



The Foundation
of the Pennsylvania Medical Society

NEWS FROM
THE FOUNDATION OF
THE PENNSYLVANIA MEDICAL SOCIETY

WINTER 2019

CONNECTIONS

Education. Wellness. Excellence. *Always.*

YOUR WELLNESS: OUR PRIORITY

At the 2019 Pennsylvania Medical Society House of Delegates, held Oct. 25-27, in Hershey, the Foundation debuted a video highlighting the work done over the course of the last year surrounding physician wellness and building resilience within our family of medicine. We realize this work is only the beginning, and we look forward to continuing to make your wellness our priority in 2020.

In this endeavor, we will partner with PAMED President Dr. Lawrence John, who is focusing on physician wellness during his presidency. We featured his wise words in our latest video, and he articulated his thoughts on this important mission in his speech at his inauguration at the 2019 House of Delegates.

During his remarks, Dr. John shared his observations on the current climate in medicine.

"In this era of modern medicine, we see physicians striving to overcome many challenges in order to create an environment that is balanced and rewarding," he said.

He also made a call to action for physicians and other medical professionals to support one another.

"We need to help our colleagues and the patients they serve thrive in this complicated world of modern medicine. But physicians cannot do it alone," Dr. John said. "Physicians need the camaraderie and advocacy of physicians working together and guided by organized medicine in order to help them create a balance in work and life."

The Foundation echoes these sentiments. We can do so much more if we work together.

"We have dedicated our lives to serving our patients and ensuring their health and well-being," Dr. John said. "Now it is time for us to listen to our colleagues to ensure their health and well-being."

To learn more about the work of The Foundation of the Pennsylvania Medical Society, please watch and share the new video on our homepage at www.foundationpamedsoc.org. ■



CONNECTIONS

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Connections

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MESSAGE FROM THE EXECUTIVE DIRECTOR

A season of change

How many of you enjoy change? Rarely do I meet folks who say, "Please turn everything upside down and bring significant change into my life." As a mother of an autistic young man, I know the potential impact of the smallest change. To help him to adapt, I've learned that planning when possible, and compassion and communication in many forms are the essential key ingredients to approaching an unanticipated or completely expected diversion from the status quo.

And so it goes with the Foundation as well. We are in a season of change within our Physicians' Health Program. This fall we welcomed Tiffany Booher, MA, LPC, CAADC, CIP, CCSM as our new program director. Tiffany has been part of our PHP team for more than five years. Her clinical depth is quite impressive, and her knowledge of the program and past efforts to improve the program's procedures and protocols speak for themselves. Tiffany is highly regarded for her commitment to our participants and her colleagues at the local, state and national levels.

As soon as we announced Tiffany's appointment, we learned of PHP Medical Director Dr. Jon Shapiro's intent to retire at the end of the year. Jon is preparing to welcome his first grandchild into the world and he would like greater flexibility to travel with his wife across the globe. Our PHP is blessed to have two medical directors, and Dr. Raymond Truex Jr. will continue to work closely with Tiffany and our staff to guide our participants. We are currently interviewing potential candidates and hope to announce the name of our second medical director before year end. We want to extend the deepest gratitude to Dr. Shapiro for his dedication and devotion to the PHP. His time with the PHP will be a warm and wonderful memory as we reflect upon the humor, wisdom and thoughtfulness he brought to our program.

Things happen in threes; therefore, the last change I should share with you is we will be moving to a new location near Mechanicsburg in June 2020. The building is currently under construction. The Foundation has taken steps to maintain a secure and confidential PHP and LifeGuard meeting space for our staff and participants throughout the time of transition. We have outlined our process to maintain the highest level of security for our records as we are unwavering in our aim to protect and preserve confidentiality at all times.

Through all of these opportunities to look at things differently we will answer any questions you may have. We celebrate the opportunity to promote a deeply invested colleague as the new PHP director. We understand the sadness associated with wishing "Je vous souhaite tous mes meilleurs vœux" to a beloved medical director who has been an essential part of the PHP family. We know you will need directions to our new headquarters and we hope that you will come by to check out our new digs next summer.

