MAY 2017 UPDATE

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WELLMD CENTER PROMOTES OPTIMAL DEPARTMENT LEADERSHIP

Not only is leadership engagement essential to building a successful physician wellness program, the quality of leadership itself is an important modifier of individual physician well-being. In a recent article from the Mayo Clinic, composite division/department leadership ratings were associated with overall department burnout and satisfaction. In fact, each 1-point increase in leadership score related to a 3.3% decrease in likelihood of burnout and a 9.0% increase in likelihood of satisfaction.

Because leadership is such an important concept in research on physician wellness, leadership questions from the Mayo Clinic’s physician survey were incorporated into our 2016 Physician Wellness Survey. Our survey participants were asked questions such as how well their department leaders encouraged their career development, empowered their work, treated them with respect, appreciated their input, provided recognition, and kept them informed.

Results of our survey were used in two ways. First, when asked about improving the culture of wellness at Stanford, participants gave “Strategies to promote leadership traits associated with improved professional satisfaction” the highest rating. This supports a need for our addressing this issue in detail.

Second, members of our Center team then met with each of 18 department chairs to discuss their department’s cumulative results to these leadership questions; and to listen to chair perspective, concerns, and ideas about what is needed. Much has been learned during these discussions. Center team members will then summarize these findings to the Council of Clinical Chairs, follow up with strategies to address specific needs at the departmental level, and begin a second round of discussions with division chiefs.

Chairs were very concerned about the burnout trends over the three years between our two surveys. They were committed and engaged to address any leadership support gaps, and to help develop innovative and effective strategies tailored to their departments.

Calendar:

For details of these and more events & classes, or CME wellness courses, see WellMD Calendar

5/3  Film screening “Real Boy”
5/4  Equine-imity: Stress Reduction & Horses
5/4  The John Etchemendy Cardinal Walk
5/5  Bechtel International Spring Festival
5/5  Healthy Snacks Made Simple
5/6  Walk MS: Silicon Valley
5/9  Time Management
5/9  A Symposium on Medical Cannabis
5/10 Stanford Jazz Orchestra
5/10 Death: What is it?
5/11 Dean’s Lecture Series: Thomas Pike
5/11 Scientific Illiteracy & the Media - Dr. Nancy Snyderman
5/11 Bike to Work Day
5/13 Relay for Life
5/13 Powwow Fun Run
5/16 Film Screening: “Extremis”
5/16 Meditation Me? Why, How & What Type?
5/17 Webinar: Bike Commuting 101
5/18 Plasticity of Ageing
5/20 Stanford Medicine Community Day
5/20 2017 Frost Music & Arts Festival
5/21 Bay to Breakers
5/22 Is an Electric Vehicle Right for You?
5/23 Palliative Care GR: Resilience Techniques
5/23 Caregiver Seminar: Who is Minding the Home Front?
5/25 Augmented Reality in Medicine
5/31 Webinar: Tools to Achieve Change Goals
5/31 The Future of Health and Healthcare

News:

• LPCH to start Schwartz Center Rounds 5/24
• View med student art on 1st & 3rd floors LKSC
• How slow breathing induces calmness
• Review of new book “Attending”

Research:

Sponsored by the AMA, 32 experts gathered to develop a national research agenda to address physician burnout. Their recommendations included attention to well-being and patient outcomes, ROI costs, standardized metrics, organizational alliances, and determination/sharing of best intervention practices on an individual and institutional level.