MEDICAL BOARD OF CALIFORNIA

Wellness Committee

Long Beach Memorial Medical Center
Miller Children's Hospital
2801 Atlantic Avenue
Long Beach, CA 90806

November 4, 2010

MINUTES

Agenda Item 1 Call to Order/Roll Call

Dr. Duruisseau called the meeting to order at 10:20 am and welcomed Dr. Diego as a newly appointed member of the committee.

Roll was taken and a quorum was present. Notice had been sent to all interested parties.

Members of the Committee Present:

Shelton Duruisseau, Ph.D., Chair
Jorge Carreon, M.D.
John Chin, M.D.
Silvia Diego, M.D.
Daniel Giang, M.D.
Laurie C. Gregg, M.D.
Gary Nye, M.D.

Members of the Committee Absent:

William Norcross, M.D.

Board Members, Staff and Guests Present:

Laura Alipoon, Loma Linda University
Hilma Balaian, Kaiser Permanente GME Office
Michele Benedict, Kaiser Northern California GME Office
Ken Buscarino, Enforcement Investigator
Susan Cady, Enforcement Program Manager
Hedy Chang, Board Member
Julie D'Angelo Fellmeth, Center for Public Interest Law
Maksim Degtyar, Enforcement Investigator
Neil Desai, Arizona College of Osteopathic Medicine
Mary Elizarraras, UCI GME Office
Eric Esrailian, M.D., Board Member
Janis Fodran, RadNet, Inc.
Stan Furmanski, M.D.

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Carolyn Ginno, California Medical Association
Beth Grivett, California Academy of Physician Assistants
Paul Hawkins, Hemet Radiology Medical Group
Jim Hay, M.D., California Medical Association
Catherine Hayes, Probation Manager
Kurt Heppler, Legal Counsel
Teri Hunley, Business Services Manager
Donna Kary
Will Kirby
Rachel LaSota, Enforcement Investigator
Ross Locke, Business Services Staff
Natalie Lowe, Enforcement Analyst
Arjun Maker, Arizona College of Osteopathic Medicine
Armando Melendez, Business Services Staff
Jack McGee, California Society for Respiratory Care
Joy Mobley
M. Monserratt-Ramos, Consumers Union Safe Patient Project
Margaret Montgomery, Kaiser Permanente
Mary Lynn Moran, M.D., Board Member
Joseph Otonichar, Midwestern University
Erich Pollak, M.D., Medical Consultant
Regina Rao, Business Services Staff
Sylvia Salcedo, Enforcement Investigator
Janet Salomonson, M.D., Board Member
Gerrie Schipske, R.N.P., J.D., Board Member
Katie Scholl, Center for Public Interest Law
Kevin Schunke, Committee Manager
Anita Scuri, Department of Consumer Affairs, Supervising Legal Counsel
Rehan Sheik
Bob Siemer
Jennifer Simoes, Chief of Legislation
Laura Sweet, Deputy Chief of Enforcement
Cheryl Thompson, Executive Assistant
Renee Threadgill, Chief of Enforcement
Mary Con Tryba
Monica Weisbrich, R.N.
Linda Whitney, Executive Director
Curt Worden, Chief of Licensing
Barbara Yaroslavsky, Board Member
Frank Zerunyan, J.D., Board Member

Agenda Item 2 Approval of Minutes from the January 28, 2010 Meeting
Motion/Second/Carried Drs. Giang/Carreon to approve the minutes.

Agenda Item 3 Presentation of Kaiser Permanente's "Get Fit" Program – Andy Gallardo, CPT, NASM, Healthy Workforce, Director of Fitness, Kaiser Permanente Southern California

Mr. Schunke summarized one portion of the Best Practices Work Group meeting held in August in Sacramento. One of the guests in attendance was Andy Gallardo, the Director of Fitness for Kaiser Permanente Southern California (KP-SoCal). At that meeting, Mr. Gallardo spoke briefly about the "Get Fit" program he created. The other attendees were inspired by the program and Dr. Duruisseau suggested that an expanded presentation about the program would be of interest to the whole committee. Thus, Mr. Gallardo had been invited to attend this Wellness Committee meeting to explain more fully about his unique wellness program.

Mr. Gallardo introduced his program by explaining that his program is designed to tackle physician and employee health and wellness at KP-SoCal. He also addressed the challenges, culture, and environment of his program at KP-SoCal. While the ultimate goal of the whole KP Group is health improvement and illness prevention, Mr. Gallardo said when he first envisioned and proposed the program, it was obvious to him the employees of this health care organization were not focused on their own wellness: he saw this not only in what they were eating, but also by not exercising properly and evidenced by a high level of work-absenteeism. Celebrations in the office focused on unhealthy foods, such as cakes, cookies, and ice cream.

The cornerstone of the program began numerous years ago, when a few staff members started participating in the annual LA Triathlon; last year, KP-SoCal was represented by 800 employees of the 1,500 total participants in the event. Mr. Gallardo saw this level of participation in a significant sporting event and recognized that many more employees could be convinced to participate in wellness activities that required less training and commitment. With that in mind, he approached his executive team to create a new department (offering to implement and administer the program by himself), to advocate for improved wellness.