As we prepare for a new year, I extend my deepest appreciation to those who lead, guide, give and serve. Our Foundation wish for you is good health, prosperity and joy. Change is inevitable; how we adapt is the lasting legacy. ■



Heather A. Wilson, MSW, CFRE, FCPP

Be well,

Heather A. Wilson, MSW, CFRE, FCPP

OUR MISSION

The Foundation of the Pennsylvania Medical Society provides programs and services for individual physicians and others that improve the well-being of Pennsylvanians and sustain the future of medicine.

2019 HOUSE OF DELEGATES

The Foundation of the Pennsylvania Medical Society is incredibly grateful for all who made a difference through gifts made during the House of Delegates, held Oct. 25-27, in Hershey. This exceptional generosity will ensure the Foundation is able to make a positive impact for many generations to come. More than \$20,000 was donated to our honor campaigns:



Danae M. Powers, MD
2018-19 PAMED President



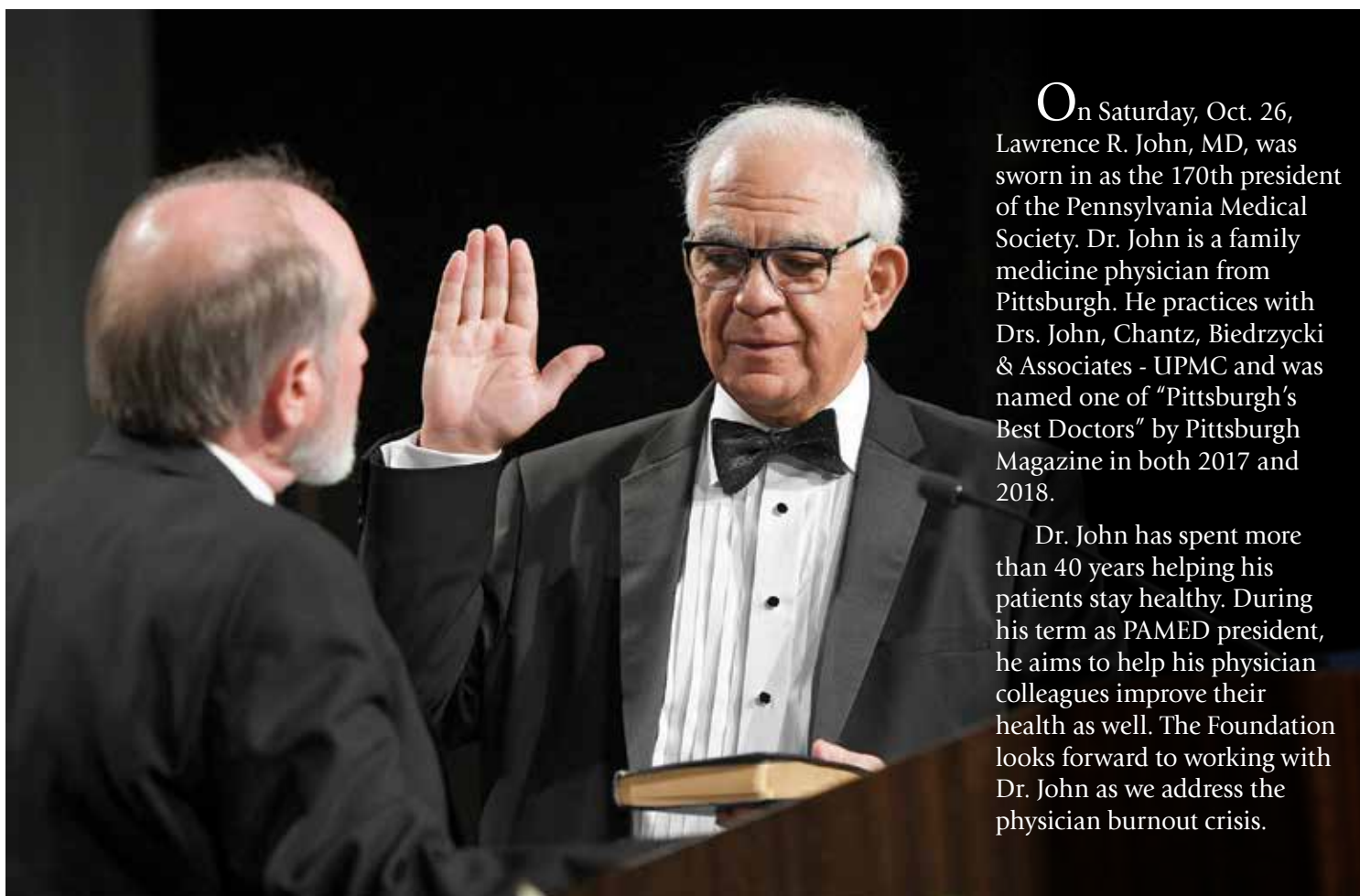
Lawrence R. John, MD
2019-20 PAMED President



