



MEDICAL BOARD OF CALIFORNIA
Executive Office



AGENDA ITEM 2

Wellness Committee Meeting
1418 Howe Avenue, Suite 18
Sacramento, CA 95825

January 16, 2008

MINUTES

Agenda Item 1. Call to Order

Dr. Duruisseau called the meeting to order at 1:00 pm. Roll was taken. A quorum was present and notice had been sent to all interested parties.

Members Present:

Shelton Duruisseau, PhD, Chair
John Chin, MD
Daniel Giang, MD
Laurie Gregg, MD
William Norcross, MD

Members not Present:

Peter Moskowitz, MD

Staff Present:

Barb Johnston, Executive Office
Linda Whitney, Chief of Legislation
Kurt Heppler, DCA Counsel
Kelly Nelson, Legislative Analyst
Kevin A. Schunke, Committee Manager

Agenda Item 2. Approval of Minutes from September 26, 2007 meeting

It was M/S/C to approve the minutes of the September 26, 2007 meeting.

Agenda Item 3. Introduction of Committee Members and Guests

Members and guests introduced themselves. Dr. Duruisseau mentioned that Dr. Ronald Wender is no longer a member of this committee.

Agenda Item 4. Approval of the Mission, Role, and Goals of the Committee

A draft copy of the Mission Statement and the Roles and Responsibilities of the Committee was presented at the last meeting and members offered comments and edits.

The edited statement was presented for reconsideration; the three components were considered separately. After discussion, it was M/S/C to approve the Mission Statement as written. After discussion, it was M/S/C to approve the roles and responsibilities as written. In the statement defining the means by which the committee can facilitate its role, the word "provider" was edited to read "organizations;" it was M/S/C to approve.

Agenda Item 5. Chair's Report, Committee Communications

Dr. Duruisseau reported that there had been numerous calls to the Board offices with comments or inquiries based on both recent articles in the board's *Newsletter*. Staff and committee members have been able to facilitate referrals and make connections for those licensees who called.

Agenda Item 6. Discussion of Goals and Future Decisions of the Committee

A. Potential Wellness Committee Web Page Design

1) Creation of a Web page listing of "what's available"

Barb Johnston, Executive Director, discussed ideas which could lead to a joint effort between the board and California's medical schools and would be directly linked to the board's strategic plan. First, the board could work with medical schools towards developing a curriculum which make medical students aware of healthy lifestyles. This would be similar to what Kaiser Permanente has been doing, except starting earlier, while the students are still in medical school. Second, to offer a resource to those physicians already out of medical schools, the Board could develop an on-line program on its web site. This would allow for easier access to rural or single practitioners.

Dr. Norcross spoke in support of Ms. Johnston's ideas, underscoring that the sooner such inroads are made, the better it would be for our licensees, since the longer they are from medical school graduation, the harder it is to reach them. Dr. Norcross also complimented a visit by Steve Alexander to lecture at UCSD School of Medical last year; he believes such outreach by Board members is valuable. He encouraged the Board to work with deans at the medical schools around California.

Dr. Giang also expressed his support for these efforts, mentioning that Loma Linda Medical University has emphasized physician "renewal" for a long time. Since they are both a medical school and a teaching hospital, they offer such resources at several stages of a physician's career: during medical school, during residency, and then after licensure. However, he emphasized that any programs offered by the board should not be required, but only offered as one of many resources.

Dr. David Shearn, a member of the public, stated that as Director of Kaiser's Physician Education and Development Program, he has seen the problem of trying to align real curriculum with that which is actually needed.

It was M/S/C to support these efforts and to encourage the Board to offer its support.

2) Survey of available video clips on Wellness for inclusion on web site

Dr. Duruisseau asked if any committee members had an idea of what's currently available. Dr. Norcross stated that Ohio State University has an online curriculum about the six "General Competencies" as defined by ACGME. Dr. Giang mentioned that Loma Linda University has some short videos available but he did not believe they are available for public distribution.

Both Dr. Norcross and Dr. Giang said that they will look at some of the Texas modules and see if they are applicable. Lastly, it was suggested to contact the Federation of State Medical Boards to see what others states are doing in this regard. Dr. Gregg said that she would follow up with FSMB.

B. Viability of Mentoring Groups

Dr. Duruisseau asked that since California already has such a vast pool of physicians who have successfully navigated life and career, if this was a resource from which to develop small mentoring groups.

Dr. Shearn mentioned that Kaiser has had tremendous success with their mentoring. However, he cautioned about some of the potential pitfalls:

- 1) people who are the healthiest are not necessarily the best mentors
- 2) the logistics of matching a mentor and mentee is quite cumbersome but vitally important
- 3) the element of time on both ends, for mentor or mentee

He mentioned that there is usually an incentive for staff to volunteer to mentor others, such as paid time-off, social events, retreats, etc.

