

# Innovative Medical Education Strategies to Address Medical Student Wellness: Accelerating Change

J. Aaron Allgood, DO, FACP, Chair and Associate Professor of Clinical Medicine, A.T. Still University

Michael Dekhtyar, Research Associate, American Medical Association

Lotte Dyrbye, MD, MHPE, FACP, Professor of Medicine and Medical Education, Mayo Clinic

Margaret Rea, PhD, Director, Office of Student Wellness, UC Davis School of Medicine

A.T. Still University, School of Osteopathic Medicine in Arizona  
Brody School of Medicine at East Carolina University  
Case Western Reserve University School of Medicine  
CUNY School of Medicine  
Dell Medical School at the University of Texas at Austin  
Eastern Virginia Medical School  
Emory University School of Medicine  
Florida International University Herbert Wertheim College of Medicine  
Harvard Medical School  
Indiana University School of Medicine  
Mayo Clinic School of Medicine  
Michigan State University College of Osteopathic Medicine  
Morehouse School of Medicine  
New York University School of Medicine  
Ohio University Heritage College of Osteopathic Medicine  
Oregon Health & Science University School of Medicine  
Pennsylvania State University College of Medicine  
Rutgers Robert Wood Johnson Medical School  
Sidney Kimmel Medical College at Thomas Jefferson University  
University of California, Davis, School of Medicine  
University of California, San Francisco, School of Medicine  
The University of Chicago Pritzker School of Medicine  
University of Connecticut School of Medicine  
University of Michigan Medical School  
University of Nebraska Medical Center College of Medicine  
University of North Carolina School of Medicine  
University of North Dakota School of Medicine and Health Sciences  
University of Texas Rio Grande Valley School of Medicine  
University of Utah School of Medicine  
University of Washington School of Medicine  
Vanderbilt University School of Medicine  
The Warren Alpert Medical School of Brown University

# Roadmap

1. What is AMA Accelerating Change in Medical Education
2. A National Survey of Medical School Strategies to Address Student Well-being
3. Discussion:
  1. Strengths
  2. Deficits
  3. Examples from participants
  4. Next Steps

# AMA ACE Innovation 2013-2018



A.T. STEEL UNIVERSITY | ATSU  
SCHOOL OF OSTEOPATHIC MEDICINE IN ARIZONA

Heritage College  
of Osteopathic Medicine

The City College  
of New York | CUNY School of Medicine

MOREHOUSE  
SCHOOL OF MEDICINE

The University of Texas at Austin  
Dell Medical School

MICHIGAN STATE  
UNIVERSITY | College of  
Osteopathic Medicine

UConn  
SCHOOL OF MEDICINE

UNIVERSITY OF UTAH  
SCHOOL OF MEDICINE

RUTGERS  
Robert Wood Johnson  
Medical School

OHSU  
School of  
MEDICINE

ECU  
SCHOOL OF MEDICINE

UTRGV  
School of Medicine

MORE THAN  
**\$12.5 MILLION**  
TO  
**32 MEDICAL SCHOOLS**

TODAY, THESE FUNDS SUPPORT  
**19,000**  
MEDICAL STUDENTS

WHO WILL ONE  
DAY PROVIDE CARE  
FOR MORE THAN  
**33 MILLION**  
PATIENTS ANNUALLY

**18%** OF ALL  
OSTEOPATHIC  
& ALLOPATHIC  
STUDENTS ATTEND  
CONSORTIUM SCHOOLS

University of Nebraska  
Medical Center

INDIANA UNIVERSITY  
SCHOOL OF MEDICINE

FIU  
Herbert Wertheim  
College of Medicine  
FLORIDA INTERNATIONAL UNIVERSITY

UNC  
SCHOOL OF MEDICINE

UNIVERSITY OF NORTH CAROLINA  
SCHOOL OF MEDICINE & HEALTH SCIENCES

SCHOOL OF MEDICINE  
CASE WESTERN RESERVE  
UNIVERSITY

Sidney Kimmel  
Medical College

EMORY  
UNIVERSITY  
SCHOOL OF  
MEDICINE

THE UNIVERSITY OF  
CHICAGO  
PRETZKER SCHOOL  
OF MEDICINE



AMA

# Physician Training of the Future

- Flexible, seamless pathways
- Adaptive learning opportunities
- Measureable competencies achieved
- Trustworthy, reproducible assessments
- Safe, reliable transitions
- **Enhanced well-being**
- Valued by health care system
- Integrated within teams and across work sites