Raymond C. Truex Jr., MD
PAMED Distinguished Service
Award recipient



*Alliance Medical Education
Scholarship Fund*
Honoring the legacy



On Saturday, Oct. 26, Lawrence R. John, MD, was sworn in as the 170th president of the Pennsylvania Medical Society. Dr. John is a family medicine physician from Pittsburgh. He practices with Drs. John, Chantz, Biedrzycki & Associates - UPMC and was named one of "Pittsburgh's Best Doctors" by Pittsburgh Magazine in both 2017 and 2018.

Dr. John has spent more than 40 years helping his patients stay healthy. During his term as PAMED president, he aims to help his physician colleagues improve their health as well. The Foundation looks forward to working with Dr. John as we address the physician burnout crisis.

A beloved family physician makes a difference

Dr. John Robertson didn't always want to be a physician. The son of a dairy farmer, Robertson, 91, emulated the veterinarian who would take care of the cows and horses on his parents' farm. After graduating high school, he helped on the family farm and worked on the railroad. He married his high school sweetheart, Marjorie.

A farm accident in June 1951 put him in the hospital with a broken leg. That injury served as a "lightning strike moment" for Dr. Robertson.

He was fascinated by the surgery and the actions taken by his doctors. He took in every detail possible. A state policeman whom he shared part of the four-bed ward posed the question: "What are you going to do with your life now?" It was then that Dr. Robertson set his sights on a career in medicine.

With the support of his wife and growing family, he enrolled at the University of Pittsburgh, where he would complete his undergraduate and medical degrees. He went on to have a successful family practice in Kutztown, with his office located in his home, for 37 years.

"I had a wonderful practice. I enjoyed it," he said. "That was my whole life, along with my family. I had a very good wife. She helped me get where I am."

Dr. Robertson and Marjorie had six children. Throughout his career, he cared for generations of families. He delivered babies and made house calls. He looks fondly back on making a difference in the lives of others.

For more than 25 years, he has also made a tremendous impact with his generosity to the Foundation. His annual gifts have made a difference in many of our service areas, including medical student scholarships and the Physicians' Health Program. Most recently, he invested in a planned gift that complements his generosity over the years and ensures his influence will last generations.

"I always thought the work being done at the PHP was commendable," he said. "I've known some impaired physicians who didn't get help. It would be the end of the line for their careers."

The Foundation's Physicians' Health Program helps eligible medical professionals during life's most challenging moments, guiding them to a path of healing and wellness when substance use disorders, or mental or behavioral health is a concern.

Now, Dr. Robertson fills his days with many creative pursuits, including photography and baking. He is well-known for his Concord grape pies. He also enjoys swimming and playing pinochle, and visits with family and friends at The Highlands at Wyomissing retirement community.

To learn more about how you can make a difference just like Dr. Robertson, contact Lori Storm, manager of philanthropy and hospital programs, at lstorm@pamedsoc.org or call (717) 558-7861. You can make a donation to the Foundation any time at www.foundationpamedsoc.org/donate. ■



PHP Medical Director Dr. Raymond Truex Jr. with Dr. John Robertson.

