Creating A Supportive Learning Environment

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So...... What’s Your Approach as Program Director or Core Faculty?

A. 

B.
Why?


Fahrenkopf AM, Sectish TC, Barger LK, et al. Rates of medication errors among depressed and burnt out residents: Prospective cohort study. BMJ. 2008;336:488-491

Why?

In April 2018, the economic modeling and forecasting firm IHS Inc. released the 2018 update of "The Complexities of Physician Supply and Demand: Projections from 2016 to 2030," a study commissioned by the AAMC. Projections for individual specialties were aggregated for reporting into four broad categories: primary care, medical specialties, surgical specialties, and other specialties. To reflect future uncertainties in health policy and patterns in care use and delivery, the study presents ranges for the projected shortages of physicians rather than specific shortage numbers.

A total of 145,000 physicians are projected to retire by 2030, a significantly higher number than the 94,000 physicians projected to retire between 2016 and 2020. A total of 120,000 physicians are projected to be in shortage by 2030, 50,000 greater than the previous projection.

Demand for physicians continues to grow faster than supply. Although physician supply is projected to increase modestly between 2016 and 2030, demand will grow more steeply.

- By 2030, demand for physicians will exceed supply by a range of 42,600 and 121,300. The lower estimate would represent more aggressive changes in core delivery patterns subsequent to the rapid growth in nonphysician clinicians and widespread delayed retirement by currently practicing physicians.
- Total shortages in 2030 vary by specialty grouping and include:
  - A shortfall of between 14,800 and 49,300 primary care physicians
  - A shortfall of between 33,800 and 72,700 nonprimary care physicians, including 20,700 to 35,500 surgical specialists
- Population growth and aging continue to be the primary drivers of increasing physician demand. By 2030, the U.S. population under age 18 is projected to grow by only 3%, while the population age 65 and over is projected to grow by 50%. Because seniors have much higher per capita consumption of health care, the demand for physicians—especially specialty physicians—is projected to increase.

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New research shows increasing physician shortages in both primary and specialty care

- United States could see a shortage of up to 120,000 physicians by 2030
"learners among learners"
THERE'S ALWAYS ONE

IN EVERY TEAM
How do you address inappropriate behavior or unprofessional conduct from your faculty in your fellowship?

A. Assistance thru an intermediary
B. Reward model behavior as means to change culture
C. Monitor evaluations and identify problem makers and confront
D. Restorative justice
E. Other
The cultural expectation is that "...'good doctors' do not complain, do not show pain, do not shirk work, and, above all, do not ever show signs or symptoms of mental illness, especially depression".

Burnout in Cardiology

- Cardiologists have similar rates of burnout as radiologists, urologists, and emergency medicine.
- Rates range from 27% to 46%, 29% more likely in women.
- Cardiologists were the LEAST likely to seek Help.

*Slide courtesy of Katie Berlacher, MD*
Creating an Environment that promotes Resiliency:

- Shared Accountability
- Conscientiousness
- Respect
- Trust
- Encouragement
Does your Fellowship Program have a purposeful resilience training curriculum?

A. Yes
B. No

50% 50%
What Does Fostering Resilience Look Like for our Cardiology Fellows?

- Daily Role Modeling
- Panel discussions – difficult common topics
- Mindfulness
- “One Good Thing”
- Meditation / Yoga
- Formal “Coaching” Program
- LMS Module on Burnout
- Reflection/Debriefing
Cardiology Fellow

What my friends think I do.

What my family thinks I do.

What society thinks I do.

What I wish I did.

What I think I do.

What I actually do.