



Well-being Champion Celebration Event

September 10, 2025



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Today's Agenda*

- Welcome – Marion McCrary
- Well-being Moment – Sue Hingle
- WBC History – Crissy Walter, ACP Staff
- What's next for WB? – Sue Hingle
- WBC Program Updates & Social Share Zone– Jess Drass, ACP Staff
- WBC Statewide Advocacy & Publication – Eileen Barrett
- WBC Community Building – Alexis Wickersham
- WBC Leading Workshops – Carrie Horwitch
- WBC Public Engagement/Leadership – Marion McCrary
- Breakout Rooms: Small group discussions led by WBC alumni
- Share ideas from breakout rooms
- Closing, thank you's, and next steps



*agenda and presenters subject to change



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Well-being Moment



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Well-being Moment



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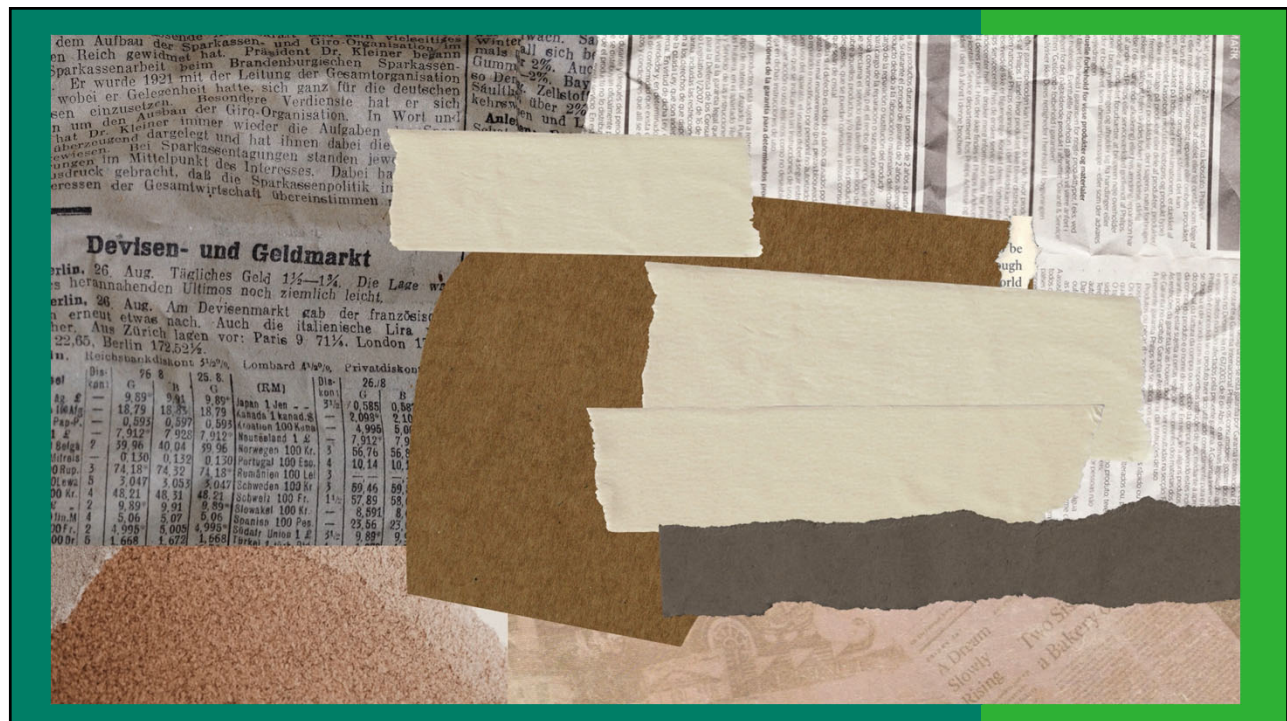


ACP Well-being Champion (WBC) Program History

Crissy Walter, MSOD, ACP Staff



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Well-being Champion Leadership Training Program

The ACP Well-being Champion (WBC) Program began in 2017 in response to the crisis levels of physician burnout. It was created to bridge the forecasted physician gap to make the practice of medicine sustainable and avoid a public health crisis.