Give the gift of physician wellness

This holiday season, give a gift that changes lives.

Make a donation to the Foundation of the Pennsylvania Medical Society in honor of someone who has made a difference in your life.

Contact Lori Storm, manager of philanthropy and hospital relations, at lstorm@pamedsoc.org or call (717) 558-7861.



Q&A

with new PHP Director Tiffany Booher

On Sept. 30, 2019, Tiffany Booher, MA, LPC, CAADC, CIP, CCSM took the helm of the Foundation's Physicians' Health Program.

Name: Tiffany Booher, MA, LPC, CAADC, CIP, CCSM

Education: Bachelor's degree in elementary education from Penn State University, master's degree in applied clinical psychology from Penn State University, continuing graduate education from Shippensburg University

Number of years at the PHP: 6+ years

Previous roles at the PHP

I served as a case manager from August 2013 to December 2015, and then case management supervisor from January 2016 to September 2019.

Why did you want to become the director of the PHP?

I wanted to become director of the PHP to take a greater leadership role in the organization and continue to be a catalyst for positive change and development within the program.

What is your favorite part of your job?

It is a great privilege to witness participants' recovery journeys. They come to us during very difficult times in their lives and through the support of the program they transform their lives for the better. I am so grateful to be a part of this process.

Why do you believe the work being done at the PHP is so important?

The PHP's work is so important because we provide a safe, supportive process for health care professionals to receive the services they need to improve their health, return to the practice of their chosen profession and safely serve the citizens of the commonwealth.

What is one thing you would like people to know about the work being done at the PHP?

One of the defining hallmarks of the PHP program is that we take great care in making decisions. These decisions are based in science and best practices, and are specific to individual case characteristics and needs.

What is your vision for the future of the PHP?

My vision for the future of the PHP includes expanding resources to improve the number of quality choices for evaluation and treatment services. I would like to analyze and implement ways to optimize performance and effectiveness in alignment with best practices among PHPs, and explore opportunities to extend our services to other licensee types.

Tell us about the impact that you've seen the PHP have on the lives of others.

I am deeply amazed and inspired by how working a solid recovery program with treatment, monitoring and a firm support network allows people to change their lives for the better. The program really works. Many individuals struggle at first with the intensity of the monitoring requirements and the financial burden of monitoring, but they eventually settle into a routine, find their way forward and are able to flourish in their careers, personal lives and in their communities. They then share their experience, strength and hope with other participants when they become PHP monitors or serve our program in other leadership roles. It's an exciting circle of growth and positive change.

In a time when physician well-being is a focus, why do you think it is important for doctors to prioritize their own health?

The real-life demands that health care professionals are under can be daunting. Diligent attention to their own health supports them in being able to navigate these life demands, adapt to adversity and rise to achieve their goals.

Is there anything else you'd like to share?

The PHP team is a wonderful group of talented, well-educated and dedicated individuals who deeply care about the participants we serve. It is a great privilege to work side by side with them and to lead the program.



*Tiffany Booher, MA, LPC,
CAADC, CIP, CCSM*

FOUNDATION SCHOLARSHIPS

CONDOLENCES

The Foundation of the Pennsylvania Medical Society extends sincere condolences to family members and friends of William J. West, MD, who passed away on Oct. 30, 2019.

"The West Family's contributions have improved the health and welfare of Pennsylvania residents for more than three generations," said Alliance Co-President Donna Bayer-Rovito. "Thank you for sharing your family's legacy with the next generation."

The Dr. William J. West Jr. Award of the AMES Fund was established in memory of Dr. William B. West and in honor of Dr. William J. West and Joyce West, medical and Alliance leaders.

Congratulations Alliance Medical Education Scholarship recipients!

The Alliance Medical Education Scholarship (AMES) Fund was established in April 2000 to financially assist deserving medical students enrolled in an accredited Pennsylvania allopathic or osteopathic medical school. The Fund is supported by Alliance fundraising events, and general and memorial contributions. Since 2003, the fund has provided 155 scholarships amounting to \$381,000.



