



# Shapiro Institute

BETH ISRAEL DEACONESS MEDICAL CENTER  
HARVARD MEDICAL SCHOOL

# Wellbeing

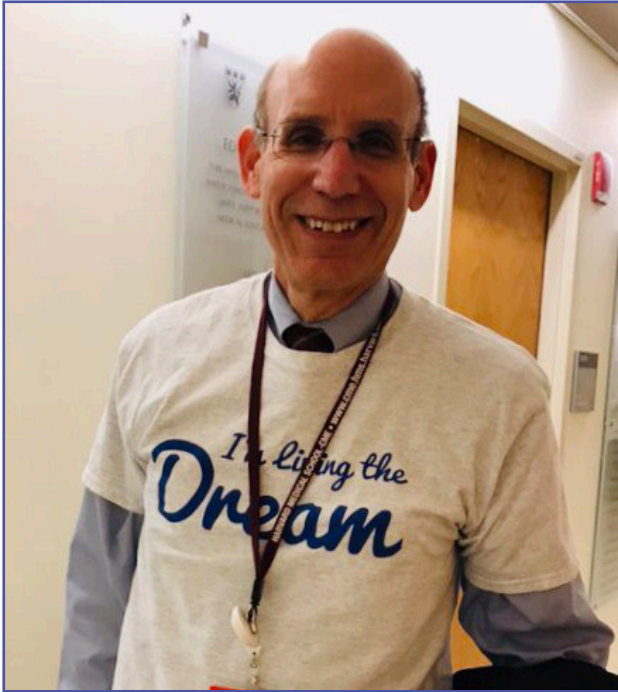


Newsletter  
June 2023

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## LETTER FROM THE EXECUTIVE DIRECTOR

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*“Well-being programs such as mental health support, work-life balance, peer support and physical well-being programs are of paramount importance in today’s taxing medical environment. These programs recognize the significant challenges and pressures faced by healthcare professionals and aim to support their physical, mental, and emotional well-being.”*

Dear friends,

At the Shapiro Institute, we are committed to helping physicians navigate the mental and physical challenges of their stressful profession and to the creation of a supportive environment that not only benefits doctors but also leads to improved patient outcomes and overall healthcare system performance.

Well-being programs such as mental health support, work-life balance, peer support and physical well-being programs are of paramount importance in today’s taxing medical environment. These programs recognize the significant challenges and pressures faced by healthcare professionals and aim to support their physical, mental, and emotional well-being. By addressing these aspects, well-being programs can help doctors maintain their health, improve job satisfaction, reduce burnout and simultaneously enhance patient care.

But there is an additional element to “well-being” noted by the eminent psychologist, Dr. Martin Seligman in his book, “Flourish”. Dr. Seligman distinguishes “well-being” from “wellness” which is an element of well-being. Wellness is linked to happiness and can be a somewhat transient state, easily disrupted by an adverse event. Well-being, on the other hand, reflects one’s sense of accomplishment, mastery and progress in one’s chosen field. It is more enduring and less easily disrupted than wellness. Ultimately, a strong sense of well-being contributes to resilience. An individual with a strong sense of well-being is more likely to handle challenges in one’s life and career with equanimity. With this in mind, the Shapiro Institute provides programming to enhance the capabilities of our faculty and trainees as teachers, support for those aspiring to become education scholars, and a community of educators to share their experiences and their highs and lows as medical educators and clinicians.

- Richard M. Schwartzstein, MD

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## STAYING WELL IN THE CARE OF PATIENTS

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By Charles Hatem, MD

*Charles Hatem, MD is the Harold Amos Distinguished Academy Professor and Professor of Medicine at Harvard Medical School, and Past Chair of the Department of Medical Education at Mount Auburn Hospital.*

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For clinicians, cultivating and preserving well-being while caring for patients remains a central - and often elusive - goal impacting ourselves, our significant others, our patients & trainees, and our professions. Not meeting the key ethical responsibility for self-care along with the overarching impact of a dysfunctional healthcare system has led to burnout (an occupational syndrome), providers leaving clinical care and a further impediment in the healthcare system meeting its moral responsibility to care for the sick. In addition, the well-recognized distorting influence of the COVID 19 pandemic has magnified many of the existing problems in our systems of care.

