Patrick F. Leary DO
LECOM HEALTH
Sports Medicine Program Director

- Ultrasound Guided Injections of Steroid, Visco, Prolotherapy, PRP, Stem Cells
- MSK Ultrasound Instructor AAOM
- Fellow of ACOFP, AOASM, ACSM, AAFP
- Primary Care Sports Medicine Program Director
- Trained 23 Fellows LECOM, 16 Fellows Notre Dame
- Author/Editor 5th PPE Monograph
- 35 years experience
- Board Certified Family Medicine
- CAQ Sports Medicine & Geriatrics
- IPCEA Training Project China
- Masters of Science Education
- Recent President AOASM
- PIAA Sports Advisory Committee
- ACSM Team Physician Consensus Panel
- NCAA Cardiac Task Force
Every Physician Matters
Every Patient Counts

• What?

• So What?

• Now What?

• Burnout, depression, divorce early retirement, suicide,

• Physicians don’t seek help
• 500,000-1,000,000$ to recruit or replace, medical errors

• 90,000 Doctor Shortage
• Less healthy
• 3 trillion-6 trillion in next 8 years
• PTSD
• Loss of Control
• Conflicted
• Could vs Should
Burnout Among Health Care Professionals: A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care
By Lotte N. Dyrbye, Tait D. Shanafelt, Christine A. Sinsky, Pamela F. Cipriano, Jay Bhatt, Alexander Ommaya, Colin P. West, and David Meyers
July 05, 2017 |
Burnout

Work Factors

Personal Characteristics

Organizational Factors
WORK FACTORS

• Frequent Call
• Excessive Workload
• EMR 1hour:2hour
• Loss of Colleague Support
Personal Characteristics

- Sleep Deprivation
- Perfectionism
- Unhelpful Coping Strategies
- No Spouse, Partner, Children
- Female Physicians
- Younger Physicians
Organizational Factors

• Negative Leadership Behavior
• Limited Opportunities for Advancement
• Limited Rewards
• Interpersonal Collaboration
Comorbid Conditions

Problem

- 1/5 > 65 years
- 1/4 Mental Health Issues
- 1/3 Drinking Problem
- 1/5 Drug Abuse
- 1/2 Divorced
- 2/3 Overweight
- 1/3 Obese
- 1/4 Diabetics 30 million
- 1/4 Hypertensives
- 1/5 Osteoarthritis

3 Trillion $ Health Care Yearly
Stress Producers

- Having so many rules and regulations: 26%
- Having to work with an EHR system: 15%
- Having to work long hours: 14%
- Dealing with difficult patients: 14%
- Difficulties getting fair reimbursement: 13%
- Worrying about being sued: 8%
- Nothing: 2%
Stress Producers

- Physical Health
- Mental Health
- Family Health
- Q 10 Minute Patients
- Pre Authorization
- Electronic Medical Records
- Devaluation
- Extenders
- Lost Dr-Pt Relationship
- Loss of Collegiality
- Misaligned Expectations
- Direct Drug Marketing
- Regulations

- Organized Medicine ACGME
- Health Care Crisis
- Health Insurance Crisis
- Tort Reform
- Practice Managers
- Two Dollar Copay
- Life Long Learning
- Loss of Autonomy
- Time Constraints
- Technology/Internet
- Marginalization
Open Portals

Additionally, under HIPAA, patients have the right to ask for a copy of their health records, issue corrections to the records, request reports of how their records have been or will be used and shared and permit or deny the sharing of PHI for marketing and other purposes.
Just Say NO

- Physicians have become caretakers for all societal ills
- Inter professionalism is waning
- Midlevel Extenders have rendered attending Medical School Obsolete
- Organized Medicine has become social, liberal, autocratic and obsolete
- ADA, FERPA, HIPAA
- Walmart and Walgreens 24h access to health care
- DTCA
- Internet
Misaligned Expectations

- Mandates
- Gun Ownership
- Spirituality
- Mental Health
- Substance Abuse
- Diminishing Reimbursement
- Empathy
- Compassion