2019 AMES recipients at the PAMED House of Delegates in Hershey. From left: Zachary Weisner, Jacob Jerome, Benjamin Carnahan and Matthew Duda. Not pictured: Amelia Mackarey.

amazonsmile

Planning to shop through Amazon this holiday season?

At no cost to you, embrace the act of giving at the checkout! Every time you make a qualified purchase, a portion of the price of your purchase will be donated to your selected charity, the Foundation.

Simply visit smile.amazon.com, create an account with your email address and select *The Foundation of the Pennsylvania Medical Society* once you've logged in.

Thank you for making a difference!

"Like" us on Facebook and follow us on Twitter!

www.foundationpamedsoc.org

In 2019, the AMES Fund awarded scholarships to five deserving medical students. In their applications for scholarship, they were asked to describe their vision for the future of Pennsylvania medicine. An excerpt from each essay is included with their names below.



Benjamin J. Carnahan

Class of 2020, Penn State University College of Medicine

The Barbara Prendergast Award of the AMES Fund – \$2,500

Carnahan also received an AMES scholarship in 2018, for a total of \$5,000 from the AMES Fund.

"We, as physicians, want to provide the best care for our patients and by taking the time to view the individual situation that each patient is in, we are better suited to provide this great level of care. This is truly the art of 'personalized medicine,' and is an art that would improve the lives of our patients."



Matthew M. Duda

Class of 2021, Perelman School of Medicine at University of Pennsylvania

The Robert and Arlene Oyler Award of the AMES Fund – \$3,000

"My vision for Pennsylvania medicine includes developing a statewide pain contract policy to address the opioid epidemic and connect errors from the past, leveraging genomic data to personalize health care in the present, and developing a statewide program to support students from disadvantaged backgrounds aspiring to careers in medicine and sustain positive reform in the future."



Jacob A. Jerome

Class of 2021, University of Pittsburgh School of Medicine

AMES Fund Scholarship – \$2,500

"My vision for the future of Pennsylvania medicine is one that supports and promotes accessible, high-quality education for all medical professionals about how to discuss end-of-life care. ... I believe Pennsylvania can become the keystone state in preparing citizens and medical professionals for end-of-life, extending our high-quality medical care and the well-being, respect and dignity of patients up to the most pivotal moment in their lives. As a long-term Pennsylvania resident with every intention of practicing here, I am incredibly excited and honored to be a part of this future."



Amelia M. Mackarey

Class of 2020, Geisinger Commonwealth School of Medicine

The Dr. William J. West Jr. Award of the AMES Fund – \$3,000

In memory of Dr. William B. West and in honor of Dr. William J. West and Joyce West, medical and Alliance leaders

"My vision of the future of Pennsylvania medicine makes me happy because I believe that we can make each other happy. We can recognize each other's needs; we can celebrate each other's joys; we can support each other's dreams. We can listen to what our patients say, and just as importantly, what they don't say. We can address their concerns, and then take it one step further, and address the concerns they are too afraid to state. I am so grateful for the lessons of my medical journey so far and I am confident that they will continue to impact and inspire me, my peers, and our patients in the future as we work to invigorate and improve the future of Pennsylvania medicine."



Zachary M. Weisner

Class of 2021, Lake Erie College of Osteopathic Medicine

The Dauphin County Medical Society Alliance Award of the AMES Fund – \$2,500

In honor of Mrs. Shirley Roth

"My fundamental belief is that medicine is developed to help people lead healthy lives and carry out a meaningful life. Through preventative medicine, clinical research, physician wellness, and stable political practices, I believe we can create a more effective and efficient platform. We have the tools, all we need is the means to do so."

MESSAGE FROM DR. HALL

The Foundation of the Pennsylvania Medical Society is focused on you. In 2019, we helped you build resilience in your profession, assisted you in finding solutions to stress and burnout and provided opportunities to learn wellness strategies.

