2018 AHME Institute  
May 16-18, 2018 ~ Phoenix, AZ  
Plenary/Workshop Session Application Form

Session Title: Zero Degrees of Separation: Resident Engagement Cultivates Well-Being

Session Type: ___ Plenary ___ Workshop

Presenter(s) (please no more than two):

Presenter 1 Name (with suffix): Raquel G. Hernandez, MD, MPH, FAAP
Presenter 1 Job Title: Director of Medical Education and Program Director, Pediatric Residency Program
Presenter 1 Institution: Johns Hopkins All Children's Hospital
Presenter 1 Address: 601 5th Street South, Suite 608, St. Petersburg, FL 33701
Presenter 1 Email: Raquel.Hernandez@jhmi.edu
Presenter 1 Phone: 727.767.4106

Presenter 2 Name (with suffix): Jamie W. Tidwell, MHA, C-TAGME
Presenter 2 Job Title: Medical Education Coordinator
Presenter 2 Institution: Johns Hopkins All Children's Hospital
Presenter 2 Address: 601 5th Street South, Suite 608, St. Petersburg, FL 33701
Presenter 2 Email: Jamie.Tidwell@jhmi.edu
Presenter 2 Phone: 727.767.3811

Session Description:
This interactive session will focus on ways to engage residents in every aspect of the training program and provide practical suggestions for GME administrators and leadership to initiate and maintain engagement. We will outline strategies related to collecting and implementing resident feedback on multiple levels and building trust with residents by allowing them to have input into important decisions for the training program.

Session Objectives: At the conclusion of this session, the learner should be able to:

- Discuss how resident engagement cultivates well-being.
- Identify opportunities for resident engagement.
- Increase awareness of the connection between resident engagement and well-being.

Target Audience: DIOs, Program Directors, Program Coordinators, GME Educators, Faculty, Administrators

See next page for additional questions.
Session Title: Zero Degrees of Separation: Resident Engagement Cultivates Well-Being

Speaker Last Names: Hernandez and Tidwell

Questions to address in Workshop Application:

1. What is/are the professional practice gaps that you wish to address with your workshop? OR...what is the difference between the current competence/practice/outcome and the optimal or desired competence/practice/outcome that you wish to remedy with your workshop?

Physician well-being has quickly come to the forefront as burnout, depression, and suicide becomes more prevalent among resident physicians. Resident well-being is known to impact medical errors, clinical reasoning, and adherence to best practices. Though promoting resident well-being remains a central training goal, little is known about what aspects of training lead to burnout or how to mitigate these issues. Studies have shown that employee engagement boosts employee morale, increases productivity and overall well-being, and leads to improved organizational performance. Therefore, enhancing resident engagement in training programs has the potential to mitigate burnout and lead to increased overall well-being. Within our program, annual engagement scores reflect that greater than 80% of our residents feel “very engaged” providing an opportunity for us to reflect on how we can use engagement as a strategy to cultivate well-being. This interactive session will focus on strategies for resident engagement and will provide practical suggestions for initiating and maintaining engagement. Our engagement strategies include making residents a part of the decision-making team, including day-to-day residency operations. We will outline strategies related to collecting and implementing resident feedback, offering visibility, and building trust with residents by making them a part of the decision-making team.

2. What specific change(s) in competence, performance or education/accreditation outcome do you want to create through your session?

Our goal is to inform program leaders regarding the concept of resident engagement as a strategy towards promoting overall resident well-being. By providing examples and ideas of how to engage residents in the decision making and day-to-day functions of the training program, we seek to enhance wellness strategies that programs may offer, as well as potentially improve the effectiveness surrounding wellness efforts.

3. What are the potential barriers (real or perceived) that might prevent our attendees from achieving the change you desire? How will/can your workshop address those barriers to change as well?

Resident engagement initiatives can be implemented immediately, but it may take a bit longer to measure an overall increase in well-being. We will describe and share how we have measured engagement in an effort to empower programs to begin assessing this component at their institutions. Some of our strategies may be specific to our program size and infrastructure where it may be difficult to
generalize however, we will include a discussion with attendees as to how to tailor and adopt our strategies to their own institutions.

4. What educational methods, formats, tools or approaches will you employ to facilitate the change and learning?

We plan to use scenarios, interactive group discussion, didactic lecture, and video during our presentation. Handouts will include a literature search.

5. What question(s) would you suggest we ask on your workshop’s evaluation to be able to measure a change?

   Please indicate your evaluation of the workshop:

<table>
<thead>
<tr>
<th>N/A</th>
<th>Poor</th>
<th>Fair</th>
<th>Good</th>
<th>Excellent</th>
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</thead>
<tbody>
<tr>
<td>a. was organized and followed a logical order</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>b. provided information I can use in my work</td>
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<td>3</td>
<td>4</td>
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<tr>
<td>c. will be helpful in my career</td>
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<td>d. expanded my thinking about the topic</td>
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<tr>
<td>e. helped me better understand the issue</td>
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<tr>
<td>f. content will be of immediate use to me</td>
<td>1</td>
<td>2</td>
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What part of the workshop did you like most?

What would make the workshop more useful?

Overall comments: