



The Coalition for
Physician
Well-Being

E-Newsletter

December 2022

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A Message from DeAnna Santana, Ph.D, Executive Director

As we enter the holiday season, I am reminded of how important relationships with my family, friends, and colleagues has meant to me. Family gatherings are always a special time for us. Our home is always filled with aunts, uncles, nieces, nephews, children, grandparents and great-grandparents all enjoying Sabbath lunch and fellowship. The holidays are another blessing of more time together and more food to eat.

Thank you to each and every one of you for your support of the Coalition. The work of ensuring physician and provider well-being at an organizational level is an ongoing challenge as we learn, grow, adjust, and make changes to our systems and structures. Just as my family grows and adjusts to keeping our traditions alive in this new world, so shall we learn and grow from new opportunities to ensure the health and well-being of our healthcare providers.

It is my sincerest wish that you and your loved ones have a very happy holiday season. May every life you touch be blessed and filled with healing and hope for the future.

DeAnna Santana, Ph.D

Executive Director

On This Month's Episode of the Well-Being Connector Podcast...



LISTEN NOW



Season 2, Episode 17
December 1, 2022
Todd Richwine, DO

About the Speaker

Todd Richwine, DO is a family practice physician who serves as the Chief Medical Information Officer for the Texas Health Physicians Group. He also serves on multiple committees and boards within Texas Health Resources and Southwestern Health Resources.

Information on each of the prior episodes can be found on our website ([click here](#)) and you can download any of the episodes on whichever app you might normally use to listen to podcasts.

Register NOW for 2023 Coalition Webinars!



The Coalition would like to thank everyone who attended our monthly Zoom webinars this year. Your energy and engagement toward organizational change to improve physician and provider well-being made this our most impactful year yet. We want to give a special thank you to Steven Reames, webinar host and chair of the Programming Committee, for his dedication to our 2022 series.

The 2023 webinar series will align topics to the quadrants of the [Medicus Integra®](#) Survey. 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

View the full schedule of 2023 webinars and register today by visiting [this link](#).

Exclusive Virtual Learning Webinars for CME Credit



The Coalition for
Physician
Well-Being

VIRTUAL LEARNING CENTER



FREE FOR MEMBERS

As an added benefit of Coalition Membership, all Virtual Learning Center modules are available **FREE OF COST** for current Members. Non-Members: \$35 per CME credit.

SELF-PACED

Complete your **AMA PRA Category 1 Credit** modules at your own pace, when you have the time and attention.

UNIQUE TOPICS

Engaging topics to choose from! Once complete, each module is worth one **CME credit**.

The Coalition is excited to announce the launch of exclusive [Virtual Learning Center](#) content in 2023. Traditionally, our Virtual Learning Center has offered archived webinars to the public for CME credit. Beginning in 2023, the Coalition will introduce four new pieces of exclusive content for members throughout the year, starting in January.

Topics for our exclusive content will be provider-focused and range from issues such as Crisis Communication to Delivering Bad News. As a reminder, paid members receive complimentary access to our Virtual Learning Center, and all courses are approved for **one (1) AMA PRA Category 1 Credit each**. We hope that you will take advantage of this new learning opportunity!

Year-End Giving – Consider a Donation to the Coalition for Physician Well-Being



We are immensely grateful for the successful year that the Coalition for Physician Well-Being has experienced in 2022. Following two years of virtual conferences, the in-person attendance at our annual Joy & Wholeness Summit brought over 180 participants. Our membership now exceeds the 300 mark. Our podcast and monthly webinar continue to attract new followers, and our committees are actively pursuing new activities and developing innovative resources to address burnout and promote resiliency.

At a time when the incidence of physician burnout is at an all-time high, the work of the Coalition has never been more important. This past year, in collaboration with the [Ardmore Institute of Health](#), we were able to provide paid scholarships for **ten (10)** residents to attend the Joy & Wholeness Summit in Denver, Colorado. Their engagement with the conference and their unanimous response to the conference theme and compelling presentations was overwhelming.

Your tax-deductible donation to the Coalition will help us reach our goal to provide **twenty (20)** resident scholarships for the 2023 conference which will be held in Park City, Utah, July 10-12. Thank you for joining us in investing in the training and development of young doctors for their personal wholeness and that of our entire profession.