The challenges we face together in the future are great; but **working together, we are stronger.**

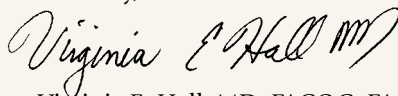
Throughout our programs and services, **your well-being is our greatest priority:**

- **Student Financial Services** provide medical students with scholarships and low-interest loans to help ease the financial burden of medical education. We ensure the next generation of medicine in Pennsylvania is able to start their careers with a focus on their patients – not their bills.
- **The Physicians' Health Program** provides support for eligible medical professionals during life's most challenging moments. We guide those struggling with substance use disorders, mental health issues or behavioral concerns to a journey of healing and wellness.
- Our **LifeGuard** program provides nationally recognized clinical competency assessment. Whether a physician is looking to return to the practice of medicine or their clinical competency is called into question, LifeGuard provides a personalized approach that is fair and unbiased.

These programs and services would not be possible without the generous support from donors like you. We rely on gifts large and small to continue to provide the support and care for physicians at all stages of their careers. Every donation makes a difference. The impact of your generosity will last generations.

Please consider making a gift to the Foundation today. As 2019 comes to a close, we are thankful for your support. Now, more than ever, we need you. Together, we can make a positive impact on medical professionals across Pennsylvania for many years to come.

Sincerely,



Virginia E. Hall, MD, FACOG, FACP

Board Chair, The Foundation of the Pennsylvania Medical Society



Virginia E. Hall, MD, FACOG, FACP



Has the Physicians' Health Program changed your life?

We want to tell your story – by sharing your experience, you could save another physician's life.

"A life changed" highlights the work of a PHP participant and shares how the program has impacted their life. If you're interested in sharing your experiences for a future issue of PHP Update, please email Cassandra Davis at cdavis@pamedsoc.org or call (717) 558-7839.

MEDICAL STUDENT WELLNESS: CRITICAL NEXT STEPS

By Mara K. Rice-Stubbs

Mara Rice-Stubbs is a medical student at the University of Pittsburgh. Before attending medical school, she served as a critical care nurse. She is the recipient of the 2018 Allegheny County Medical Society Foundation scholarship and the 2018 Foundation Education Award.

When I express interest in physician wellness, I am often asked, “So you tell people to meditate?” Promoting wellness is one of the most misunderstood concepts in medicine today, despite a fixed false belief that it is simple.

So what then is wellness? Wellness is developing the flexibility and discipline to perform within the Yerkes-Dodson optimal stress zone, pushing yourself when you least want to and recognizing when your mind and body need rest. It is learning to overcome the internal resistance to do the things you least want to do when it is in the service of creating a life you value. It’s developing the foresight to optimize strategies for peak performance, while recognizing recovery is an essential component of excellence.

Wellness can be viewed as enhancing protective factors to minimize burnout in the face of profound stress. Wellness is a trainable skillset within the individual; at the same time, optimizing the environment in which the student operates is inextricably linked to wellness. An effective wellness program addresses both environmental challenges while promoting individual strengths.

A recent meta-analysis revealed that one-third of medical students suffer from depression.¹ Medical schools are working to improve access to mental health services. The University of Pittsburgh School of Medicine has a clinical psychologist and psychiatrist available to all students confidentially and without charge.²

The traditional view of a physician is one of a flawless machine that functions with little sleep, poor nutrition and feels no stress under strenuous conditions that demand perfection. This creates the expectation that recovery time is a luxury, leading to burnout.

Like a triathlete who rests after a strenuous race, developing a personalized recovery plan for both daily stresses and exceptionally stressful periods is vital to maintaining long-term stamina. To that end, the University of Pittsburgh has also incorporated two “flex days” (personal days) per academic year, which build in recovery time from training exhaustion and life events. The wellness crisis has generated some positive change in medical school training, but the response remains inadequate to fully address the crisis.

From a systems perspective, the most pressing issue to address is the doubling time of medical knowledge for medical students. Doubling time is the timeframe it takes for a twofold increase in the amount of medical knowledge science acquires.

In 1950, the doubling time of medical knowledge was 50 years.³ By 2020, the projected doubling time of medical knowledge is estimated to be 73 days.³ The result is an overwhelming body of knowledge that medical professionals are now responsible to master.