- DTCA
- Open EMR Patient Portals
- Pre Auths
- Time Urgency
- Capture Codes
- Child Abuse
- Opioid Abuse
- Marginalization
EMR

- Health Fusion
- Aprima
- Care Cloud
- Epic
- Cerner
- Bluestep
- Athena
- Advanced MD
- Allscripts.
- Centricity
- Cerner PowerChart. ...
- Chart Logic. ...
- Compu Group Medical.
- Greenway.
EMR Conundrum
Too Much Information

<table>
<thead>
<tr>
<th>Social History</th>
</tr>
</thead>
<tbody>
<tr>
<td>Socioeconomic History</td>
</tr>
<tr>
<td>Marital status:</td>
</tr>
<tr>
<td>Spouse name:</td>
</tr>
<tr>
<td>Number of children:</td>
</tr>
<tr>
<td>Years of education:</td>
</tr>
<tr>
<td>Highest education level:</td>
</tr>
<tr>
<td>Social Needs</td>
</tr>
<tr>
<td>Financial resource strain:</td>
</tr>
<tr>
<td>Food insecurity - worry:</td>
</tr>
<tr>
<td>Food insecurity - inability:</td>
</tr>
<tr>
<td>Transportation needs - medical:</td>
</tr>
<tr>
<td>Transportation needs - non-medical:</td>
</tr>
<tr>
<td>Occupational History</td>
</tr>
<tr>
<td>Not on file</td>
</tr>
<tr>
<td>Tobacco Use</td>
</tr>
<tr>
<td>Smoking status:</td>
</tr>
<tr>
<td>Smokeless tobacco:</td>
</tr>
<tr>
<td>Substance and Sexual Activity</td>
</tr>
<tr>
<td>Alcohol use:</td>
</tr>
<tr>
<td>Alcohol/week:</td>
</tr>
<tr>
<td>Drug use:</td>
</tr>
<tr>
<td>Sexual activity:</td>
</tr>
<tr>
<td>Birth control/protectio:</td>
</tr>
<tr>
<td>Other Topics</td>
</tr>
<tr>
<td>Does the Patient Own Any Pets?</td>
</tr>
<tr>
<td>Smoke Detector</td>
</tr>
<tr>
<td>CO Detector</td>
</tr>
<tr>
<td>Fluoride in Water</td>
</tr>
<tr>
<td>Weapon Safety</td>
</tr>
<tr>
<td>Weapons in the home</td>
</tr>
<tr>
<td>Smoke Exposure</td>
</tr>
<tr>
<td>Back Care</td>
</tr>
<tr>
<td>Radiation Exposure</td>
</tr>
<tr>
<td>Bike Helmet</td>
</tr>
<tr>
<td>Seat Belt</td>
</tr>
<tr>
<td>Blood Transfusions</td>
</tr>
<tr>
<td>Self-Exams</td>
</tr>
<tr>
<td>Caffeine Concern</td>
</tr>
</tbody>
</table>

- Not on file
- Never Smoked
- Never Used
- No
- 0.0 oz
- Yes
- Condom
- Not Asked
Own these answers

- Sleep Concern
- Care Related Religious, Cultural, or Philosophical Values
- Special Diet
- Ever Incarcerated
- Stress Concern
- Exercise
- Travel or Lived Abroad
- Hobby Hazards
- Military Service
- Weight Concern
- Noise Exposure
- Work related Medical Problems
- Occupational Exposure

Social History Narrative
- Not on file
Health Care Challenges

- Getting Older
- More Sedentary
- Overweight
- Osteoarthritic
- Hypertensive
- Hyperglycemic
- Osteoporotic
- Butt/Gut Ratio
- Postural Instability
- Tobacco
- Polypharmacy
- Depressed & Anxious & Reactive
- No nuclear family. Divorce
- 24 hour society
- No margin for uncertainty
- Impatient/Demanding
- Dietary Dysfunction
- Diversity

- Electronic Medical Records
- Medical home
- Doctor Shortage and dissatisfaction
- FP/Geriatrics
- National Health Care/Big Government
- Evidence Based Medicine
- Lifelong Learning
- Tort Reform
- Nutritional Education
- Exercise Prescription
- Tobacco Cessation
- Tax Burden on shrinking population
- Computer driven information and communication
- European/Asian influences
- Devaluation of physicians
- Extenders
- Longer Lives of Dubious Quality
- Gender Blind
Regulations

• Medicare
• Medicaid
• Stark
• State Board of Healing
• DEA
• ACGME
• AMA
• AOA
• NFHS
• PIAA
• Certification
• Re Certification
• CME
• HIPAA
• FERPA
• ADA
• AOASM
• AMSSM
• NCAA
• ACSM
DOctor

- Depression
- Denial
- Drugs
- Divorce
- Devaluation
- Deterioration
- Despair
- Decline
- Death
## How occupation affects life expectancy

<table>
<thead>
<tr>
<th>Category</th>
<th>Examples of occupation</th>
<th>1972-76</th>
<th>1973-76</th>
<th>2002-05</th>
<th>2002-05</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-manual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>Doctors, chartered accountants, qualified engineers</td>
<td>71.9</td>
<td>79.0</td>
<td>80.0</td>
<td>85.1</td>
</tr>
<tr>
<td>Managerial and technical/intermediate</td>
<td>Managers, journalists, teachers</td>
<td>71.9</td>
<td>77.1</td>
<td>79.4</td>
<td>83.2</td>
</tr>
<tr>
<td>Skilled non manual</td>
<td>Clerks, cashiers, retail staff</td>
<td>69.5</td>
<td>78.3</td>
<td>78.4</td>
<td>82.4</td>
</tr>
<tr>
<td>Manual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skilled manual</td>
<td>Supervisors of manual workers, plumbers, electricians, goods vehicle drivers</td>
<td>70.0</td>
<td>75.2</td>
<td>76.5</td>
<td>80.5</td>
</tr>
<tr>
<td>Partly skilled</td>
<td>Warehousemen, security guards, machine tool operators, care assistants, waiters</td>
<td>68.3</td>
<td>75.3</td>
<td>75.7</td>
<td>79.9</td>
</tr>
<tr>
<td>Unskilled</td>
<td>Labourers, cleaners, messengers</td>
<td>66.5</td>
<td>74.2</td>
<td>72.7</td>
<td>78.1</td>
</tr>
<tr>
<td>Topic</td>
<td>Question</td>
<td>Answer options</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------</td>
<td>--------------------------------------------------------------------------</td>
<td>----------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Satisfied with current job</td>
<td>Overall, I am satisfied with my current job</td>
<td>5 = Agree strongly, 4 = Agree, 3 = Neither agree nor disagree, 2 = Disagree, 1 = Strongly disagree</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. No symptoms of burnout</td>
<td>Using your own definition of &quot;burnout&quot;, please choose one of the numbers below:</td>
<td>5 = I enjoy my work. I have no symptoms of burnout, 4 = 3 = I am beginning to burn out and have one or more symptoms of burnout, 2 = 1 = I feel completely burned out. I am at the point where I may need to seek help</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Aligned with clinical leaders</td>
<td>My professional values are well aligned with those of my clinical leaders:</td>
<td>5 = Agree strongly, 4 = Agree, 3 = Neither agree nor disagree, 2 = Disagree, 1 = Strongly disagree</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Care team works efficiently together</td>
<td>The degree to which my care team works efficiently together is:</td>
<td>5 = Optimal, 4 = Good, 3 = Satisfactory, 2 = Marginal, 1 = Poor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Not stressed because of job</td>
<td>I feel a great deal of stress because of my job</td>
<td>5 = Strongly disagree, 4 = Disagree, 3 = Neither agree nor disagree, 2 = Agree, 1 = Agree strongly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Little time spent on EMR at home</td>
<td>The amount of time I spend on the electronic medical record (EMR) at home is:</td>
<td>5 = Minimal/none, 4 = Modest, 3 = Satisfactory, 2 = Moderately high, 1 = Excessive</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Good documentation time</td>
<td>Sufficiency of time for documentation is:</td>
<td>5 = Optimal, 4 = Good, 3 = Satisfactory, 2 = Marginal, 1 = Poor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Calmer work atmosphere</td>
<td>Which number best describes the atmosphere in your primary work area?</td>
<td>5 = Calm, 4 = 3 = Busy, but reasonable, 2 = 1 = Hectic, chaotic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Workload Control</td>
<td>My control over my workload is:</td>
<td>5 = Optimal, 4 = Good, 3 = Satisfactory, 2 = Marginal, 1 = Poor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. No Frustration with EMR</td>
<td>The EMR adds to the frustration of my day:</td>
<td>5 = Strongly disagree, 4 = Disagree, 3 = Neither agree nor disagree, 2 = Agree, 1 = Agree strongly</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
I find my work to be meaningful.

