MEDICAL BOARD OF CALIFORNIA

Executive Office

WELLNESS COMMITTEE

October 29, 2009

MEMBERS OF THE COMMITTEE

Shelton Duruisseau, Ph.D., Chair
John Chin, M.D.
Daniel Giang, M.D.
Laurie C. Gregg, M.D.
Peter Moskowitz, M.D.
William Norcross, M.D.

Marriott Courtyard San Diego/Liberty Station
2592 Laning Road
San Diego, CA 92106
(619) 221-0900

Action may be taken on any item listed on the agenda.

AGENDA

2:00 p.m. – 3:00 p.m.
(or until the conclusion of business)

ALL TIMES ARE APPROXIMATE AND SUBJECT TO CHANGE.
If a quorum of the Board is present, members of the Board who are not members of the Committee may attend only as observers.

1. Call to Order/Roll Call
2. Approval of the Minutes from the July 23, 2009 Meeting
3. Discussion and Final Approval on Hospital Well-Being Committee/Wellness Program Survey – Dr. Moskowitz and Dr. Gregg
4. Update on Implementation Plan for Collaboration between Medical Board and University of California-Davis' Well-Being Committee – Dr. Duruisseau
5. Discussion of Potential Development of Guidelines/Manual for Hospital Wellness Committees – Dr. Gregg
6. Presentation on the *Guidebook to the Laws Governing the Practice of Medicine by Physicians and Surgeons* – Candis Cohen
7. Committee Members' Report on Activities
8. Future Agenda Items
9. Public Comment on Items not on the Agenda
10. Adjournment

The mission of the Medical Board of California is to protect healthcare consumers through the proper licensing and regulation of physicians and surgeons and certain allied healthcare professions and through the vigorous, objective enforcement of the Medical Practice Act, and, to promote access to quality medical care through the Board's licensing and regulatory functions.

Meetings of the Medical Board of California are open to the public except when specifically noticed otherwise in accordance with the Public Meetings Act. The audience will be given appropriate opportunities to comment on any issue before the Board, but the Chair may apportion available time among those who wish to speak For additional information, call (916) 263-2389.

NOTICE: The meeting is accessible to the physically disabled. A person who needs disability-related accommodations or modifications in order to participate in the meeting shall make a request to the Board no later than five working days before the meeting by contacting Cheryl Thompson at (916) 263-2389 or sending a written request to Ms .Thompson at the Medical Board of California, 2005 Evergreen Street, Suite 1200, Sacramento, CA 95815. Requests for further information should be directed to the same address and telephone number.

MEDICAL BOARD OF CALIFORNIA
Executive Office

Wellness Committee
2005 Evergreen Street, Hearing Room
Sacramento, CA 95815
July 23, 2009
MINUTES

In order to remain consistent with the record, the items presented in these minutes are listed in the order discussed at the meeting.

Agenda Item 1. Call to Order

Dr. Duruisseau called the meeting to order at 2:30 pm. Roll was taken and a quorum was present. Notice had been sent to all interested parties.

Members present:
- Shelton Duruisseau, Ph.D., Chair
- John Chin, M.D.
- Laurie C. Gregg, M.D.
- William Norcross, M.D

Members absent:
- Daniel Giang, M.D.
- Peter Moskowitz, M.D.

Board Members, Staff and Guests Present:
- Robert McKim Bell, J.D., Office of the Attorney General
- Fayne Boyd, Licensing Program
- Kathi Burns, Manager, Enforcement Program
- Susan Cady, Manager, Enforcement Program
- Hedy Chang, Board Member
- Yvonne Choong, California Medical Association
- Candis Cohen, Public Information Officer
- Janie Cordray, Research Specialist
- Zennie Coughlin, Kaiser Permanente
- Julie D'Angelo Fellmeth, Center for Public Interest Law
- Sean Eichelkraut, Information Systems Branch
- Abbie French, Telemedicine Manager
- Jeffrey Gray
- Teri Hunley, Business Services Office
- Diane Ingram, Manager, Information Systems Branch
- Scott Johnson, Information Systems Branch
- Barb Johnston, Executive Director
- Kim Kirchmeyer, Deputy Director
- Arlene Krysinski, Enforcement Program
- Erica Elsen Lauer, DCA Legislative/Regulatory Review Office
- Sharon Levine, Board Member
- Ross Locke, Business Services Office

DRAFT

Armando Melendez, Business Services Office
Jimmy Miranda, Administrative Services
Mary Lynn Moran, Board Member
Kelly Nelson, Legislative Analyst
Deborah Pellegrini, Chief of Licensing
Regina Rao, Business Services Office
Paulette Romero, Associate Analyst
Janet Salomonson, Board Member
Kevin Schunke, Wellness Committee Manager
Anita Scuri, Senior Staff Counsel, DCA
Chris Searles, M.D., PACE
Kathryn Taylor, Manager, Enforcement Program
Cheryl Thompson, Executive Assistant
Renee Threadgill, Chief of Enforcement
Linda Whitney, Chief of Legislation
Barbara Yaroslavsky, Board President
Peter Yellowlees, M.D., U.C. Davis

Agenda Item 2. Approval of the Minutes from the May 7, 2009 Meeting

Motion/second/carried Drs. Gregg/Norcross to approve the minutes.