In addition to this growing body of knowledge, medical students are caught between learning for the STEP exam and learning for the wards. While STEP exams focus on foundational knowledge, medical courses are taught by experts in their isolated fields (both MDs and PhDs) who believe it is their responsibility to



Mara Rice-Stubbs

cover the entirety of their field. Without the clinical acumen to identify the most important concepts presented in order to focus study efforts, medical students are drowning in a sea of knowledge with no land in sight.

There is growing awareness of the misuse of stimulants by students to facilitate their attempt to become the machine our culture has valued. Poor sleep quality is significantly associated with lower GPA among medical students.⁴ The fact students must turn to stimulants in order to further minimize sleep in an attempt to memorize an ever-expanding quantity of material is further evidence that the current system is broken. Medical schools continue to add content, requirements and assignments. Perhaps it is time to revisit our curriculum from the perspective of what can be eliminated.

Despite the medical field’s obsession with bundles, wellness is an individualized effort and is a more complex issue than can be addressed by a checklist. In an effort to tailor wellness programs to the individual, some schools are utilizing faculty coaches to assist students. While this certainly helps personalize the approach, physicians are not equipped with the right skillset to effect change for student wellness.

Instead, every medical school should have a dedicated clinical psychologist with extensive training in the fundamentals of wellness to formulate an effective wellness program within the context of the culture of the school. Such clinical psychologists have the knowledge of how to teach others about their own wellness and guide students through the behavior change process. Furthermore, they are capable of analyzing their interventions to create an evidence-based approach to student wellness.

The complexities of teaching and implementing wellness is beyond the scope of the average physician, whether we have the humility to accept that. The value of a clinical psychologist to the performance and well-being of medical students is underutilized and would likely provide the answers desperately needed.

The mental health crisis among medical students has been gaining recognition and the real crux of the issue is “where do we go from here?” From a systems perspective, reigning in the content that has resulted from our exponential medical knowledge is most important to give students some sense of control over their studies. In order to develop effective strategies for everything from study skills to stress management, our clinical psychology colleagues should be leading the way. ■

1. Puthran R, Zhang MW, Tam WW, & Ho RC. (2016) Prevalence of depression amongst medical students: a meta-analysis. *Med Educ.* 50(4), 456-468.
2. Karp, J & Levine, A. (2018) Mental Health Services for Medical Students - Time to Act. *The New England Journal of Medicine*, 379, 1196-1198.
3. Densen P. (2011) Challenges and opportunities facing medical education. *Trans Am Clin Climatol Assoc.* 122, 48-58.
4. Maheshwari, G & Shaukat, F. (2019) Impact of Poor Sleep Quality on the Academic Performance of Medical Students, *Cureous.* 11(4), e4357.

MAKING CLINICIAN WELL-BEING A PRIORITY

Heather Farley, MD, MHCDS, FACEP, shares successful measures implemented at Christiana Care Health System in Newark, Del. She is chief wellness officer at Christiana.

Clinician well-being is finally starting to get the attention it has long deserved. Emerging evidence suggests that we are seeing early signs of improvement. As stated in a recent NEJM Catalyst article, titled, “Defending the Term ‘Burnout’: A Useful Tool in the Quest to Ease Clinician Suffering”:

“To build on these early gains and successfully transform the health care industry, we need new financial and operational models that prioritize clinician well-being. All stakeholders — individually and collectively, on an organizational and a national level — must be accountable for addressing the root causes of burnout.”

Like other vanguard organizations leading the charge to improve the clinician experience, at Christiana Care Health System, we approach the well-being of our clinicians following a three-pronged model, focusing on:

- culture of well-being
- efficiency of practice, and
- personal well-being

The Center for Provider Well-being’s mission is to “foster joy and meaning in work for providers and their teams.” The Center provides a host of resources in service of this mission, which can be found at <https://christianacare.org/forhealthprofessionals/providerwell-being/resources-for-providers/>. A handful of these resources are highlighted below:

Care for the Caregiver: The Care for the Caregiver peer support program is designed to support clinicians who feel traumatized by an adverse event while at work. The goal of Care for the Caregiver is to help our clinicians understand what is known about the second victim phenomenon, to normalize what they are experiencing and to provide the support they need to return to caring for their patients with a healthy state of mind. We provide peer support to approximately 350 clinicians annually.

COMPASS – The goal of the COMPASS (Clinician-Organized Meetings to Promote and Sustain Satisfaction) initiative is to encourage physician collegiality, shared experience, mutual support and meaning in work to decrease burnout and promote well-being. Each COMPASS group consists of six to eight physicians who meet over a six-month period to share a meal while a facilitator leads discussion on topics, such as medical mistakes and the wounded healer, personal and professional balance, and finding sources of meaning.

OASIS Project – The OASIS Project is a multifaceted approach to build resilience within care teams. The OASIS model emphasizes the process of mentoring embedded staff members over the course of six to 12 months to become on-site experts who bring content directly to their colleagues during the course of the work day. Dedicated “reset” space with soft lighting, massage chairs and other well-being resources is also provided within each OASIS unit.

EHR User Experience – We employ a robust collaborative strategy including EHR design, customization, one-to-one training, at the elbow support and post go-live optimization to maximize the EHR clinician user experience. Early successes include significant decreases in pop-up alerts, team ownership of the “inbox” and a virtual scribe pilot.

Thank You Project – The Thank You Project is designed to enable patients and their families to express their thanks and appreciation to the caregivers who touched their lives, and reminds clinicians of the remarkable impact they have on the world. You can view a video about the project at www.youtube.com/watch?v=hgdflRHJYH0.

Ice Cream Rounds – Ice Cream Rounds (ICR) are quarterly residents-only supportive and reflective sessions that occur during protected lecture time. During ICR, residents are encouraged to think deeply about the challenges and opportunities encountered during this capstone training experience, and to share their experiences and developing wisdom with each other.

This is just a taste of some of the efforts that are integral to fostering joy and meaning in medicine, and we still have much work to do. We are continually working to promote an organizational culture of well-being, to bolster personal well-being resources and to improve the efficiency of practice for our clinicians. We look forward to continuing to innovate along with others dedicated to achieving the Quadruple Aim! ■



Heather Farley, MD, MHCDS, FACEP

RESOURCES

To learn more about how you and your organization can improve clinician well-being, check out these resources:

- The Center for Provider Wellbeing <https://christianacare.org/forhealthprofessionals/providerwellbeing/>
- AMA’s STEPS Forward <https://edhub.ama-assn.org/steps-forward/pages/About>
- IHI Framework for Improving Joy in Work <http://www.ihl.org/resources/Pages/IHIWhitePapers/Framework-Improving-Joy-in-Work.aspx>
- NAM Clinician Well-Being Knowledge Hub <https://nam.edu/clinicianwellbeing/about/>

Dr. Farley is chief wellness officer at Christiana Care Health System in Newark, Del. She is also an associate professor of emergency medicine at Sidney Kimmel Medical College at Thomas Jefferson University. She teaches and practices emergency medicine in one of the busiest emergency medicine departments in the country.

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Opioid and Controlled Substances Prescribing Course and Educational Program

Feb. 25-26, 2020

Sept. 28-29, 2020

The Foundation of the Pennsylvania Medical Society
777 East Park Drive
Harrisburg, PA 17111

**LifeGuard, a nationally recognized physician assessment program,
will be offering an improved comprehensive educational opportunity
covering opioid and controlled substance prescribing treatment.**

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education through the joint providership of the Pennsylvania Medical Society and the Foundation of the Pennsylvania Medical Society. The Pennsylvania Medical Society is accredited by the ACCME to provide continuing medical education for physicians. The Pennsylvania Medical Society designates this live activity for a maximum of 20 AMA PRA Category 1 Credits.™ Physicians should only claim credit commensurate with the extent of their participation in the educational activity.

**Learn more, view course outline and register at
www.foundationpamedsoc.org/lifeguard/controlled-substance or call (717) 909-2590.**