Medical Physicist Wellness: The AAPM Path Forward

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Disclosures

• ACR member
• Member of Professional Council, Medical Physics 3.0 Working Group
• Attended 2018 ACR Intersociety Summer Conference representing AAPM

WHAT CAN WE DO?
ACR's Road Map for Wellness & Engagement:
1. Measure and benchmark wellness and burnout
2. Develop high-functioning teams
3. Develop and nurture effective leaders
4. Amplify our voice in our organizations and nationally


*Measure / Benchmark: Burnout
• Measure wellness/burnout in medical physicists using validated tools
• Benchmark for medical physics overall, and/or by subspecialty?
• Compare to published physician benchmarks

*Measure / Benchmark: Interventions
• Test proposed best practices in medical physics as “clinical trials”
• Measure and publish outcomes
• Examples:
  – Already-published physician interventions
  – 20% time; Medical Physics 3.0 ideas
  – Organized social support groups
  – Formal leadership and team development
*Measure / Benchmark: Interventions

- AAPM Task / Working Groups
- AAPM seed/pilot grants to support research studies
- Collaborative studies that also examine radiologists, radiation oncologists

*Develop high-functioning teams

- Learn & Practice Organizational Development
- Team Composition
- Team Function
- AAPM: Medical Physics Leadership Academy

*Develop and nurture effective leaders

- Create awareness of wellness issues
- Foster positive team working environment
- Acknowledge and model wellness
- Make wellness an explicit priority
- AAPM: Medical Physics Leadership Academy
*Amplify our Voice

• **Advocacy toward Visibility: Medical Physics 3.0**
  – MP role in healthcare is understood, acknowledged, valued
  – Importance and value of MP wellness follows

*Amplify our Voice

• **Innovation:** Development of organizational “wellness biomarkers”
  – Study of wellness as indicator of quality, safety
  – Aligns with our traditional role, core identity
• (ex) National support program for struggling/impaired professionals (UK, Canada)

*Amplify our Voice

• **Collaboration:** AAPM partnering with other organizations with shared goals, e.g.:
  – ACR
  – National Academy of Medicine
  – Collaborative on Clinician Well-Being and Resilience
• Be at “the table”
• Contribute
  – MP solutions could work throughout medicine
• Learn
  – We have much to learn from other specialties
WHO CAN TAKE ACTION?

Board / EXCOM

• “Top-down” initiatives for new Task/Working Groups, Ad Hoc Committees
• Funding for AAPM or AAPM-sponsored initiatives
• Formal liaison appointments to external collaborator organizations
  – (President, President-Elect attending ACR ISC in August 2019)

Professional Council

• Organizational home for wellness-related initiatives
• Home of: Clinical Practice, MP3.0, MPLA, Ethics, Professional Services, Workforce Assessment
Any / all AAPM Members

• “Bottom-up” proposals for Task/Working Groups
• Individual and team research projects
• Education at chapter and national meetings
• “Talk To Us” (Board, EXCOM, PC, HQ)

Thank You:

• To Dr. Rao, Dr. Johnson, and Dr. Pawlicki
• To all of you for your interest and attention!