Agenda Item 6. Presentation: University of California-San Diego Programs

Dr. Norcross made a presentation to the Committee about two programs offered at UCSD. The first is a "Healthy Student Program" created for medical students and is part of their curriculum. There also is a "Suicide Prevention Program," created about two years ago, which has been rolled out and implemented during the past year.

Dr. Norcross shared handouts describing the "Healthy Student" curriculum, an article describing some of the activities of the UCSD program, and a copy of slides for a PowerPoint presentation. This program focuses on physical health, mental well being, and social well being. This program uses peer groups and mentorships.

UCSD also has a **U**niversity **C**ommittee on **S**uicide Prevention and **D**epression Awareness [UCSD]. The UCSD has the financial and emotional support of the university's administration. The program operates via a survey which is completed with 100% confidentiality, but if a person is identified as potentially having a problem, a counselor can communicate with the person, even though the contact information is encrypted.

Dr. Gregg asked about the response rate of the questionnaire. Dr. Norcross said that he would provide exact data after the meeting, but estimated the response rate to be about 20%. Dr. Gregg said she thought that was a very commendable figure.

Dr. Chin asked Dr. Norcross how the UCSD quantifies success with the programs. Dr. Norcross admitted that documenting outcomes is difficult and it is something they have debated. One option is to conduct the same survey again after graduation from medical school, once in residency and again after training.

Agenda Item 7. Discussion of Collaboration between Medical Board and University of California-Davis' Well-Being Committee

Dr. Duruisseau introduced Dr. Peter Yellowlees, the new Chair of UC-Davis' Well-Being Committee. Dr. Yellowlees' committee has two roles: 1) preventing illness that might impact physicians' work practices, and educating medical students, residents, and staff physicians on healthy approaches to work and lifestyle, and 2) monitoring and supporting physicians with identified mental health/substance/behavioral disorders that impact their practice. The committee works with up to 1200 faculty and residents and up to 400 medical students (the later coordinated with the medical school's well-being program).

Recently, the UCD Well-Being Committee started to explore the potential for using their existing PowerPoint presentations on prevention and wellness to create video modules three to four hours in length which would be available for CME credits. It would be web-based and available state-wide.

Dr. Yellowlees and his committee would like to enter into a dialog with the Board, because there is a common interest. He sees this project as one to be developed by UCD (including development of the curriculum and presentations, which already is being accomplished, and accreditation for CME credits) but which also could be made available on the Board's web site. To offer a variety of subjects and presenters, UCD staff and members or volunteers from the Board would be recruited.

Dr. Gregg said she believes a collaboration would be well-received and useful. She said that a joint effort between two such well-respected organizations also would serve as a role model for smaller hospitals which, while mandated to create well-being programs, faced challenges getting such groups operational and functioning.

Dr. Chin echoed Dr. Gregg's sentiments, and underscored the importance of preventative steps as opposed to responding to a problem after it has been identified.

M/S/C Drs. Gregg/Chin to support the concept and to ask staff to create an implementation plan to be presented at the next meeting, if workload and resources allowed, or at one of the following meetings.

Agenda Item 8. Discussion of Potential Development of Guidelines/Manual for Hospital Wellness Committees

Dr. Gregg reminded the Committee she and Dr. Moskowitz, together with staff, have created a survey to send out to California's hospitals, seeking input on the operations of their Wellbeing Committees. Some hospitals have a very well-functioning program and others are known to struggle. Dr. Gregg said that she recognizes hospitals could benefit if a statewide manual was developed, with guidelines to highlight the best practices.

She asked the committee it still would be helpful to send out the survey as it has been developed or, recognizing the realities of current programs, if resources would be better utilized by acknowledging that almost all existing programs could be improved. The committee decided to discuss Agenda Item 4 concurrently.

Agenda Item 4. Update on Hospital Well-Being Committee/Wellness Program Survey

Mr. Schunke reported the survey and cover letter were approved by the Committee at the January meeting. Because of other assignments for staff, the mailing was not completed during the Spring and early-Summer. Further, at present, there are prohibitions in place for all contracting opportunities. Staff has investigated using an on-line survey site to gather responses.