WBCs:

- Serve your local ACP Chapter for a 3-year term (*estimated time commitment is 2 hours per month*).
- Participate in mixed mode training provided free by ACP (*value of around \$10,000*).
- Integrate well-being and professional fulfillment information and strategies into chapter programming, activities, and communications.
- Participate in ongoing individual and group coaching calls.
- Collaborate with WBCs across chapters to cultivate community.



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250+ Well-being Champions Leadership in Action

Over 1,700 Activities since 2017

**Shows reported activities only through previous fiscal year*



108+ Deployed Well-being Surveys



130+ Established Well-being Committee and Infrastructure



222+ Formal Presentation on Well-being and Professional Fulfillment and Organizational Approaches



58+ Led a Workshop or Group Facilitation



995+ Community Engagement Activity (includes new partnerships and chapter engagements)



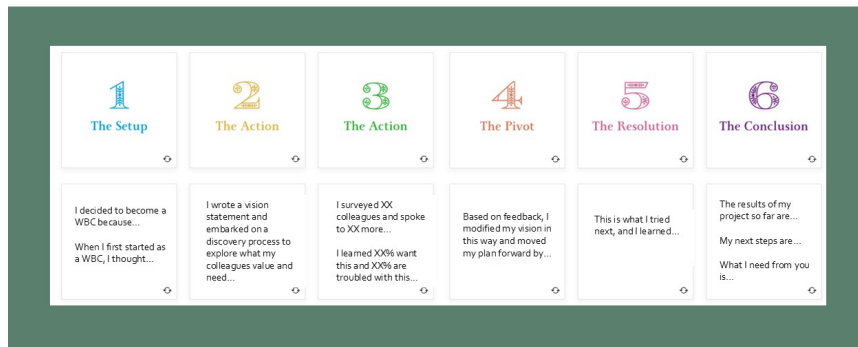
265+ Published (peer-reviewed and other articles)



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WBC Program 5-year Survey Results: Inspired to Move Forward Together

- 94% of respondents reported that their participation in the ACP WBC program had a positive impact on their personal well-being and professional fulfillment
- 86% of respondents said that their participation in the WBC program made them more likely to participate in future ACP programs
- So...how do we tell the story of well-being?



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What's Next for Well-being?

Susan Hingle, MD, MACP
 Professor of Internal Medicine and Medical Humanities
 Associate Dean for the Center for Human and Organizational Potential
 Chair of the Department of Medical Humanities
 Director of Professional Development and Wellness for the Department of Medicine



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Bigger and More Strategic Thinking

- From resilience → organizational transformation
- Well-being as the foundation of all aims

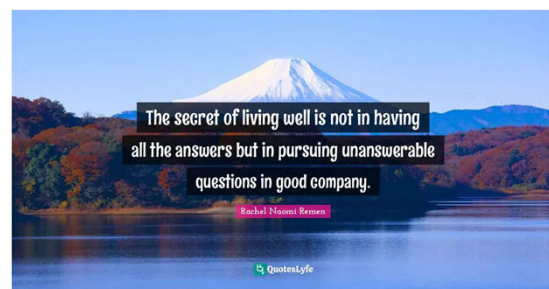


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Resilience ≠ the Answer

- Focused on 'fixing' individuals
- Wellness apps, yoga, coping strategies
- Measured burnout
- Didn't address broken systems
- Didn't take the "infinite game" approach



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Practical Levers for Thriving

self-determination theory

HUMAN BEINGS HAVE THREE BASIC NEEDS:

COMPETENCE

People need to gain mastery and control of their own lives & their environment. Essential to wellness.

AUTONOMY

People need to feel in control of their own life, behaviours and goals. This is about choice.

RELATEDNESS

People need to experience a sense of belonging and connection with other people.

*Feeling cared for by others
& to care for others.*

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From Coping → Thriving

- Focus on culture
- Redesign systems
- Update/create new policies
- Remove inequities
- Reward collaboration & meaningful work
- Leaders accountable for well-being

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Well-Being Is THE Goal

- Not a 'fourth aim' → the pathway to the Triple Aim
- Healthy workforce → quality, cost, patient experience
- Prioritize well-being → achieve every other aim



Figure 2. The Fourth (missing) Aim is improved clinician experience.

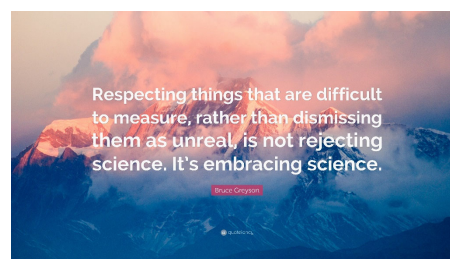


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Metrics That Matter

- Flourishing
- Belonging, value, psychological safety
- Ability to do meaningful work without barriers
- Linked to engagement, retention, patient outcomes



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ACP Well-being Champion (WBC) Program Updates

Jessica Drass, MA, ACP Staff



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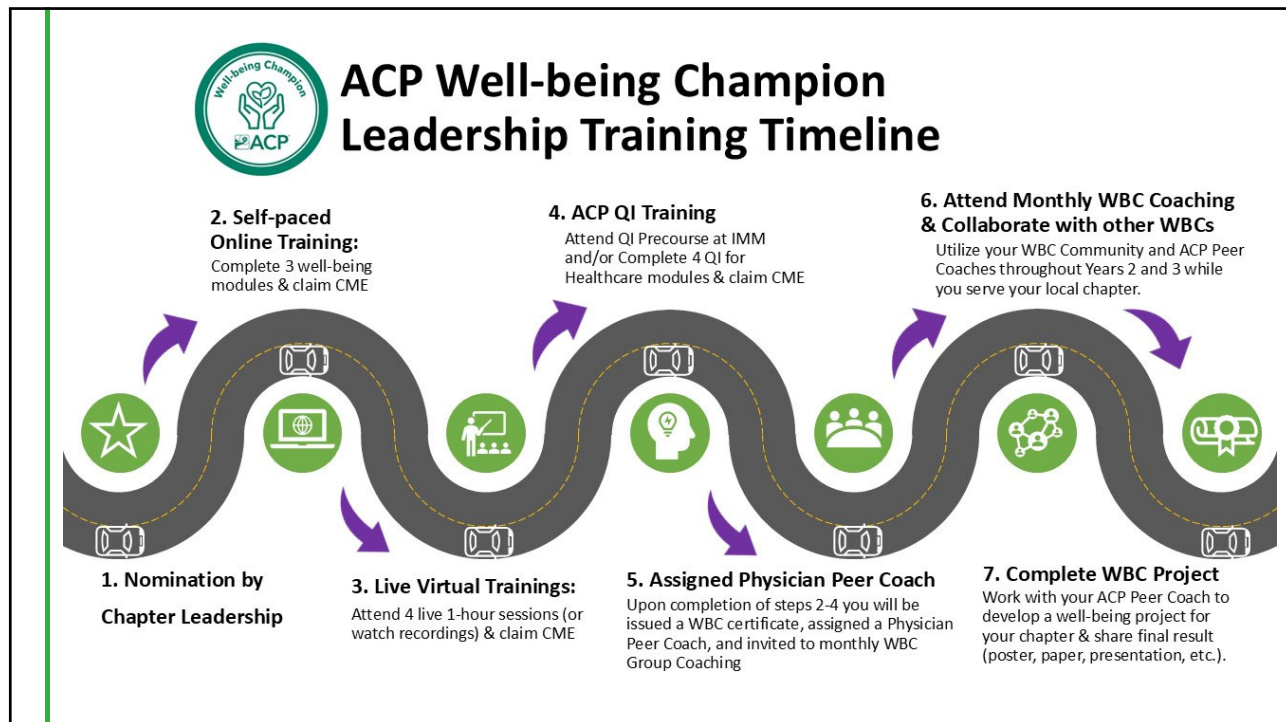
Well-being Champion Leadership Training Program

New updates to the program:

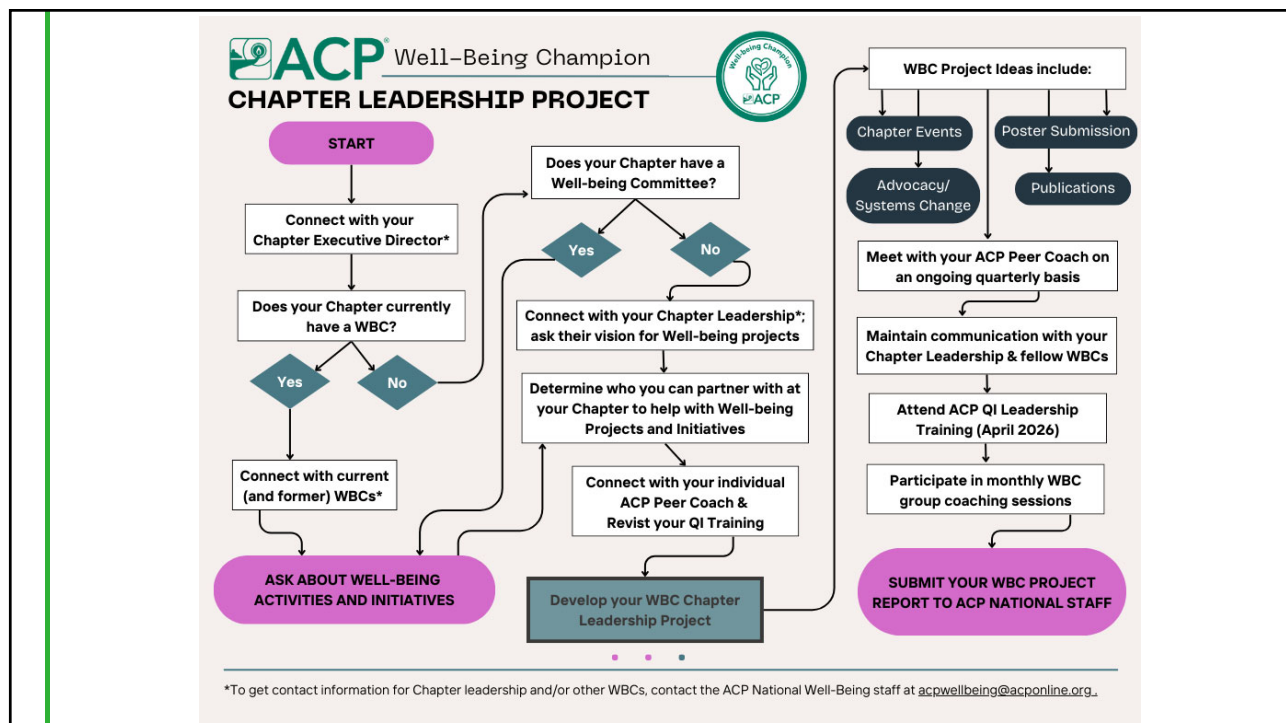
- ACP QI Leadership Training – WBCs can attend the QI precourse at Internal Medicine Meeting or complete the QI Online Curriculum.
- Completion of Final WBC Leadership Project with ongoing support from an ACP Physician Peer Coach
- WBC Resource Guide – a user-friendly tool highlighting how WBCs can access ACP materials around the themes of
 - 1) Advocacy/Policy; 2) Community Building; 3) Measurement; 4) Publication;
 - 5) Public Engagement