# A National Survey of Medical School Strategies to Address Student Well-being

- A convenience sample of 32 allopathic and osteopathic U.S. medical schools participating in the AMA Accelerating Change in Medical Education consortium
- Survey based on recent narrative reviews and published recommendations, a limited literature review, and focused discussions with content experts

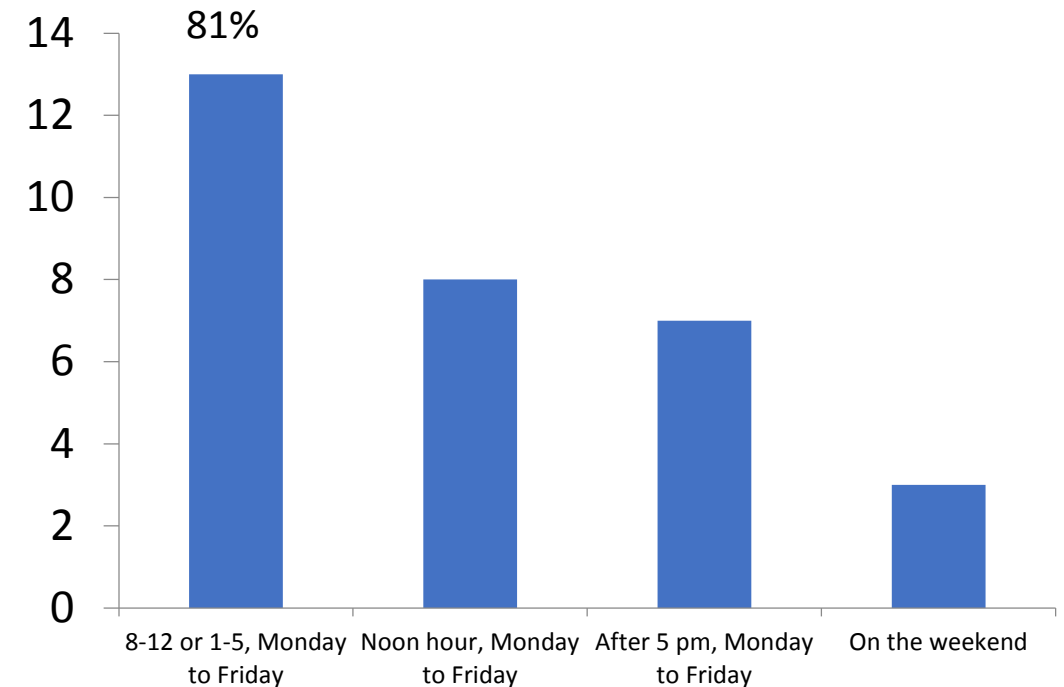
# Student Well-Being Inventory

27/32 (84%) response rate

- Mean # enrolled medical students 606 (~151/year)
- 66% public medical schools
- Mean in-state tuition \$38,887/year
- Region
  - 22% NE
  - 26% South
  - 33% Midwest
  - 19% West

16 (59%) have a wellness curriculum

When do wellness curriculum events take place?

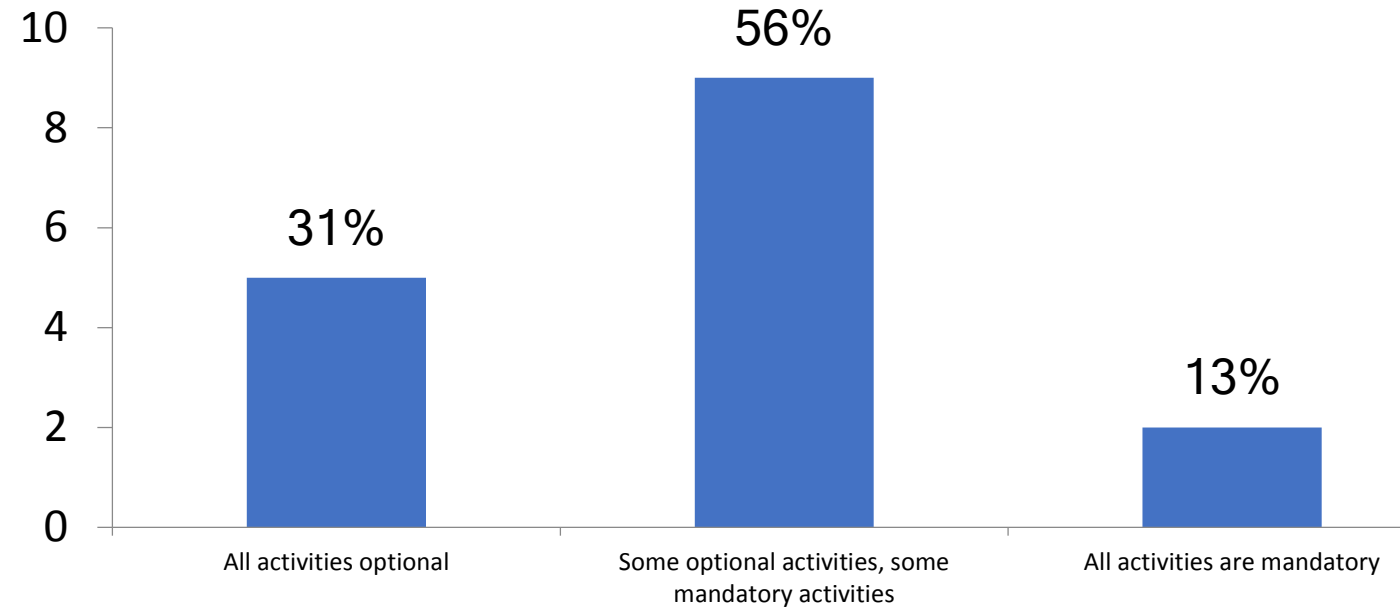


# Well-Being Curriculum

## Scheduling:

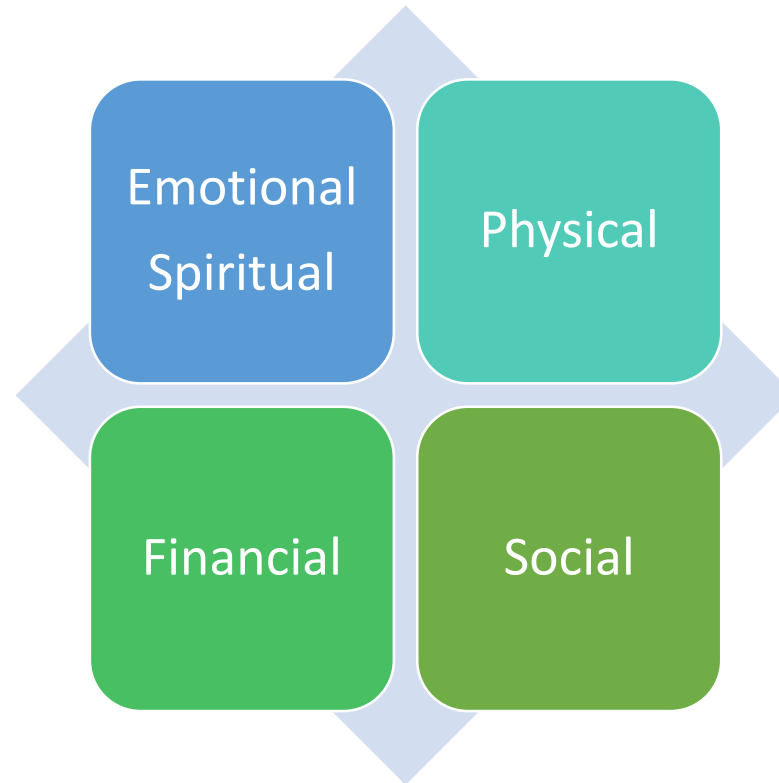
- At least monthly : 75%
- Quarterly: 6%
- Yearly or interspersed throughout four years: 19%

## Attendance at well-being related curriculum





# Well-Being Curricula and Activities



# Emotional/Spiritual Well-Being

Curriculum	Activities
<ul style="list-style-type: none"><li>• Prevalence, drivers, and consequences of psychological distress among medical students</li><li>• Test-taking anxiety and coping with high stakes assessments</li><li>• Imposter syndrome</li><li>• Gratitude/positivity</li><li>• Growth mindset</li><li>• Biofeedback and neurofeedback</li><li>• Spiritual intelligence</li><li>• Coping with death and dying</li><li>• Emotional empowerment</li><li>• Time management</li><li>• Mindful-based stress reduction</li></ul>	<ul style="list-style-type: none"><li>• Pet therapy</li><li>• Meditation groups</li><li>• Monthly process group</li><li>• Finding meaning in medicine</li><li>• Well-being rounds during hospital based rotations</li><li>• Student run peer support</li><li>• “My Stories” were medical students share stories of recovery, struggles, or failure with each other</li></ul>