Dr. Gregg asked about the feasibility of an "advice blog." She suggested that the Publications Work Group could write an article with suggestions for the *Newsletter* and encourage local groups to offer such a resource.

C. Discussion on Rebates and Discounts for Malpractice/License Renewal

Dr. Duruisseau reminded the committee members that at the last meeting, there was discussion about the feasibility of offering some type of incentive. Ms. Johnston advised the committee that AB 2342 (Nakanishi, Chap. 276, Stats of 2006) requires the Medical Board to study the issue of malpractice insurance to physicians who provide voluntary, unpaid services to indigent patients in underserved areas. The Board currently is seeking to contract with a research group to perform the study; therefore, too much effort into this direction might be premature.

Dr. Gregg mentioned that her personal malpractice carrier will offer a premium rebate if physicians access some of the courses through the carrier's web site. She offered to draft a letter which would be sent to various insurance carriers in California to see if others will offer discount. She also suggested it might be helpful to invite representatives of the carriers to attend our meetings.

There was discussion about the feasibility of introducing legislation whereby the Board could offer a discount in the licensing renewal fee for those licensees who participate in renewal activities.

Agenda Item 7. Discussion of Publications Work Group – Newsletter Articles

Dr. Gregg indicated that she will identify a domain of balance which will be the focus of her next *Newsletter* article.

Dr. Shearn volunteered that someone from Kaiser would write an article outlining their mentoring model and the program's success. Dr. Norcross offered to talk to a colleague and try to get a parallel article.

Agenda Item 8. Discussion of Outreach Work Group

The committee discussed the possibility of highlighting organizations which have successful "renewal" programs and the possibility of contacting specialty organizations. There was a suggestion to recognize groups in the *Newsletter*.

Agenda Item 9. Discussion of Additional Work Groups

There were no suggestions for the need of additional work groups.

Agenda Item 10. Future Agenda Items

- * When the Diversion Program is eliminated, that void will need to be filled
- * Itemize on the board's web site a list of the primary issues which reduce a physician's wellness
- * Post Dr. Moskowitz's presentation to the board (November, 2007 meeting) on our web site

Agenda Item 11. Next Meeting Date

Staff will coordinate with Dr. Duruisseau and the committee members about the next meeting of the committee.

Agenda Item 12. Public Comment on Items Not on the Agenda

There was no public comment.

Agenda Item 13. Adjournment

Dr. Duruisseau adjourned the meeting at 2:20 pm.



MEDICAL BOARD OF CALIFORNIA
Executive Office



Wellness Committee Meeting
Embassy Suites
250 Gateway Blvd.
So. San Francisco, CA 94080

AGENDA ITEM 2

July 24, 2008

MINUTES

Agenda Item 1. Call to Order

Dr. Chin announced that Dr. Duruisseau would not be able to attend this meeting; therefore, he would chair the meeting. Dr. Chin called the meeting to order at 11:10 am. Roll was taken. A quorum was present and notice had been sent to all interested parties.

Members present:

John Chin, MD
Laurie Gregg, MD
Peter Moskowitz, MD
William Norcross, MD

Members not present:

Shelton Duruisseau, Ph.D.
Daniel Giang, MD

Agenda Item 2. Approval of the Minutes from the January 16, 2008 Meeting

The minutes of the January 16, 2008 meeting were considered. There were no suggested edits.

Dr. Chin stated there was a technical glitch with posting the agenda on the Internet during business hours. Although it was posted 10 days in advance, staff recommended that, in order to ensure total compliance with the law, no action be taken on the minutes until the next meeting. No vote was taken.

Agenda Item 3. Update on Meeting with Liability Carriers – Dr. Gregg

Dr. Chin stated that at past meetings, the committee members discussed the feasibility of asking malpractice carriers to work with the Wellness Committee on various approaches which might help the committee reach its goals. This idea came from Dr. Gregg, who together with Dr. Duruisseau and staff, met with some of the liability carriers on June 19, 2008.

Dr. Gregg reported a meeting had been held with representatives of several malpractice carriers. While there was a general consensus that any attempts at physician

wellness were to be commendable and encouraged, it remained uncertain if financial incentives were the best avenue through which to achieve this goal. Nevertheless, the carriers expressed an interest in developing a collaborative effort with the committee to consider other options, such as the development of an accredited continuing medical education (CME) course(s).

Jo Townsend, representing NorCal Mutual's CME division, spoke and indicated they already have developed a course to address burnout. As with all of their CME courses, NorCal offers a premium discount for members who participate. She indicated NorCal is excited about the opportunities to work with the Board and be a part of the Board's efforts to move into this arena.