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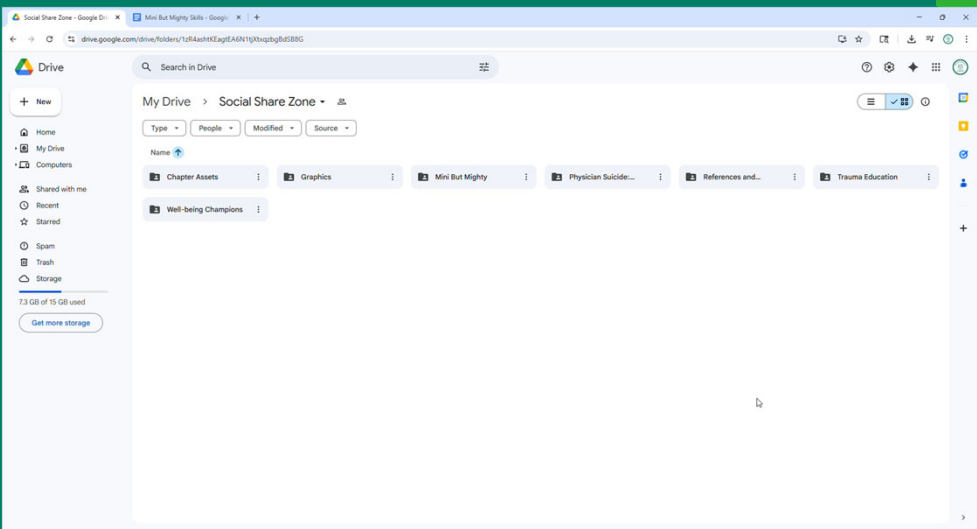
WBC Collaborative Topics Defined


- **Advocacy/Policy:** the act or process of supporting a cause or proposal; ACP advocates for policy changes that will make a difference in your daily work and professional development. Examples: [Patients Before Paperwork](#) & [ACP Advocacy Toolkit](#)
- **Medical Community Engagement:** The process of working collaboratively with other physicians. For WBCs, Community Engagement is focused on building networks and collaborations between internal medicine physicians.
- **Measurement:** Using data and research to support your well-being strategy/program. See your WBC Training Curriculum, accessible through your WBC Resource page, for more in-depth information, references, and to access an example of a free measurement bonus material.
- **Publication:** Submitting your well-being work through traditional, peer-reviewed channels meant for the scientific community such as journals (research studies, clinical cases, viewpoint articles), posters, and conference presentations.
- **Public Engagement:** Public engagement between physicians and the general public- intentional, meaningful interactions that provide opportunities for mutual learning and recognition of the importance of multiple perspectives and domains of knowledge.




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Social Share Zone







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Social Share Zone – Call to Action

- Utilize the graphics and resources from the [Social Share Zone](#) in your presentations and social media posts
- **September 17th is National Physician Suicide Awareness Day**
 - ACP will be posting on Facebook, Instagram, X, and Threads pages – *please share/repost!*
 - Post about the new ACP [Physician Suicide Resource Page](#) on the [I. M. Emotional Support Hub](#)
 - Use the hashtags **#NPSADay** & **#dontworryalone**



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ACP Well-being Champion (WBC) Statewide Advocacy & Publication

Eileen Barrett, MD, MPH, MACP, FAMWA

Associate Professor of Medicine
Director of Continuing Medical Education, Director of GME Wellness Initiatives
at the University of New Mexico
President, AMWA; Former Chair of the Board of Regents of ACP



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Annals of Internal Medicine

IDEAS AND OPINIONS

Improving How State Medical Boards Ask Physicians About Mental Health Diagnoses: A Case Study From New Mexico

Eileen Barrett, MD, MPH; Elizabeth Lawrence, MD; Daniel Waldman, MD; and Heather Brislen, MD

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The connection between credentialing and physician mental health: a call to action

Drs. Saranya Loehrer, Joshua Allen-Dicker and Eileen Barrett

**Modern
Healthcare**

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Consistency Between State Medical License Applications and Recommendations Regarding Physician Mental Health

Physicians have higher rates of depression, burnout, and suicide than the general population.¹ Despite this, physicians infrequently seek mental health care, consistently citing fear of negative ramifications for licensing.^{2,3} State medical license applications often ask broad questions about mental health history or its hypothetical effect on competency, even though asking violates the Americans With Disabilities Act. In states with license applications that ask such questions, physicians are more reluctant to seek help.⁴



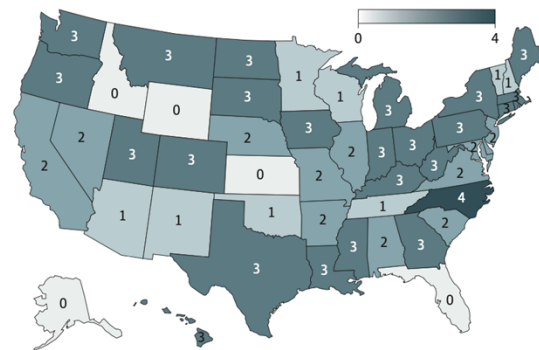
[Supplemental content](#)

In 2018, the Federation of State Medical Boards (FSMB), an umbrella organization that advises state medical boards, published recommendations on physician wellness and burnout,⁵ some of which directly relate to licensing applications. We reviewed the consistency of medical license applications with those FSMB recommendations.

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Methods | In July 2020, publicly available initial medical li-

Figure. Consistency of State Board Applications With the Federation of State Medical Boards Recommendations on Physician Wellness and Burnout



Each state board application was given 1 point for consistency with each of the 4 evaluable Federation of State Medical Boards recommendations, for a total of up to 4 points. The Figure includes all 50 states in the US and Washington, DC. Three territories (Guam, the Northern Mariana Islands, and the US Virgin Islands) are not shown.

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Advocacy Toolkit: Modernizing License and Credentialing Applications to Not Stigmatize Mental Health

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ACP Well-being Champion (WBC) Community Building

Alexis Wickersham, MD, FACP

Clinical Associate Professor
Vice Chair of Well-being, Department of Medicine
Associate Program Director, Internal Medicine
Sidney Kimmel Medical College at Thomas Jefferson University

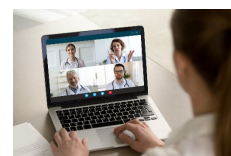


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WBC Program Impact

Promoting connection at local level:

- Virtual & In-Person Meet and Greets
 - Introduction of new hires and spotlighting divisions at the start of departmental meetings
 - Allows individuals to share clinical and research interests – promotes a sense of feeling valued by department
 - Increases visibility amongst colleagues – builds personal connection referral basis
- Increase recognition and promote gratitude
 - I.M. Thankful Departmental Recognition Program
 - Launched in 2021, over 500 submissions to date
 - Monthly submissions gathered across the department
 - All department employees can nominate; many nominations beyond department
 - All nominations highlighted each month, two nominations featured
 - Featured nominations and nominators receive personalized thank you card and gift card of appreciation
 - Nomination themes –
 - Exceptional patient care, outstanding teamwork, dedication, empathy, compassion, supportive work environment



Winners selected monthly.
Winning nominators and nominees will each receive a gift card.

Recognizer appears in the Department of Medicine!
Physicians, APPs, Nurses, MAs, Students, Office Staff, etc.



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WBC Program Impact

Promoting connection at local level:

- Departmental Well-being Mini “Grants”
 - Well-being grants up to \$1000 offered for Department of Medicine divisions
 - Goal to promote projects meaningful to local practice environment
 - Eight projects funded projects: support team-based care and care recognition, combat role recognition, well-being bingo, research symposium, team mindfulness workshops
- Clinician Connection Fund
 - Regional health system program to build connection amongst physicians & APCs across specialties with institutional funding
 - Mingle all the Way – Emergency Medicine holiday social
 - Mother’s Day Watercolor Cards – Hospital Medicine APC focus
 - Perk Up Event – Pathology and Radiology meet & greet



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ACP Well-being Champion (WBC) Leading Workshops

Carrie Horwitch, MD, MPH, MACP

Virginia Mason Medical Center
<https://www.thelaughdoctor.com/>
 Associate Clinical Professor, Medicine
 University of Washington School of Medicine