# Physical and Financial Well-Being

	Curriculum	Activities
Physical	<ul style="list-style-type: none"> <li>• Sleep hygiene</li> <li>• Healthy back and posture</li> <li>• Personal physical activity prescription</li> <li>• Behavior change process focused on nutrition, sleep, and physical activity</li> <li>• Eating on a budget</li> </ul>	<ul style="list-style-type: none"> <li>• Athletic competitions (e.g., academy or college cup, month long triathlon, racquet ball tournaments)</li> <li>• Road race discounts</li> <li>• Class yoga</li> <li>• Running groups</li> <li>• Rock climbing</li> <li>• ‘Walk with a Doc’</li> <li>• Healthy cooking demos</li> <li>• Massages from local massage therapy students</li> </ul>
Financial	<ul style="list-style-type: none"> <li>• Financial well-being strategies</li> </ul>	<ul style="list-style-type: none"> <li>• One-on-one debt counseling</li> <li>• Personal financial planning</li> </ul>

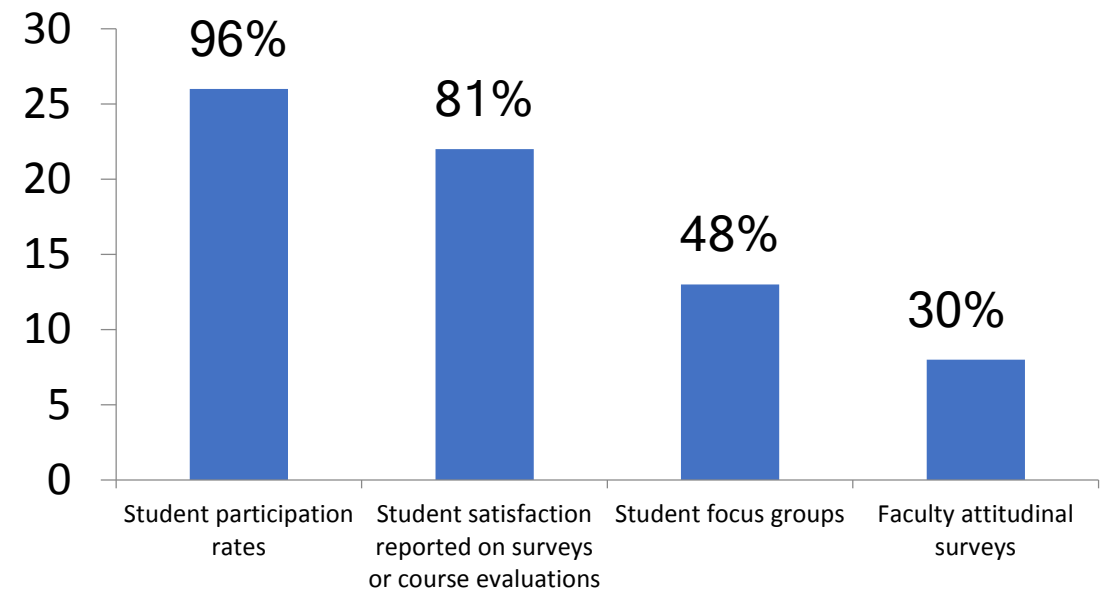
# Social Well-Being

Curriculum	Activities
<ul style="list-style-type: none"><li>• Building supportive relationships</li><li>• Family life and medicine</li><li>• Seminar with couple therapist coupled with dinner for first and fourth year students and their partners</li><li>• Discussion by local parenting expert with for students who are parents or those interested in becoming parents</li></ul>	<ul style="list-style-type: none"><li>• Movie night</li><li>• Art night</li><li>• Board games/game night</li><li>• Free tickets to community events</li><li>• Holiday ball</li><li>• Music and talent shows</li><li>• Knitting with Deans</li><li>• Multicultural potluck</li></ul>