The pivotal question here is to identify what 'well-being' means and outlining realistic steps to achieve it. The hurdles are real, beginning with the inherent challenges of patient care under the umbrella of a stressed healthcare system. The psychologists Carol Riff, Richard Davidson and Martin Seligman have offered important insights about pathways to gain and maintain well-being, and my own perspective focuses on an approach that directs energy at ourselves, our significant others, seeking joy in our work, and relishing the world around us. Achieving these goals relies upon the lived values of kindness toward others, gratitude for the privilege of caring for patients and educating trainees, a sense of humor, and a humility borne of the continued challenges in patient care and teaching. Additionally, a most desirable goal is the cultivation of a resilient attitude enabling us to confront and deal with life events especially those challenges beyond our control. These are not new insights. Aristotle had suggested similar ways of engaging with the world were essential to our happiness and flourishing.

Taking care of ourselves directly mirrors the counsel that we, as clinicians, routinely offer to those seeking our help: eat well, get enough sleep, exercise, carve out time to reflect, engage in activities beyond work that are satisfying, have an established relationship for personal



health care and, should it be needed, recognize and overcome the stigma for help in seeking care for mental health needs. Well put is the advice offered by Parker Palmer, a well-known educator: "...self-care is never a selfish act...it is simply good stewardship of the only gift I have..."

The related and equally necessary element of well-being is the commitment to the significant others in our lives who provide us with love and support. Beyond our kinship lies a larger community with whom we share a common destiny and to whom we need to contribute our focus and commitment. It is also crucial to consider the importance of our collegial relationships and our responsibility to nurture one another in the workplace. A key element of that support comes from regular acknowledgement of the good work that is done, and of parallel importance is the recognition of our colleagues who may be distressed notably from moral injury at work. Patricia Watson, a psychologist at the National Center for PTSD, outlines in her approach to essential stress first aid skills that we must be able to recognize when a colleague is having difficulty, "...say something to them or a trusted support..." and know where to find help. Lastly, and of great significance, is the value—necessity—of cultivating friendships and the clearly demonstrated outcomes of those relationships yielding health and happiness in our lives. All these issues are effectively crystallized in the advice offered by Marion Wright Edelman, a renowned activist for civil rights and founder of the Children's Defense Fund, "Be a good ancestor. Stand for something bigger than yourself. Add value to the Earth during your sojourn."

My third perspective on staying well in the care of patients is to seek joy in work, which in these tumultuous times, may seem to be a bit of fanciful advice. Yet, in the privilege of, and gratitude for, caring for patient and educating our trainees, lies the opportunity to engage in intellectually rewarding, emotionally challenging, life affirming work as we join others in their journey and attendant challenges. Add to this the joy (frustrations aside) inherent in the world of research and teaching and one finds unparalleled opportunities for finding meaning and joy in our work.

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## Staying Well in the Care of Patients

By Charles Hatem, MD

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The fourth substantial opportunity for well-being stems from our engagement with the world. As Mary Oliver, the late Pulitzer Prize winning poet, advised: “Instructions for living a life: Pay attention. Be astonished. Tell about it.” Granted there are more than enough daily stories of anguish in the world, but, if one stops for a minute and pays attention there is a world to be seen: children at play, hummingbirds, the North Star, the intricacy of a rose, Mozart’s music, the kindness and compassion of our colleagues and so much more—all are there for us to ‘be astonished’ and to be sustained.

How then do we get ‘from here to there’? That quest for well-being is aided by engaging the following questions and putting the fruits of reflection into our daily lives:

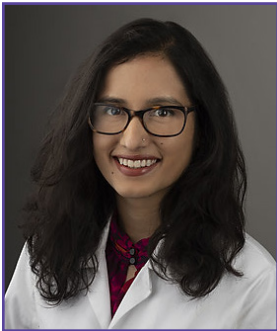
*What is it that you find most important in your life?  
Where can you find joy in your work? In the world?*

Lastly, it is painfully true that the current major sources of burnout are systemic in nature, but striving for well-being is an inescapable and necessary personal goal for all of us irrespective of the current state of the healthcare system. Let’s acknowledge a concomitant responsibility to advocate for change within our workplace/system, but the emphasis here is on ourselves, our significant others, our work and our world. Continued, necessary effort on all fronts is required as we aspire to flourish and to be well. To get “there”, perhaps the philosopher William James put it best: “Act as if what you do makes a difference. It does”.

