

From Burnout to Engagement: The Outlook for Medical Physicist Wellness and Patient Safety

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 are we already doing?

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

Kruskal, JB, et al. "A Road Map to Foster Wellness and Engagement in Our Workplace—A Report of the 2018 Summer Intersociety Meeting." J. Am. Coll. Radiol. 2019; 16(6): 669-677.

*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)

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