# Educational Strategies

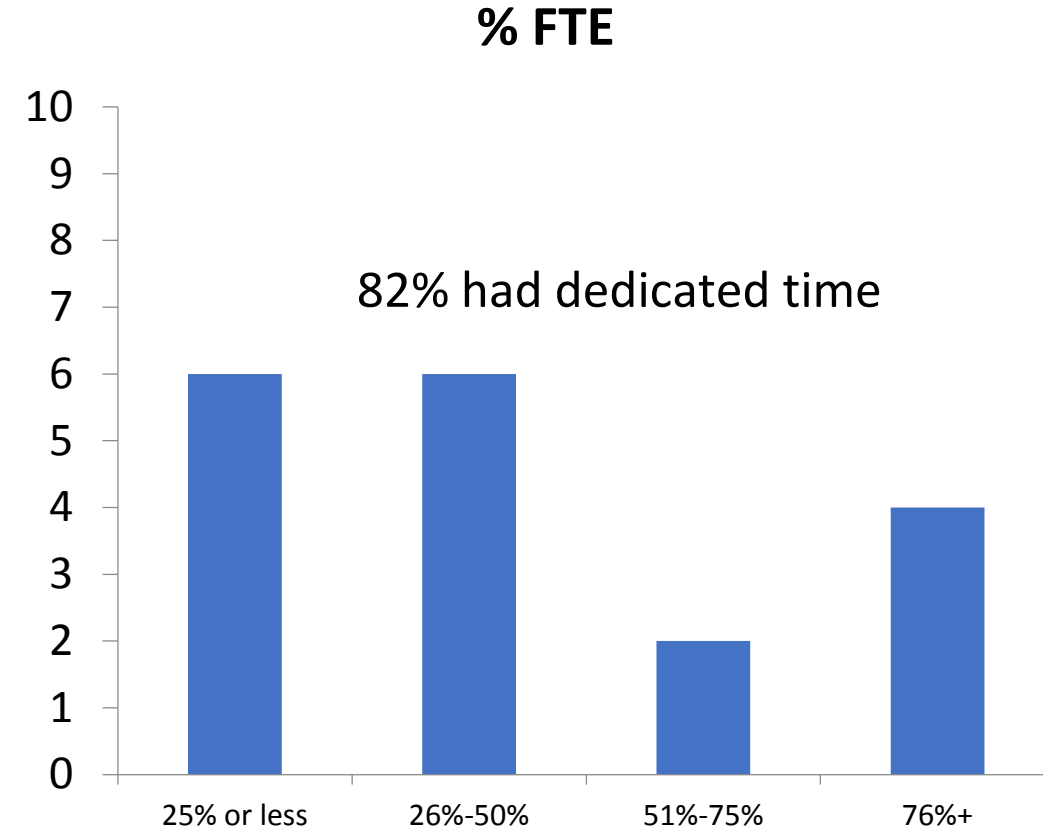
- 22% of schools had a formal competency related to well-being
- 59% schools assess student well-being
  - Local surveys
  - Surveys by external vendors
  - AAMC data Year 2 and Graduate Questionnaires

Evaluation of well-being curricula and activities



# Infrastructure & Resources

- 82% had dedicated individual charged with overseeing student well-being
  - Assistant Dean of Students
  - Associate Director of Student Affairs
  - Director of Student Well-being, Student Well-being Advocate
  - Etc.
- 26% of schools provided students access to self-assessment tools
  - Medical Student Well-Being Index
  - Student Health 101



# Student Well-being Committee

- 82% schools had student well-being committee
- Charge:
  - provide information to students
  - organize activities
  - offer peer-mentoring and support
  - serve as liaison between students and Student Affairs Deans
  - provide input on student health and counseling programs.
- Wellness committee budgets ranged from \$0 - \$20,000 a year

# School-Level Structural Approaches

- 74% of schools had pass/fail grading in preclinical years
- 85% of schools had learning communities
  - students from multiple years
  - required student participation in advising/mentoring and activities focused on team building and career planning
  - build their clinical skills
  - discuss ethical challenges



# Small Group Discussion

Good

● ?

Missing

● ?

Opportunities

● ?

# Small Group Discussion

## Good

- >50% had student well-being curriculum
- Variety of well-being activities
- Allocation of curricular time
- Resources to support individual in charge
- 75% had P/F grading
- 85% had learning communities w. aspects to support social support, mentorship, and address stressors

## Missing

- Deeper dive on learning environment
- Curriculum overcrowding
- Faculty and resident well-being
- Faculty incentives for teaching
- Faculty development
- Mistreatment policies and procedures
- Student input in curriculum evaluation and reform

## Opportunities

- Budgets were small
- Self-care competencies largely absent
- Program evaluation limited to participation rates and student satisfaction
- Few provided students access to self-assessment tools

# Next Steps?

Is it time to agree on a competency or set a standard on wellness?



# AMA Student Wellness Interest Group

## Competency 1:

The student demonstrates ongoing strategies that promote and maintain personal resiliency and well-being.