## GME WELLNESS COMMITTEE

By Ritika Parris, MD

*Ritika Parris, MD is a Primary Care Physician  
Healthcare Associates, Director of Wellness, GME  
and HCA Faculty Well-being Advocate*



Particularly given the demands of training, all of us at BIDMC and HMS strive to create a learning environment for our GME trainees that allows them to thrive as physicians, learners, peers, and in the many other roles they hold in and out of the hospital.

To do this, we are committed to fostering a culture of wellness, building ever-improving systems of care delivery, and supporting individual health and resilience. Our GME Wellness Committee engages residents and fellows from throughout the hospital to build a strong sense of community across departments.

The committee, run by two residents with a faculty advisor, arranges events on a monthly basis - from narrative medicine dinners to group fitness classes. These events are designed to appeal to trainees with diverse interests, create space for gathering outside of work, and foster connections between specialties.

Our GME Office also collaborates with the American Medical Association to conduct annual well-being surveys not only to measure burnout, but also to identify factors that most allow our trainees to thrive and to identify opportunities to improve their experience. Their input through these surveys has driven several of our initiatives, including fitness opportunities and mentorship programs.

Given my particular interest in the intersection of well-being and professional fulfillment, I have worked with a team of educators to develop and conduct the CARE Study, which investigated the effects of a novel coaching program on faculty and trainee outcomes such as burnout, fulfillment, self-valuation, and resilience. This program was met by significant positive feedback by faculty and trainees alike, with many participants commenting on their “cup-filling” experiences as a coach or coachee. Our study results have shown decreased burnout and increased fulfillment among trainees receiving coaching as compared to those in the control arm.

We are proud to provide a variety of resources, many of which are highlighted [HERE](#), to allow our trainees to develop a strong sense of well-being and connect with meaning in their work.

## Shapiro Institute Hosts Education Week

During the week of June 5-9, the Shapiro Institute hosted our annual “Medical Education Week”, a week-long celebrating of our passion for education at Beth Israel Deaconess Medical Center and Harvard Medical School.



Celebration of Teaching Awards

The week began with our annual Celebration of Teaching Awards Ceremony and Reception at the Leventhal Conference Room. At the end of each academic year, BIDMC recognizes faculty and house-staff for noteworthy accomplishments as teachers. We were delighted to honor and congratulate the recipients of awards from HMS, the graduating PCE class, faculty, residents and nurses from multiple departments within BIDMC.

New this year, the Shapiro Institute hosted our first annual Medical Education Research Poster Session. The event was an opportunity for BIDMC/HMFP employees with an interest in medical education to showcase their work, network with colleagues, exchange ideas and insights, and celebrate with award recipients.

Education Week continued with several roundtable



Medical Education Research Poster Session

discussions featuring the 2023 Daniel C. Tosteson Visiting Professor Dr. Richard J. Simons, Senior Associate Dean for MD Programs at George Washington School of Medicine. Dr. Simons joined several educational sessions during the week



Dr. Richard Simons

including the Building Bridges Session with the Rabkin Fellows and BIDMC Academy discussing the topic “Bedside Teaching: Bridging the Gap Between Theory and Practice.”

Dr. Simons wrapped up his week with us by hosting Medical Grand Rounds on Thursday with a lecture titled: “Educating tomorrow’s physicians: enduring traditions and new paradigms”.

On Friday, Medical Education Week concluded with the Inaugural BIDMC/LHMC Simulation Symposium. This first-of-its-kind symposium featured an overview of simulation center education programs at both Lahey Hospital Medical Center and BIDMC. The program included breakout groups focused on research, procedure skills, cognitive skills, communication skills, novel education technology and interprofessional education.

The symposium was attended by Dr. Kevin Tabb, President and CEO of BILH and Pete Healy, President of BIDMC. The event’s goal was to build a vision of how synergy can forge ongoing simulation research, professional development and medical education opportunities.



BILH Simulation Symposium

### Millennium Conference 2023

The Shapiro Institute for Education and Research at BIDMC and HMS along with the Association of American Medical Colleges (AAMC) hosted the 2023 Millennium Conference on May 2-4. Titled “Professional Identity Formation: Evolving concepts of professionalism for physicians in a world with pandemics and social and political upheaval”, the conference’s goal was to form a consensus definition of professionalism and ideas for innovations to develop, enhance, and assess professional identity formation in medical school and post-graduate training programs.



The participating medical schools for Millennium 2023 were; Case Western Reserve University School of Medicine; Morehouse School of Medicine; NYU Grossman School of Medicine; Penn State College of Medicine; HMS; University of Illinois College of Medicine; University of Vermont Larner College of Medicine; Washington University in St. Louis School of Medicine.

Since 2001, the Shapiro Institute has now held 13 Millennium Conferences to discuss a topic of pressing importance in medical education, with the aim to advance a national agenda for that area.



### 2023 Shapiro Institute Hosts Artificial Intelligence Conference

On May 17, the Shapiro Institute hosted a conference on the impact of artificial intelligence (AI) on medical education. Titled “From AI to Clinical Reasoning”, the event was co-sponsored by MIT Critical Date Group and the NEJM Group. The conference discussed how AI is rapidly changing the healthcare and medical education industry and the challenges that must be addressed to ensure that medical education remains relevant and effective in a world increasingly dominated by AI.

### Career Opportunities: Join Our Team!

The Shapiro Institute Center for Education and Reseach currently has two job openings.

#### Simulation Technician

Our Simulation and Skills Center (SASC) is currently looking for a Simulation Technician. The successful candidate will report directly to the Operations Manager of SASC and work closely with faculty and learners from all disciplines and training levels to provide professional medical education experiences; run courses for professionals to meet certification requirements; and support education research grant programs utilizing simulation.

For more information and how to apply click [HERE](#) or visit [www.bidmc.org/careers](http://www.bidmc.org/careers).

#### Program Administrator

The Shapiro Institute is hiring a Program Administrator to oversee the undergraduate medical education program of BIDMC. This includes the HMS principal clinical experience, summer research program, and onboarding of new students.

For more information and how to apply click [HERE](#) or visit [www.bidmc.org/careers](http://www.bidmc.org/careers).

## 2023-24 Rabkin Fellows

The Shapiro Institute for Education and Research is pleased to announce the 2023-2024 Rabkin Fellows in Medical Education. The Rabkin Fellowship is a nationally recognized faculty development program – one of the first of its kind – in its 26th year that provides intensive training and protected time for HMS faculty to advance careers in academic medicine as educational leaders and is named for Mitchell T. Rabkin, MD, CEO emeritus of Beth Israel Hospital.

### **Katherine Bragg, MD**

Department of Dermatology  
Beth Israel Deaconess Medical Center

### **Vilas Patwardhan, MD**

Department of Medicine  
Beth Israel Deaconess Medical Center

### **Brittany Charlton, ScD**

Department of Population Medicine  
Harvard Medical School

### **Aiden Sharkey, MD**

Department of Anesthesia  
Beth Israel Deaconess Medical Center

### **Brooke Lubinski, MD**

Department of Medicine  
Beth Israel Deaconess Medical Center

### **Ged Wieschhoff, MD**

Department of Radiology  
Brigham and Women's Hospital



**HARVARD**  
MEDICAL SCHOOL

Beth Israel Lahey Health  
Beth Israel Deaconess Medical Center

Carl J. Shapiro Institute for  
Education and Research

## PRINCIPLES OF MEDICAL EDUCATION MAXIMIZING YOUR TEACHING SKILLS



**Best Practices to Teach, Engage, and Inspire  
Medical Students, Residents, Fellows, Faculty,  
Allied Health Students**

**Join Us in Boston!**  
**October 25-27, 2023**

**REGISTER: <https://medicaleducators.hmscme.com>**

The Shapiro Institute will hold its biannual Principles of Medical Education “Maximizing Your Teaching Skills” course IN PERSON on Oct. 25-27. The course provides techniques and strategies that significantly improve student engagement, and teaching and mentoring effectiveness. For more info go to <https://medicaleducators.hmscme.com>

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