I work in a supportive environment.

The amount of work I am expected to complete in a day is reasonable.

I participate in decisions that affect my work.

I have enough time to think and reflect.

I am treated with respect at work.

I often feel emotionally drained at work.

I feel more and more engaged in my work.

I find my work to be a positive challenge.

I find new and interesting aspects in my work.

After work, I need more time than in the past in order to relax.
Nutrition  Exercise
Participants

- Team Physician
- Student Athlete
- Coach
- Athletic Trainer
- Orthopedic Surgeon
- Fellows
- Consultants
- Residents/Students
- Spouse/Family
- Parents
- Administration
- Owners
- NCAA, NBA, AOASM, ACSM, NFHS
- Employer/ Boss
- Athletic Director
- Staff
- Colleagues
Depressed Doctors

- have affairs
- steal drugs
- exercise obsessively
- smoke pot
- get drunk
Cardiorespiratory Fitness and Risk of Death

The graph shows the relationship between relative risk of death and level of cardiorespiratory fitness. The risk of death decreases as fitness level increases, from low fitness to high fitness.
“Younger Next Year”  

Lodge
• LOSE SOME WEIGHT
• STAND UP STRAIGHT
• SPEED UP GAIT
• DON’T FILL PLATE
• SLEEP FOR EIGHT
• TALK TO MATE
• IMPROVE MENTAL STATE
• Physical
  
  • 30 minutes Daily Exercise
  Diet, Sleep, avoid substance abuse

• Emotional
  
  • Mate, Meditation,
  Mindfulness, Laughter

• Spiritual
  
  Friends, Faith, Family
  Church, Prayer
Physician Resiliency

- Family Work Balance
- Proactive vs Reactive
- Could vs Should
- Mindfulness
- Chief Wellness Officer
- Mistake Counselling
- ABCDE Difficult Patients
- Don’t Grade your own Paper!
- Live Below Your Means
“Wellness 5” 预防

- Exercise 锻炼
- Sleep 睡眠
- Nutrition 营养
- Mental Health 心理健康
- Substance Abuse 物质滥用
Remedy

- Sleep
- Exercise
- Read a Book for fun
- Develop New Hobby
- Journal
- Travel/Explore
- Nap
- Meditate
- Volunteer
- Breath

- Coach
- Mentor
- Date your mate
- More Fruits and Vegetables
- Drink More Water
- Laugh
- Phone a Friend
- Plan a Vacation
- Live Below your means
Questions abound
• LOOSE SOME WEIGHT
• STAND UP STRAIGHT
• SPEED UP GAIT
• DON’T FILL PLATE
• SLEEP FOR EIGHT
• TALK TO MATE
• IMPROVE MENTAL STATE
Pearls

• The eyes see only what the mind knows.
• We don’t see things the way they are.......We see things the way we are.
• The Enemy of Good is Better
• Physician Heal Thyself
• Not what we say but what we do
• Don’t throw stones if your house is made of glass
• You’re only as happy as your unhappiest child.
Hope for the Future

- AOASM Leadership
- Quality vs Quantity
- Could vs Should
- Inter Professionalism
- Mentoring
- Lifelong Learning
- Advocacy
- AOASM Public Relations
- Community Outreach
Questions abound
Lillian Eva Pascale