## Competency 2:

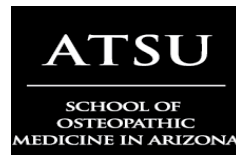
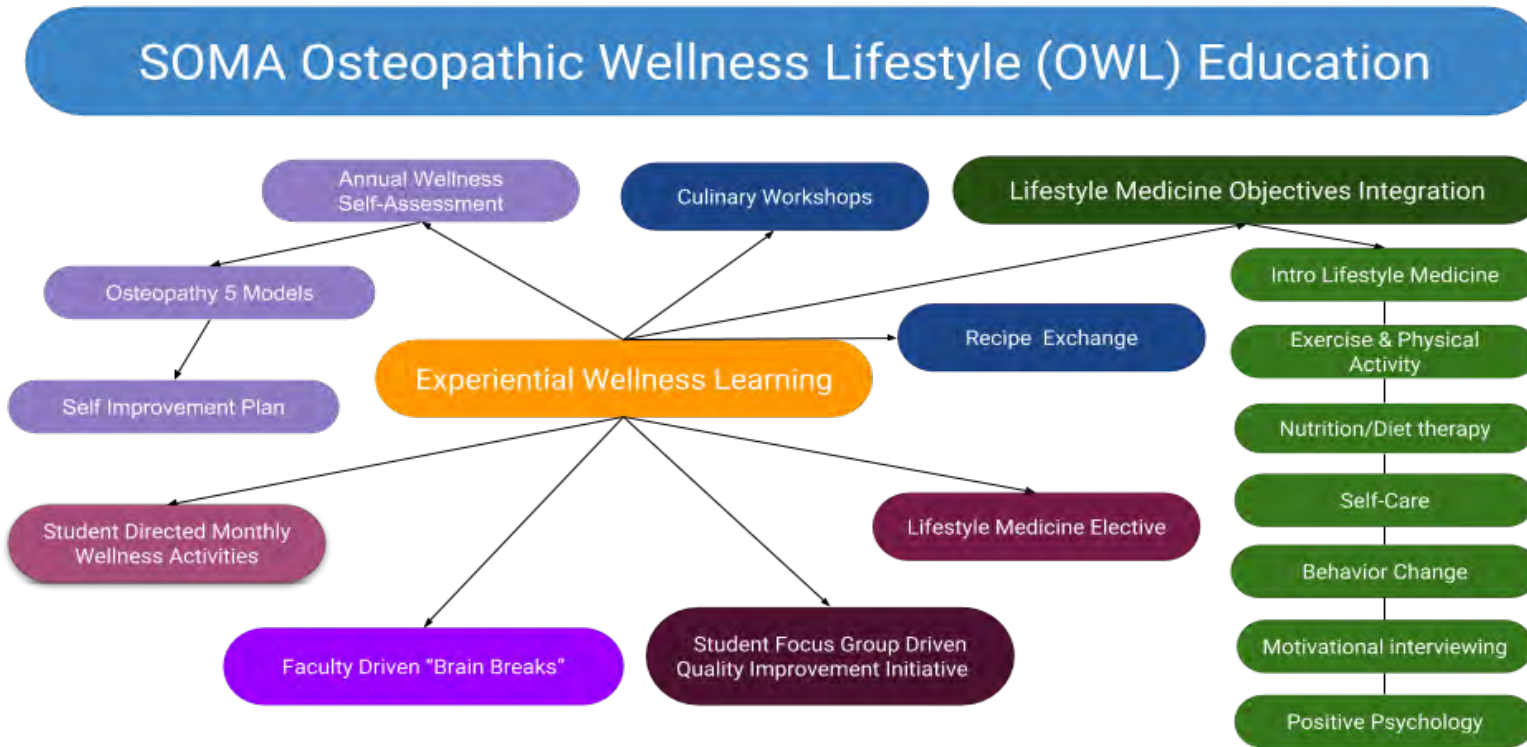
The student demonstrates self-awareness of one's own well-being and takes action to address when levels of stress impact professional development, care of patients, and peers in a negative manner.

# Next Steps?

What are some examples of a full wellness curriculum?



# Wellness programs in education



# UC Davis School of Medicine

- Monthly Wellness Workshops
- Monthly Wellness Newsletter
- Partners in Medicine Group
- Step Stress Classes
- Wellness Rounds
- Mandatory Wellness Classes Year 1
- Therapy Dogs
- Yoga
- No fee Confidential Counseling and Psychiatric Services
- Bystander Training for Students
- Gatekeeper Training for Staff and Faculty
- Interactive Screening Program-AFSP
- Support Groups