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WBC Program Impact

- Well-being activities can take many forms: Get creative
- What would work best for your organization, your team or your ACP chapter
- Techniques for engaging with organizations, leaders and other groups include workshops that incorporate well-being techniques
- Specific exercises that utilize communication skills (such as Improv Yes, And...) can help team building and listening skills
- Using laughter as both a wellbeing technique and team building can help break down barriers and make it fun to work together
- When introducing these exercise-tell your story (your Why)
- WBC tools can help you do QI that can also increase thriving in medicine
 - Using the mini-Z for data on current state, exercises that identify the thorns and What QI /PDSA/Pilot projects can do to help



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Info

- Laughter information
- [10 Health Benefits of Laughter: Physical, Mental, Emotional](#)
- [Laugh Doctor](#)
- Medical Improv: [Medical Improv](#)
- [Medical improv proves provocative for physicians | I.M. Matters from ACP](#)
- Thriving in Medicine: [Thriving in Medicine Wellness Report](#)

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ACP Well-being Champion (WBC) Public Engagement & Leadership

Marion Mull McCrary, MD, FACP, FAMWA

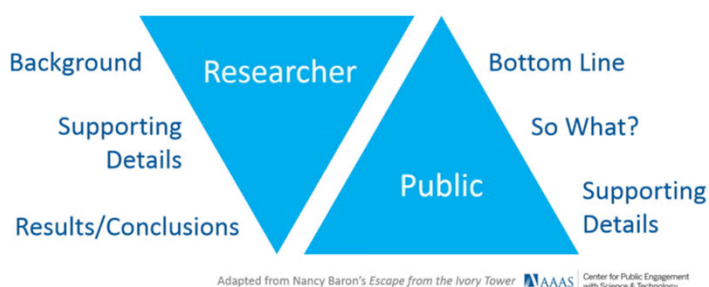
Assistant Professor, Department of Internal Medicine, Duke University School of Medicine
Associate Director of GME Professional Development Coaching, Duke University School of Medicine
Governor, North Carolina Chapter American College of Physicians



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WBC Program Impact – Public Engagement

Public Engagement: Public engagement between physicians and the general public-intentional, meaningful interactions that provide opportunities for mutual learning, including civic engagement skills and empowerment, increased awareness of the cultural relevance of science, and recognition of the importance of multiple perspectives and domains of knowledge to scientific endeavors ([AAAS](#)).



ENGAGEMENT:

- **Two-Way**
- **Mutual Learning**
- **Format for Alignment**



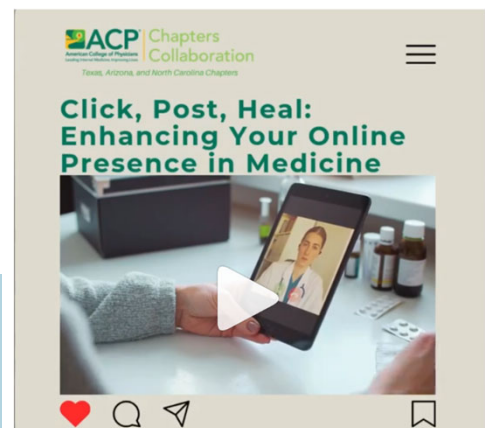
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Listening Storytelling Trust



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Examples



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WBC Program Impact – Leadership Skills

Connection

Communication

Confidence

Connect with Mission/Values (Purpose)

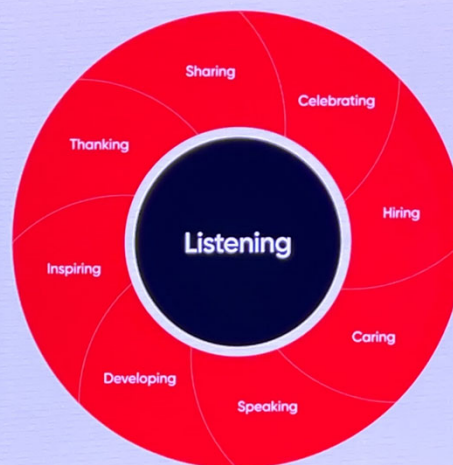


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WBC Program Impact – Leadership Skills

**9 High-Trust
Leadership
Behaviors**

Great Place To Work.



