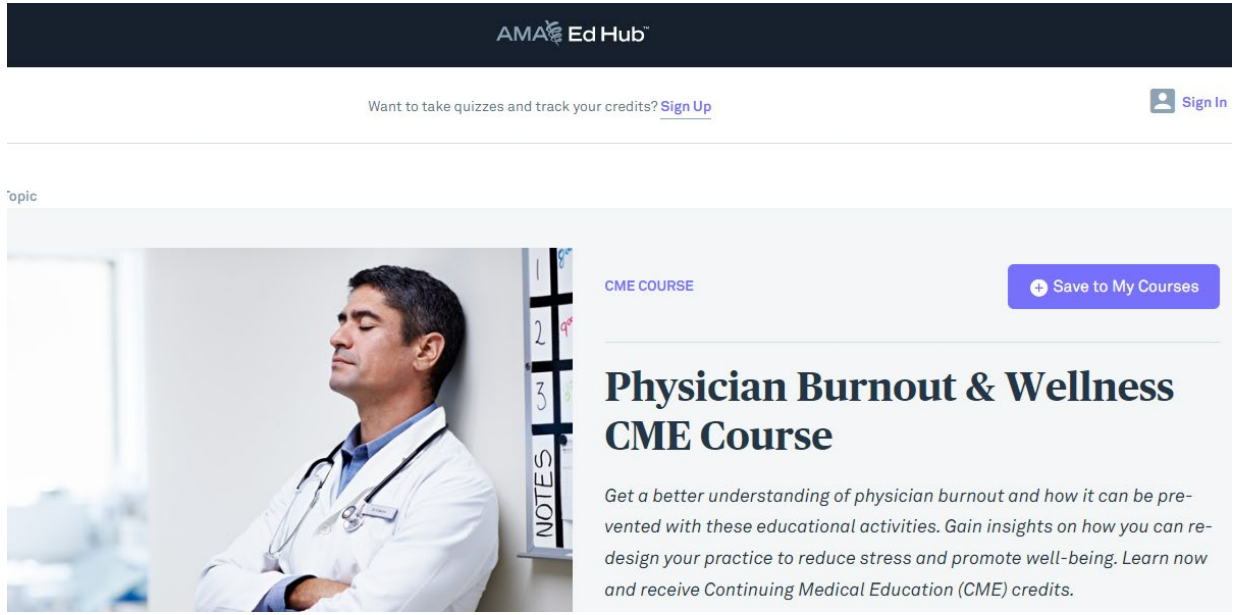


AMA | STEPSforward

National Academy of Medicine
Action Collaborative on Clinician Well-Being and Resilience

Well-Being in the Time of COVID-19 GUIDEBOOK

Accreditation Council for Graduate Medical Education (ACGME)
Resources to Promote Well-Being during the COVID-19 Pandemic



