

## MAG Physician Resilience Task Force

Special 11.20

SUBJECT: Annual Report

SUBMITTED BY: Keisha R. Callins, M.D., MPH, Chair

REFERRED TO: Not Referred

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1 Your MAG Physician Resilience Task Force (PRTF) is pleased to present its Annual Report for 2020.

### 2 3 **Goals and Objectives**

4 The Task Force is a diverse mix of specialists, residents and medical students that are charged  
5 with developing evidence-based recommendations to promote physician wellbeing and mitigate  
6 the consequences of burnout. The PRTF has grown within the addition of MAG member physicians,  
7 and two residents from Wellstar and Emory and Medical Students representing each medical school in  
8 Georgia. The committee has taken an approach to ensure the message of physician wellness and resilience  
9 are priorities within MAG and by recruiting future physicians, it not only brings them into the  
10 innerworkings of MAG, this also ensures that wellness and resilience needs to exist for those in residency  
11 and medical school. In the past year, the PRTF fulfilled its goal to meet six times via Zoom. Ongoing  
12 goals include: establish a dedicated workgroup to combat physician burnout and its consequences and  
13 address physician wellness; research the root causes of burnout recommend appropriate education for  
14 physicians and health systems and recommend appropriate resources; collaborate with the Georgia  
15 Composite Medical Board; and promote relevant resources on MAG's website and social media  
16 platforms. We have not begun work on educating legislators and proposing regulatory and legislative  
17 solutions to fund Georgia Professional Health Program (PHP).

### 18 19 **Individual Responsibility and Institutional Responsibility**

20 Due to COVID-19 and its impact on the health care workforce, the PRTF was forced to pivot from its  
21 original goals to an action-oriented plan aligned with supporting health care workers in a crisis to be  
22 resilient. Through research and diligence, members of the task force developed an evidenced based fact  
23 sheet, "[Health care workforce resilience in a pandemic.](#)" It's less of a top down approach to guiding and  
24 supporting the workforce as it encompasses partners, wellness champions and front-line team leaders. The  
25 Individual Responsibility is a focus on promoting constructive engagement, limit-setting, self-monitoring  
26 and mindfulness; Institutional Responsibility is focused on creating a culture of trust, transparency,  
27 revolving door communications, competence, shared decision-making, transdisciplinary engagement and  
28 continuous process and quality improvement that is based on metrics. The fact sheet and supporting  
29 material has been distributed statewide to Health Care Systems, CMOs, CNOs, County Medical Societies,  
30 Specialty Societies, Rural Hospitals and GPLA. In an effort to promote the resilience model (fact sheet),  
31 members of the PRTF have met with North Georgia Health System, Wellstar Health System and the  
32 Georgia Hospital Association (GHA). Task Force member, Florence LeCraw, M.D. published a paper,  
33 "Rapid adoption of resilience strategies during the COVID-19 pandemic:"

34 <https://journals.sagepub.com/doi/full/10.1177/2516043520933718>

### 35 36 **Promotion**

37 The task force sponsored a four part 'Top Docs' series including: 'Top Docs' Health Care Workforce  
38 Resilience 4-part Series:

- 39 1. Recorded 7/2020 – Unveiling of Health Care Resilience in a Pandemic MAG/GNA (Keisha  
40 Callins, M.D. and Tim Cunningham, R.N.)

- 1        2. Recorded 8/2020 - Strategies that medical practices and facilities can employ to improve the  
2        wellbeing and resilience of their workforce during a pandemic or other crisis (Gerald Hickson,  
3        M.D., founding director of the Center for Patient and Professional Advocacy at the Vanderbilt  
4        University)
- 5        3. Recorded 9/2020 – Data on the impact of pandemic/AMA survey (Florence LeCraw, M.D. and  
6        Suja Mathew, M.D.)
- 7        4. Recorded 10/2020 – Health care workforce infrastructure (Tim Cunningham, R.N.,GNA)

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9        The PRTF also created *#GAPhysiciansBeWell*. There is a “Resilience” Section on MAG’s COVID-19  
10       Resource Center. Keisha Callins, M.D.’s article on Physician Resilience was published in the July edition  
11       of the MAG Journal.

12  
13       **Funding**

14       The PRTF has connected with entities that may further the mission through funding and collaboration.

15  
16       The PRTF would like to thank our staff for their dedication and service:

17       Mr. Donald Palmisano Jr., MAG Executive Director and CEO

18       Ms. Lori Cassity Murphy, MAG Director of Development & Special Projects

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20       Respectfully submitted,

21       Keisha Callins, M.D., Chair, MAG Physician Resilience Task Force

22       Physician Resilience Task Force members:

23       John S. Antalis, M.D.

24       Debi Dalton, M.D.

25       Paul Early, M.D.

26       John Hermansen, M.D.

27       Samaira Issa

28       Kristin Kuehn

29       Florence LeCraw, M.D.

30       Allison Lewis

31       Deborah Martin, M.D.

32       Robin McCown

33       Dien Nguyen, M.D.

34       Vandanna Reddy, M.D.

35       Andrew Reisman, M.D.

36       William (Billy) Silver, M.D.

37       Alicia Marie Williams

38       David Williams, M.D.

39       Kimberly Williams, PhD

40       Charles Wilmer, M.D.

41       Natalee Wilson, M.D.

42       Vikram Varadarajan

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