Michael Bush, CEO Great Place to Work, Presentation at Healthcare Leadership Collaborative (Johns Hopkins University), March 2025

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Small Group Discussions

- You will be placed in a breakout room with one of our WBC speakers from this evening
- Choose 1 person in your group to be the note taker, and another to report highlights of your group's discussion
- Discussions will last 15 minutes
- Notetakers, please email your group notes to acpwellbeing@acponline.org
- Discussion Question:
 - "Where do you want to take well-being?"



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WBC Discussion Question

“Where do you want to take well-being?”



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WBC Group Discussion Ideas – What’s Next for Well-being

- Challenges among different generations and their willingness to work with well-being
- “Wellness Corner” for chapter
- Learning negotiation skills – how can we start the conversation to get people on board?
- Needs to be a system change...and sometimes that can feel frustrating, “financialization of medicine”
- Can you focus on the pursuit of something better and let that guide you knowing that the change is unlikely to come during our lifetimes?
- Importance of small discussion groups with colleagues...a time to feel valued and heard by others
- Know you might meet resistance...how can you use language that they will understand
- Just like in teaching residents and others- we may not always see the final journey of theirs but the teaching and the moments as we travel along is well worth it.
- Be yourself...and just be.
- The image of a physician is changing...generational shift toward authenticity and selective vulnerability – just enough to build relationships
- Allow others to find personal meaning for behavior change...and use clinical skills with administrators
- Being a good listener
- Modeling psychological safety and building trust with each other
- Being open to give and receive feedback; Be open to listen to what the problems are
- Empower people to make change in their environments



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ACP | Physician Peer Coaching
Connect. Transform. Achieve.

**Burnout to Well-being:
Coaching Principles for
Physicians Webinar**

Monday, September 15, 2025
12:00 pm-1:00 pm Eastern Time.
Hosted via Zoom


Dr. Kerri Palamara
Physician Lead, ACP Physician Peer
Coaching Program

- Review drivers of physician burnout and their impact on well-being ✓
- Learn core coaching principles to foster physician support ✓
- Explore coaching strategies to boost individual and organizational well-being ✓

[CLICK HERE TO REGISTER](#)

This webinar is open to all chapters. Earn: 1 AMA PRA Category 1 Credit(s)™

IN COLLABORATION WITH:

 **Ohio Chapter**  **Minnesota Chapter**  **North Carolina Chapter**

Upcoming Webinar:
Monday, September 15, 2025
12-1pm ET



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Other Upcoming Events:

- **Physician Peer Coach Training**: Next Session starts October 3rd!
- **Please join us at the ACP Internal Medicine Meeting in 2026!**
 - It's not too early to register to join us next year at the Internal Medicine Meeting in San Francisco, CA, April 16–18, 2026! [Register here!](#)
- **Next WBC Monthly Group Coaching Sessions**:
 - Tuesday, October 7th, 12-1pm ET
 - Tuesday, November 11th, 11am-12pm ET

***These sessions are open to currently serving WBCs: Class of 2026, and Class of 2028 who have completed all online WBC training. Those eligible to join will receive an email with the registration link.*



➔ ***New WBC Curriculum will be available to ALL ACP Members in the Online Learning Center starting May 2026!***

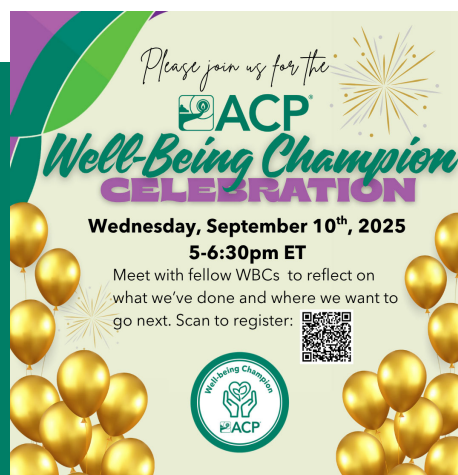


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Thank You for volunteering your time to help promote physician well-being!

Please reach out to Crissy or Jess with any ideas and ways to continue to build our community!

acpwellbeing@acponline.org



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