From Bryan Bohman, MD  
Chair, Physician Wellness Committee

**CAREER FLEXIBILITY: Planning for Faculty Work-Life Balance**

The physician workforce is changing and coming to better reflect the society at large. Physicians are younger and more culturally diverse, with the proportion of women physicians rising rapidly.

To attract and retain the best faculty, and to promote physician wellness, we must recognize and embrace these changes. Drs. Hannah Valantine and Christy Sandborg, members of the Physician Wellness Committee, recently led a Career Flexibility task force to “create a customized career plan for individual physicians and scientists that improves satisfaction, promotes work-life integration and allows the faculty to focus on what they value.”

Academic Biomedical Career Customization (ABCC), the framework that emerged from that work, encourages individual faculty physicians to work with their department chair to plan a career path that builds in flexibility around timing, pacing and workload.

A proof of concept pilot with several teams across the school in clinical and basic science departments has begun. For more information about the ABCC Program, see their [website](http://wellmd.stanford.edu).

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**Need to Know Events:**

- **7/7** - Jazz for Kids
- **7/9** - Self-Acupressure at Work
- **7/9** - Mindfulness at Work
- **7/9** - Partner Shiatsu Neck/Shoulder
- **7/9** - Back Relief from Top to Bottom
- **7/9** - Festival: Films of Sam Shepard
- **7/13** - Summer Stanford Symphony
- **7/15** - Walking tour of Papua New Guinea Sculpture Garden
- **7/15** - Miles for Migraines run/walk
- **7/16** - Info session Team in Training for Ronald McDonald House
- **7/19** - Summer Concert: Choir of Sussex College, Cambridge
- **7/23** - Global Health lecture
- **7/28** - Memoir Workshop

For details see [WellMD Calendar](http://wellmd.stanford.edu), plus find many upcoming charitable sports events. Start training this summer, and do yourself a favor as well as benefit a worthy organization.

**Do you have a musical skill to share with your colleagues?**

- **9/22** – The Concert by Caregivers Music Festival 12-4pm

Contact [Greg Kaufman](mailto:Greg.Kaufman@stanford.edu), SHC Music Program Coordinator, to sign up yourself/group or to be paired up.

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**Recent Research:**


In a research study sponsored by the Army and National Science Foundation, workers with email were in a constant “high alert” physiological state and switched computer screens on average 37 times/hr; when on an “email holiday” they were less stressed and more focused. Author suggests batching email/scheduling paced login times.


The two equally most important reasons that 150 Illinois internal medicine residents gave for working while ill (which 51% had done in the past year) were “felt responsibility to care for patients” and “did not want to force colleagues to cover”. Twenty-one percent believed that there were instances where a sick resident had infected a patient.

**Stories from early-career women physicians who have left academic medicine: a qualitative study at a single institution.** Levine RB, Lin F, Kern DE, Wright SM, Carrese J. Acad Med. 2011 Jun;86(6):752-8. PMID: [21512363](http://dx.doi.org/10.1097/ACM.0b013e31821796b0)

Interviews with 20 female physicians who left academic medicine at Johns Hopkins revealed “divergent views with the institutional norms on how to measure success and, as a consequence, felt that they were undervalued at work.”