Ted Hamilton, MD

Chairman and Senior Advisor



Call for Sponsors and Exhibitors – 2023 Joy & Wholeness Summit



The Joy & Wholeness Summit provides a "boutique" conference experience, tailor-made for those who are interested in improving the overall well-being and quality of life for physicians.

This event provides a wealth of knowledge and networking opportunities that extend beyond the conference. And as an exhibitor, you will be able to engage with attendees in a meaningful way as you showcase your products and/or available services.

This is your chance to be a part of a growing movement, as we feature renowned experts and speakers who will share valuable insights on well-being across the health care spectrum. We have also introduced targeted, immersive pre-conference sessions that focus on graduate medical education and issues impacting women physicians.

As we continue the important work of supporting individuals and organizations while they build and implement well-being programs, we believe that the Joy & Wholeness Summit will provide a great venue for your company as an exhibitor to help you reach your marketing, engagement and programming goals.

Sponsor/Exhibitor Packet & Registration

News, Research & Resources

You may need a subscription to read some of these articles.

Electronic Medical Records Are Strangling American Medicine

"As a surgical resident, I've heard too many structural explanations for cost and burnout problems that overlook a specific, fixable culprit: Our electronic medical records (EMRs) are still hopelessly broken." – **Dane Brodke, MD, MPH for Medpage Today**

Measuring psychological safety and local learning to enable high reliability organisational change

"Psychological safety is a cornerstone of high reliability organizations (HROs). This children's hospital developed two scales (trust in team members and trust in leadership) and one composite measure (local learning) to measure staff psychological safety and evaluate the effectiveness of their transition to high reliability. More than 4,500 health system staff completed the survey; results indicate the two

scales are strongly associated with the composite measure." – **Cartland J, Green M, Kamm D, et al. BMJ Open Qual. 2022;11(4):e001757.**

Work Hours and Depression in U.S. First-Year Physicians

"The proportion of physicians who have a positive screening for depression increases by a factor of five to six times with the start of residency.¹ The long work hours that are typical of residency are a potential driver of worsening depressive symptoms.² We used an emulated trial design, a method that is suited to simulate a randomized trial when a trial is not feasible, to estimate the association between work-hour levels and change in depressive symptoms during the first year of residency." – **The New England Journal of Medicine**

New Member Feature – Mallory Salentine, MD



Mallory Salentine, MD

General Pediatrician & Physician Well-Being Lead

Children's Wisconsin

Founder and CEO

Salentine Coaching and Consulting LLC

How long have you been practicing medicine or in the health care industry?

10 years

Why did you join the Coalition? I joined the Coalition for Physician Well-Being because I truly believe in the mission of creating workplaces that help healthcare workers thrive. I have been attending the Coalition's conferences since 2020 and have found them extremely valuable with takeaways I implement at my organization every year. With the education and support of the Coalition we have started a Peer Support Program, mental health rounding, and provider coaching. I have truly enjoyed the connections I have made with members of the Coalition and am interested in building on those connections and education. I also want to give back as the Coalition has given me so much.

Why are you passionate about physician well-being? I am passionate about physician well-being because I have been in a place of chronic stress and unhappiness in my role. It took me many years to get out of that place and find joy in my work and I want to prevent this stress for my friends and colleagues in medicine. As a Pediatrician, prevention of disease is always my goal. As a physician leader, coach, and consultant, I know that preventing burnout is possible, and I am excited to be able to be a part of that shift from treatment to prevention.

What do you do to ensure your own well-being? For me, a large part of ensuring my own well-being is awareness. Awareness when I am feeling stressed or anxious. Awareness when something feels off and going against my values. Awareness of when I am being triggered. This awareness allows me to pause, shift, and rewire my brain to find joy and happiness. Awareness is the first step to building your well-being. It took me many years to find this awareness and is still a work in progress. Coaching was a major contributor to becoming more aware and I am so grateful to be able to provide this service to my colleagues around the world. The more aware I am, the faster I can shift to well.



Message from the Editor

Do you have news, information or updates that you would like to be considered for publication in our newsletter? If so, share it with us. Here are some examples of potential topics you might wish to submit:

1. Events related to the mission that you are running or attending
2. Recently published research that you found interesting
3. Relevant job postings
4. Member job changes or advancements
5. Relevant efforts for which you are looking for collaborators
6. Anything else you believe might be of interest to Coalition members

Please email Max Kuchenreuther at max@forphysician.org to submit.



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