Mr. Gallardo developed roles and responsibilities to focus on grass roots level at KP-SoCal medical centers and hospitals and called the program "Get Fit." He started with simple things such as cleaning up the physical environment of the hospitals -- making stairs more "welcoming" to employees was beneficial in that the elevators became more accessible to patients and visitors; he soon expanded this to identifying a one-mile walking route around each KP-SoCal hospital and dedicating safe areas to exercise, which in one facility is on the building's roof. He also encouraged the food service managers to offer healthier food choices in the cafeterias and discouraged the availability of junk food in the vending machines.

Mr. Gallardo recognized that for the staff to welcome the advent of his program, he had to get the buy-in of KP-SoCal's executive team, the medical directors at each hospital, and use the senior staff to set an example for the rest of the employees. Recognizing that each medical center had its own unique audience, a customized routine and program was established for each geographic location and a fitness "champion" was identified at each facility.

Recognizing the varying skill levels of participants, but to encourage everyone, he created family events in the park, walks, fun runs, swimming classes, bike-riding classes, and group training for marathons and triathlons. Special efforts have been made to reach out to staff at all levels; Mr. Gallardo even offers one-on-one training sessions, with a focus on developing program and nutritional plans. Lastly, many KP-SoCal medical centers host a farmer's market one day a week.

In summary, Mr. Gallardo pointed out what should be obvious: those working in the medical profession are in a highly-stressful environment. But offering a better work/life balance has been shown to make employees at all levels more satisfied in their personal and professional lives, the latter translating into a more positive environment for patients and their families.

Dr. Duruisseau and the members commended Mr. Gallardo on his program and thanked him for his participation in this meeting and with the working group.

Agenda Item 4 Presentation and Summary of August 17, 2010 Meeting of the Wellness Programs – Best Practices Work Group Meeting – Dr. Gregg

Dr. Gregg restated that the mission of the Wellness Committee is to further the Board's goal of consumer protection by encouraging and guiding licensees to promote a sound balance in their personal and professional lives so that healthy physicians offer quality care to their patients. One of the avenues by which the Committee strives to fulfill its mission is to help identify, assess, and share information on available resources; the Committee also has been asked to make appropriate recommendations to the Board.

Dr. Gregg reminded the committee members that a motion was passed at the January, 2010, meeting to develop an outline for whatever "next steps" should be taken pursuant to this project, including development of a "Best Practices Model," the possibility of incentivizing rather than requiring wellness CME, and directing staff to investigate the feasibility of having the web site act as a clearinghouse for wellness programs and events, as well as the feasibility of posting web-based seminars.

With this direction from the Committee, a Best-Practices Working Group meeting was held in Sacramento on August 17, 2010; there were 18 participants. The group reviewed the wellness survey that had been distributed in the winter and discussed the feedback submitted. It seemed that most responders agreed there was a link between physician wellness and the care provided to patients; there was encouragement for the Board (or others) to provide more wellness programs and activities, including opportunities for CME. Unfortunately, it also was obvious from the feedback that with dwindling resources, on-going wellness programs were limited in availability and scope. The result of the wellness survey indicated many hospitals and medical groups could benefit if a statewide manual was developed, which might highlight the best practices used by Wellness Committee

facilities currently offering wellness programs and further, it would allow those not currently operating such programs to see the foundation upon which a program could be created.

Meeting participants all offered insight to their own programs, the challenges and the successes, and a natural desire to be able to provide even greater wellness opportunities to staff. The attendees of the working group were unanimous in suggesting the efforts of the group should be continued, with the ultimate goal being the development of a best practices model (manuals, "tool kits", on-line CME modules, etc.) for hospitals. Further, the working group members pointed out the need for these programs, when created, to be available to clinics and other health care providers to utilize.

Dr. Carreon spoke in support of the group's continued efforts. He even suggested that, as feasible, Mr. Gallardo's presentation could be used as a model as to what can be accomplished.

Agenda Item 5 Discussion and Recommendations for Work Group to Continue Development of Best Practices Guidelines/Manual to be Utilized by Wellness Committees – Dr. Gregg

Following the discussion of Agenda Item #4, Dr. Gregg asked for the committee to give direction as to whether the work group should continue in its efforts towards creating a best practices model.

M/S/C Drs. Giang/Carreon to encourage the continued efforts of the work group to move forward, with the ultimate goal of creating some best practices guidelines, and possibly even related manuals, models, took kits, CME opportunities, etc., to be utilized by those facilities and offices that currently do not offer such services and to be utilized by those facilities that offer a wellness program to build upon their existing services to staff.

Agenda Item 6 Committee Members' Report on Activities

Dr. Giang expressed his support for the Board's use of the term "wellness" in identifying this program. Similarly, in the Association of American Medical Colleges, they are offering wellness activities as part of their regional and national meetings. Further, ACGME is interested in this same topic as it notes that physician wellness is an offshoot of professionalism; training residents to be optimally prepared for their career and offering improved care is in the best interest of the health care provided and the patient.

Dr. Gregg said that she has seen wellness movements mentioned in mailings and notices from the medical associations in the U.S., Canada, and Britain. They recently sponsored a joint international conference on physician health and resiliency. One of the keynote presentations focused on physician suicide and another, given by a postgraduate training director in London, focused on the benefits of the UK's work hours for residents, which are significantly less than in the U.S.

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Agenda Item 7 Future Agenda Items
Other than those points already mentioned, no further items were brought forward for discussion.

Agenda Item 8 Public Comment on Items not on the Agenda
There were no public comments.

Agenda Item 9 Adjourn
M/S/C Drs. Diego/Gregg to adjourn.