**Agenda Item 4. Presentation on Wellness and Prevention –
Michael Williams, Ph.D.**

Dr. Michael Williams, CEO and COO of the Organizational Support Center at PRC International, has over 20 years of experience in the professional services field with expertise in market segmentation, customer satisfaction, quality improvement, and organizational behavior.

Dr. Williams offered a presentation focusing on ways to increase the effectiveness of wellness programs, which not only would benefit the Board's licensees but also could lead to improved health care to patients.

Dr. Chin thanked Dr. Williams for the presentation. Dr. Chin asked about opportunities to screen for those physicians at high-risk, taking steps before problems actually arise. Dr. Williams indicated such proactive measures could start as early as during medical school, offering students the tools with which to achieve balance throughout their life, during their entire career, and ending a career on a positive note, allowing for a smooth transition to retirement.

Agenda Item 5. Committee Members' Reports on Activities

Dr. Chin again thanked Dr. Gregg for the work she was undertaking with the malpractice carriers and indicated that the committee was looking forward to future updates.

Dr. Chin commended Dr. Duruisseau and the committee staff for creating a Wellness Committee web page on the Medical Board's web site. He commented that this is the Board's first committee to have its own dedicated page. There are still many opportunities to build the web page into a stronger resource, but in the mean time, the undertaking is a very good first step. Copies of the current web page were distributed and updates will be offered at future meetings.

Dr. Moskowitz stated he had made a presentation to the Education Committee, highlighting how a Wellness program might be structured. He said his presentation was from the point of view of a facilitator, as a career and life coach, and he welcomed feedback from others.

Dr. Norcross indicated UCSD is offering an active Wellness Program for faculty, students, residents, and staff. The program covers a variety of avenues through which to address

wellness, including exercise, nutrition, yoga, etc. He stated the Physicians' Wellbeing Committee was active and ready to launch its web site. One of the committee's goals was to offer screening for stress and depression and preventing suicide; this function was being created together with the American Foundation for Suicide Prevention. He expected the web site to go live in about one to two months, a goal achieved in less than one year from the planning stages. They will be offering a one-hour TV program, also available on DVD, about physician suicide, which is an excellent program because of the way it deals with prevention. Dr. Norcross said he will keep the committee apprised as the programs move forward. Lastly, he complimented Dr. Moskowitz on the work he was doing.

Agenda Item 6. Discussion of Task Force Options for Future

No additional items were presented beyond those previously discussed.

Agenda Item 7. Public Comment on Items Not on the Agenda

There was no public comment.

Agenda Item 8. Adjournment

Dr. Chin adjourned the meeting at 12:20 pm.

BILL NUMBER: AB 2443
VETOED DATE: 09/28/2008

To the Members of the California State Assembly:

I am returning Assembly Bill 2443 without my signature.

This bill, while well-intentioned, detracts from the mission and purpose of the Medical Board of California. The Board should be focused on successfully implementing its current licensure, regulatory and enforcement activities before attempting to offer new programs outside its highest priority - protecting the health and safety of consumers.

For this reason, I am unable to sign this bill.

Sincerely,

Arnold Schwarzenegger

CHAPTER _____

An act to add Section 2005 to the Business and Professions Code, relating to medicine.

LEGISLATIVE COUNSEL'S DIGEST

AB 2443, Nakanishi. Medical Board of California: physician and surgeon well-being.

Existing law, the Medical Practice Act, provides for the licensure and regulation of physicians and surgeons by the Medical Board of California and vests the board with certain responsibilities.

This bill would require the board to establish a program to promote the issues concerning physician and surgeon well-being and would require the program to include, among other things, an examination and evaluation of existing wellness education for medical students, postgraduate trainees, and licensed physicians and surgeons and an outreach effort to promote physician and surgeon wellness. The bill would require the program to be developed within existing resources unless otherwise authorized in the annual Budget Act.

The people of the State of California do enact as follows:

SECTION 1. Section 2005 is added to the Business and Professions Code, to read:

2005. (a) The board shall establish a program to promote the issues concerning physician and surgeon well-being. This program shall include, but not be limited to, all of the following:

(1) An examination and evaluation of existing wellness education for medical students, postgraduate trainees, and licensed physicians and surgeons.

(2) A series of relevant articles published in the board's newsletter.

(3) A consolidation of resources that promote physician and surgeon wellness.

(4) An examination of incentives to encourage physicians and surgeons to become knowledgeable regarding the issues concerning their well-being.

(5) An outreach effort to promote physician and surgeon wellness.

(b) The program described in subdivision (a) shall be developed within existing resources unless otherwise authorized in the annual Budget Act.