Dr. Levine, Board member, advised the committee she values the information which could be gathered with a survey. And further, looking at surveys from the point of the reader, the written questions in a survey provide an educational component, allowing readers to assess their own program as they consider the ways to answer the survey.

Staff was directed to continue working with the Board's task force developing the Hospital Well-Being Committee/Wellness Program Survey and also to invite input from other interested parties, so that the survey could be refined and strengthened before being distributed to California's hospitals.

Agenda Item 3. Discussion and Consideration of Renaming the Committee

Dr. Duruisseau stated several interested parties have suggested that the Committee consider adopting a new name to move away from the connotations between Wellness and Well-Being. So ideas were "Physician Health" or "Balance."

Dr. Norcross mentioned this has been extensively discussed in the past and while this Committee does not want to imply that its mission is focused on impaired physicians, better options have not been presented.

Dr. Levine suggested incorporation of words similar to "resilient and healthy physician workforce." Dr. Gregg mentioned that ACOG has a "Physician Work-Life Balance and Patient Safety" Committee.

Dr. Duruisseau asked the committee members to think about this topic for upcoming meetings.

Agenda Item 5. Status of Physician Wellness Legislation

Dr. Duruisseau reminded the Committee that the Governor vetoed AB 2443 (the Board-sponsored wellness bill of last session) because the bill, per the veto message, did not appear to fall within the mission of the Board, which is only licensing and enforcement.

This year, the Board sponsored another wellness bill, AB 1094, authored by Assm. Conway. In drafting AB 1094, the Board sought to make the bill permissive instead of mandatory, and had included significant findings and declarations. This was done to address the Governor's veto message of AB 2443. During the spring, Dr. Duruisseau and staff met with the Director of Consumer Affairs (DCA) and her staff to seek support and direction. He reiterated the Board's position to pursue and make an affirmative statement that physician wellness and health is within the mission of the Board. Nevertheless, this did not assuage the opposition; per DCA,

since the Board has the authority to create a wellness program, additional legislation was not necessary. Thereafter, Ms. Conway was notified by State and Consumer Services Agency, representing the Administration, that it would oppose the bill. Therefore, the author now is using the bill for another subject.

Dr. Duruisseau reported that he, Ms. Johnston, and Ms. Whitney, met with the Governor's legislative staff to provide a better understanding of why the Board wants to move forward with this concept: 1) increased patient safety and 2) increased access to health care. While no resolve was reached during the meeting, Dr. Duruisseau believes that the issue is not dead and will be discussed more in the future.

Dr. Chin stated his hope that the outreach and collaboration discussed earlier in the meeting would provide further information to support wellness legislation in future years.

Agenda Item 9. Committee Members' Report on Activities

Other than those points already mentioned, no further items were brought forward for discussion.

Agenda Item 10. Discussion of Future Agenda Items

Pursuant to a query by Dr. Giang, Mr. Schunke reported he would coordinate additional articles for the Board's *Newsletter* by working with Dr. Gregg and Candis Cohen, the Board's Public Information Officer.

Agenda Item 11. Public Comment on Items not on the Agenda

There was no public comment.

Agenda Item 9. Adjournment

Motion/second/carried Drs. Norcross/Chin to adjourn at 3:35 pm.

DRAFT

STATE AND CONSUMER SERVICES AGENCY - *Department of Consumer Affairs* Arnold Schwarzenegger, *Governor*

MEDICAL BOARD OF CALIFORNIA
Executive Office

All California Hospitals
Attn: Medical Chief of Staff

Dear Doctor:

The Medical Board of California (Board) has created a Physician Wellness Committee (Committee) to advise the Board on topics related to the health and wellness of physicians licensed in the State of California.

The Board and the members of the Committee believe that there is a direct relationship between the wellness of physicians and the quality of care they provide to patients. The charge given to the Committee is to develop recommendations that promote and sustain the emotional and physical health of physicians, as part of the Board's overall responsibilities to oversee the professional performance of licensed physicians and to protect the safety of healthcare consumers.

The intent of the Committee is to act as a conduit to provide information to California physicians regarding the availability of suitable educational programs, books, courses, lectures, and online resources addressing physician wellness. As physicians take a more personal and proactive approach to supporting their health, the result will be greater career fulfillment, less stress and burnout, and improved patient safety and satisfaction.

In order to gain a better understanding of what health and wellness resources currently are available to California physicians through their hospitals, the Committee has developed a brief survey for hospital medical staff organizations. A copy of the survey is attached; however, to facilitate completion of the survey and the tabulation of the responses, please log in to ..... [Survey Monkey].