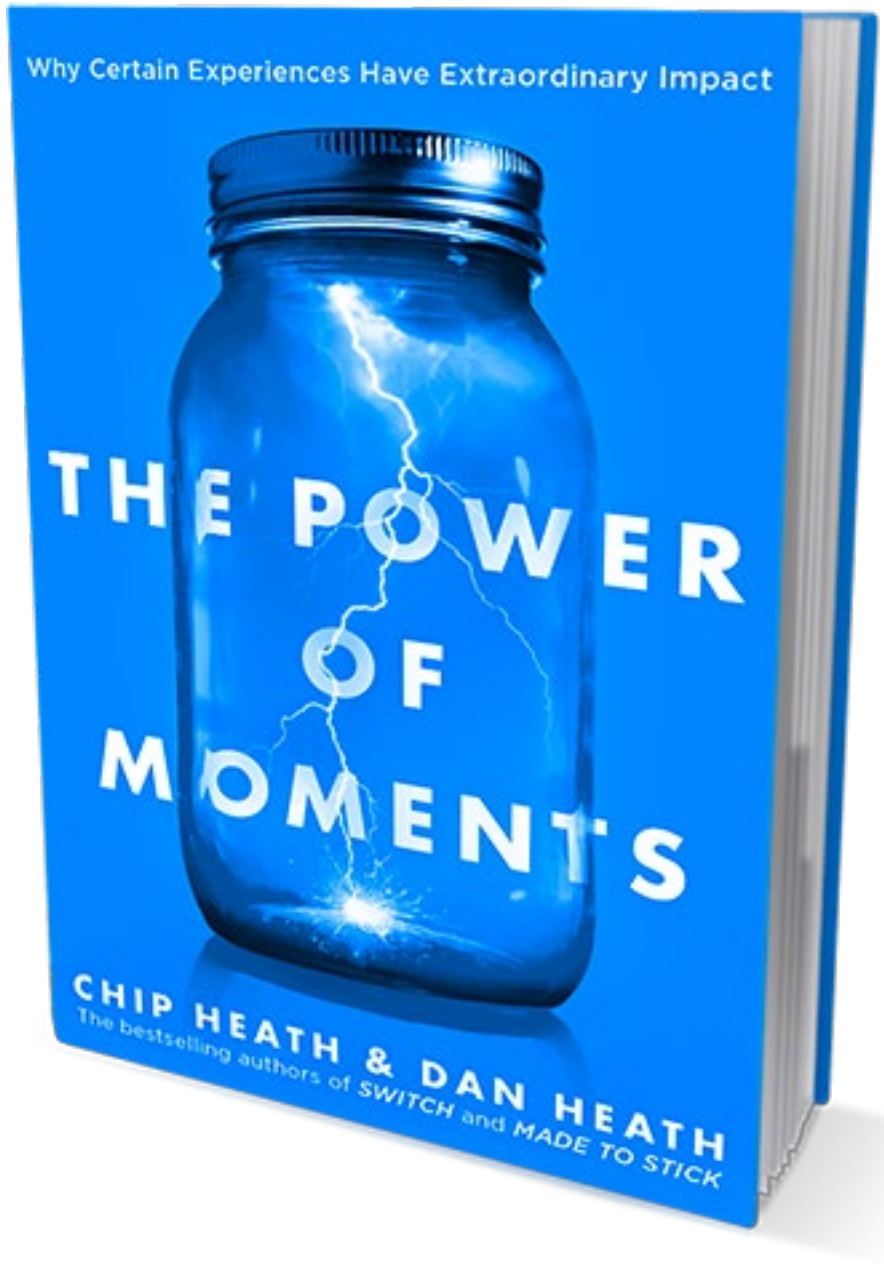
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What other initiatives do you have at your institution?

What challenges have you faced at your institution?

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Definition

“A defining moment is a short experience that is both memorable and meaningful"

4 Tenets of Powerful Moments

- Elevation
- Insight
- Pride
- Connection



Elevate

Making an effort to distinguish one moment as a peak above others, which sometimes involves “breaking the script” of our firmly established habits and protocols.

Insight

Getting folks to acknowledge a central truth they might not otherwise recognize, which the authors describe as getting people to “trip over the truth themselves”

Pride

Ensuring that participants recognize their own personal growth, accomplishments, and strengths

Connection

Recognizing that powerful moments rarely happen in isolation, even more important in these current times.

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Example - “Happy Box”



UNC SCHOOL OF MEDICINE

UNC HEALTH CARE Children's

DEPARTMENT OF
PEDIATRICS

Division of General Pediatrics
& Adolescent Medicine

October 13, 2020

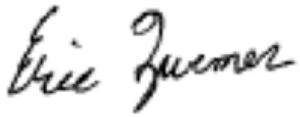
____,

Congratulations on making it almost to the midpoint of residency! After working with you for about one and a half years, I have recognized that you are not great at bragging about yourself. While this is a praiseworthy characteristic, I want to encourage you to focus on the numerous positive comments and words of praise you have received since the start of your intern year.

Below are a series of comments pulled from your evaluations to date, reflecting your tremendous growth, skills, and contributions to patient care.

You should feel very proud of yourself for your work in residency so far. To help you brag a little to those that care about you, I've enclosed two stamped envelopes with copies of the above comments. Please send one or both to people in your life who have gotten you to this point and who continue to support you along this journey.

We are so fortunate and lucky to have you in our program. Thank you for your prior and ongoing contributions to our residency.



Eric Zwemer, MD
Associate Program Director, University of North Carolina Pediatrics Residency
Academic Pediatric Hospitalist
Assistant Professor of Pediatrics
Eric_Zwemer@med.unc.edu

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Division of General Pediatrics & Adolescent Medicine

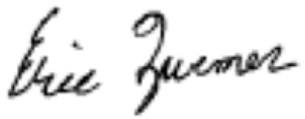
October 13, 2020

To Whom It May Concern:

I serve as one of the primary Advisors for University of North Carolina Pediatric Residents, and I am writing to share my admiration and pride in ____'s work to date in our residency. One aspect of ____ that I have noticed after working with them for about one and a half years is that they are not great at bragging about themselves. While this is a praiseworthy characteristic, I decided I would brag for them.

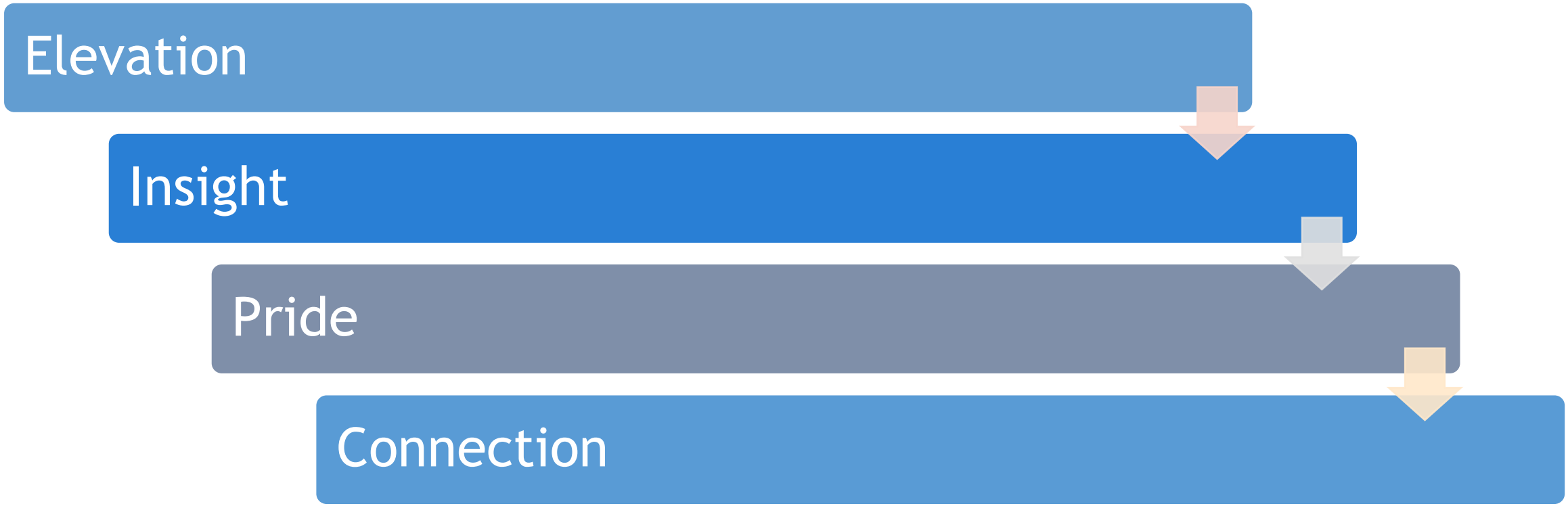
Below are a series of comments pulled from ____'s evaluations to date, reflecting their growth, skills, and contributions to patient care.

We recognize that residents rarely achieve success alone, but instead stand on the shoulders of friends and family that support them in their endeavors. Thank you for your previous and continued support of ____. We are so fortunate to call them a resident in our program.



Eric Zwemer, MD
Associate Program Director, University of North Carolina Pediatrics Residency
Academic Pediatric Hospitalist
Assistant Professor of Pediatrics
Eric_Zwemer@med.unc.edu

Review



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Leading with Resilience



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What adversity have you faced this year as a chief?

How have you responded to that adversity?

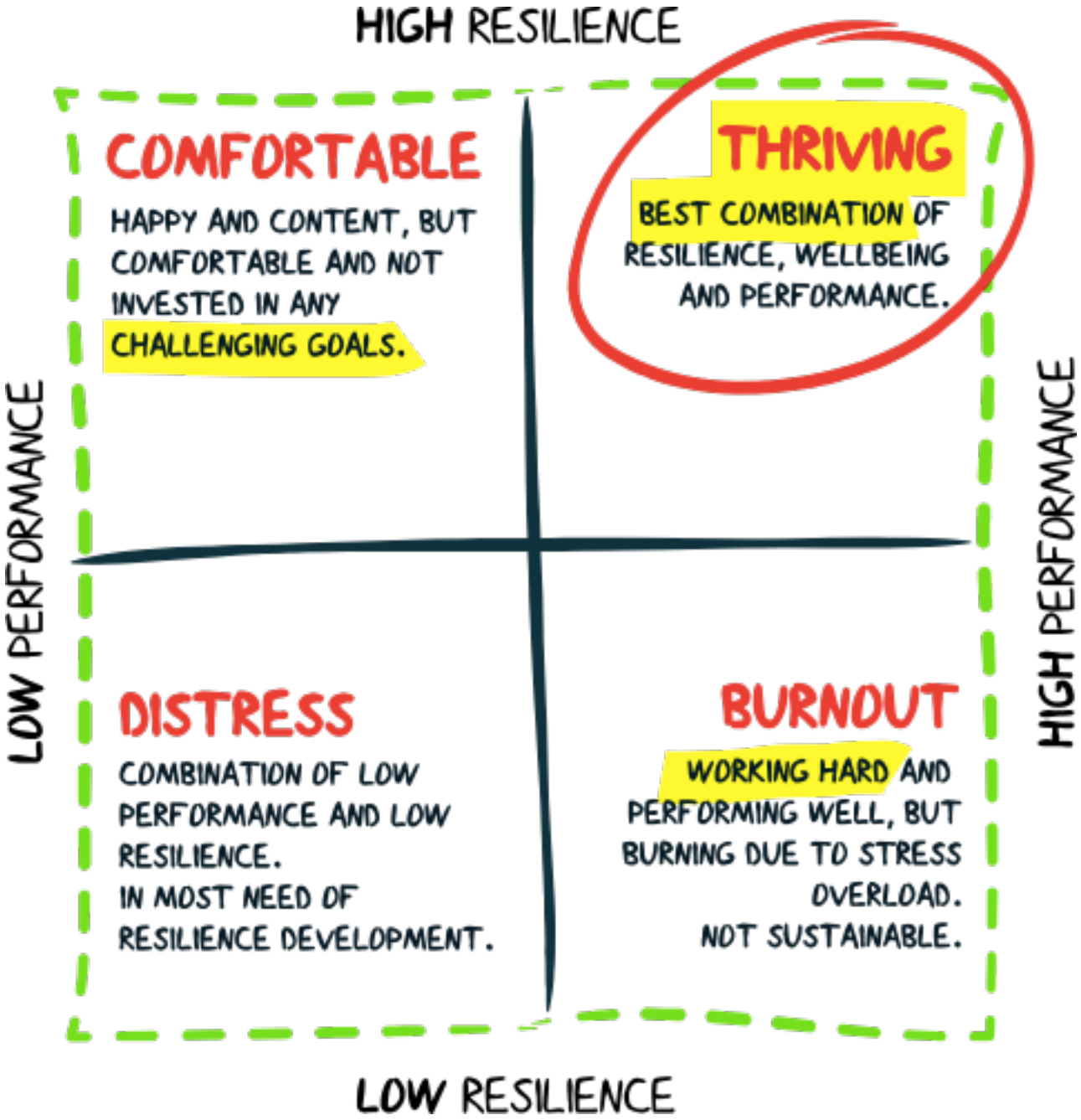
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How have you grown this year? What have you learned about yourself?

What have you accomplished that you are proud of?

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Summary/Wrap-Up

- We know burnout is common
- There are local and national resources for burnout prevention and fostering resilience
- Harness the power of moments to create meaning
- Put your own oxygen mask (or n95?) on first - chiefs need wellness too!



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KEEP IN TOUCH!

PLEASE JOIN THE APPD CREC CHIEF RESIDENT PEER MENTORSHIP NETWORK! MEET OTHER CHIEF RESIDENTS, DISCUSS COMMON CHALLENGES, AND BRAINSTORM SOLUTIONS!

Chief Resident Peer Mentorship Network

Association of Pediatric Program Directors

What is one thing you will take away from this session?