This survey should require less than five minutes to complete. We suggest that the survey be completed by the Chair of your hospital's Well Being of Physicians Committee. We hope that the surveys will be completed by [DATE]. To find out more about the Board's Wellness Committee, please follow this link: http://www.medbd.ca.gov/board/wellness.html.

We thank you for your time and support of our efforts. If you have questions or comments about this survey, please contact Kevin A. Schunke, the Committee's staff manager, at kschunke@mbc.ca.gov or at (916) 263-2368.

Thank you for your attention to this matter and, in so doing, for supporting physician wellness.

Best Regards,

Members of the Physician Wellness Committee

Shelton Duruisseau, Ph.D., Chair	Laurie Gregg, MD
John Chin, MD	Peter Moskowitz, M.D
Daniel Giang, MD	William Norcross, M.D.

2005 Evergreen Street, Suite 1200, Sacramento, CA 95815-3831 (916) 263-2389 Fax (916) 263-2387 www.mbc.ca.gov

PHYSICIAN WELLNESS EDUCATION: SURVEY OF CALIF. HOSPITALS

Does your hospital have a Wellness Program/Committee dedicated to the wellness of your medical staff? (A "Wellness Committee/Program" is defined as one which assists and promotes work/life balance and encourages improved physician health and wellness, by providing lectures, workshops, retreats, publications, online resources, etc. for members of its medical staff.)

_____ Yes

If yes, who is invited to participate? (check all that apply)

____ Physicians only
____ All health care providers
____ Staff at all levels

Further, if yes, do you offer:

____ A stand-alone Wellness Committee
____ Wellness programs under the auspices of your Well-being Committee

_____ No. Please skip to Q####

How often does your Wellness Committee/Program meet?

____once a month
____once a quarter
____twice a year
____yearly
____other (specify) _____

How often does your Wellness Committee/Program offer educational programs?

____once a month
____once a quarter
____twice a year
____yearly
____other (specify) _____

How many members serve on your Wellness Committee/Program?

____ 1
____ 2-5
____ 6-10
____ more than 10

Do you appoint, elect, or recruit Wellness Committee/Program members?

____ physician or hospital leadership appoints the members
____ medical staff elects the members
____ volunteers are selected as members

Do you appoint, elect, or recruit Wellness Committee/Program members with specific training or expertise?

____ Yes

If yes, from which categories of training/expertise do you recruit? (check all that apply)

____ addiction medicine
____ anesthesiology
____ psychiatry
____ psychology
____ physician health
____ physician(s) who themselves are in recovery from addiction
____ Other (specify) _____

____ No

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Does your Well-being Committee provide specific training or education for new Wellness Committee/Program members?
____ Yes
____ No

During the past five years, what types of programs has your Wellness Committee/Program provided to your medical staff? (check all that apply)
____ lectures by local physicians
____ lectures by regional/national authorities
____ workshops by local, regional/national authorities
____ physician retreats on the topic of physician health/wellness
____ Other (specify) _____
____ None or N/A

During the past five years, what types of resources has your Wellness Committee/Program provided to your medical staff? (check all that apply)
____lectures or workshops on managing the stress of medical practice
____lectures or workshops on dealing with litigation stress
____lectures or workshops on relaxation techniques such as meditation
____lectures or workshops on improving time management skills
____lectures or workshops on strategic career management
____lectures or workshops on life planning
____lectures or workshops on retirement planning
____lectures or workshops on strategic money management
____lectures or workshops on improving work/life balance
____lectures or workshops on living and eating for health
____lectures or workshops on recognizing burnout/depression
____ lectures or workshops on recognizing substance abuse/unhealthy behaviors in self or colleagues
____ Other (specify) _____

Q####. Which of the following resources would be most helpful to support the work of your Wellness Committee/Program to strengthen and enhance the wellness of your medical staff?
____a list of physician speakers who have expertise in wellness topics
____a website devoted to resources on topics related to wellness
____a list of physicians who provide workshops on topics related to wellness
____a reading list of books/articles addressing issues related to wellness
____DVD's for home study on topics related to wellness
____Web-based e-learning modules on topics related to wellness
____Other(specify) _____

Should CME courses / workshops devoted to topics listed in Q####, above, be made available to California physicians, or are sufficient courses already available?
____ Yes, additional CME courses / workshops are needed
____ No, sufficient courses are available

For future reference, who is the appropriate person to contact in regards to your hospital's Wellness Committee/Progam?
Contact Person: _____
Position/Title: _____
Hospital Name: _____
Address: _____
City/Zip _____, CA _____
Telephone: _____
E-mail Address: _____

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