

Physician Wellness EXPO & DINNER

Honoring individuals and programs
making extraordinary contributions
to physician health and well-being

Friday, April 26, 2024
Sheraton Sonoma Wine Country
Petaluma, California



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PROGRAM

Physician Wellness Leadership EXPO, Reception & Dinner

*Honoring individuals and programs making extraordinary
contributions to physician health and well-being*

Friday, April 26, 2024

5:30 P.M. Champagne reception and Wellness EXPO

We hope you enjoyed networking with colleagues and
learning about wellness resources and products.

7:00 P.M. Welcome and Awards Dinner

Masters of Ceremonies:

*SMLMA Executive Director Wendy Davies
SFMMMS Executive Director Conrad Amenta
SMLMA President Warren Chin, MD*

Special Guest:

2024 CMA President Tanya W. Spirtos, MD

7:45 P.M. Keynote address

John Chuck, MD



Special Guest:

Mickey Trockel, MD

8:00 P.M. Announcement of nominees / award presentations

- INDIVIDUAL WELLNESS LEADERSHIP
- SIGNIFICANT WELLNESS INITIATIVE OR PROGRAM
- CREATING CULTURE OF WELLNESS IN AN ORGANIZATION
 - FQHC WELLNESS PROGRAM
- LIFETIME ACHIEVEMENT IN WELLNESS WORK
 - RISING WELLNESS STAR

Event photography by Charles Gesell

**Congratulations to all award nominees and winners of the
2024 Physician Wellness Leadership Awards Program**



2024 Sonoma Health was distributed to all practicing physicians in Sonoma, Mendocino, and Lake counties compliments of SMLMA.

Sonoma Health magazine has been published annually since 2021 in collaboration with **Sonoma-Mendocino-Lake Medical Association**

Next issue publishing October 2024

Potential authors and medical advisory board members, please contact editor-in chief Alexandra Russell, alexandrarussell@sonic.net.

For marketing and advertising in the next issue of Sonoma Health, please contact publisher Steve Childs, steve.childs@sonomamag.org or 707-521-5284.

**Sonoma
Health**

Celebrating Achievements in Physician Wellness



The Sonoma-Mendocino-Lake County Medical Association and the **San Francisco Marin Medical Society** are pleased to recognize and honor the extraordinary efforts of organizations and physicians who make improving physician health and well-being a priority. This year's inaugural Physician Wellness Leadership Award Program covers our combined service region in Sonoma, Mendocino, Lake, and Marin counties and the San Francisco area.

Our goal is to bring together wellness leaders to share best practices and initiatives that are helping combat the crisis of physician burnout and occupational distress in Northern California. Please join us in congratulating the outstanding nominees and awardees in six categories of physician wellness achievement. **Beginning on Page 7, nomination categories and statements from the nominees are shared throughout the booklet.**

In addition to this evening's honorees, we welcome our **Special Guests—Tanya W. Spirtos, MD**, president of the California Medical Association, joins us from the peninsula, where she practices obstetrics and gynecology. **John Chuck, MD**, an esteemed family physician, author, and wellness consultant for medical professionals, traveled from Davis to deliver tonight's keynote address. **Mickey Trockel, MD**, Director of Evidence Based Innovation for the Stanford University School of Medicine WellMD Center, will also address our gathering. And our gratitude to the distinguished panel of jurors who volunteered their time to evaluate the nominations.

Thank you for joining SMLMA and SFMMS on this evening of celebration and recognition. *We are all enriched by the service and dedication of our nominees and award recipients.*



Meet the Jurors



John Chuck, MD

*Chief Wellness Officer & Professor of Family Medicine
California Northstate University*



Dr. Chuck is a family physician and wellness consultant for healthcare professionals. He is the former Regional Chairperson of the Physician Health & Wellness Leaders Group for The Permanente Medical Group based in Oakland, Calif. In that role, he shaped the conversations, culture, and operations for 10,000 physician colleagues in Northern California. Dr. Chuck has also done wellness work with many other organizations throughout the Bay Area.

Paul DeChant, MD, MBA

*Speaker, leadership coach, and author
Advancing Organizational Well-Being*



Dr. DeChant is an experienced physician executive, leadership coach, and expert on physician burnout with a proven approach to identify, treat, and prevent burnout in physicians and their organizations. His 25-year career includes practicing family medicine at Sutter Health and Geisinger, and advising executives in numerous health systems. Dr. DeChant co-authored the book *Preventing Physician Burnout: Curing the Chaos and Returning Joy to Patient Care*.

Mickey Trockel, MD

*Professor and Director of Evidence Based Innovation
Stanford University School of Medicine, WellMD Center*



At the University, Dr. Trockel's development of novel measurement tools has led to growing focus on professional fulfillment as a foundational aim of efforts to promote physician well-being. He also serves as the chair of the Physician Wellness Academic Consortium Scientific Board, a group of academic medical centers working together to improve physician well-being. Dr. Trockel's primary clinical focus is psychiatry.

Wendy Davies
*Executive Director
Sonoma-Mendocino-Lake
Medical Association*



Conrad Amenta
*Executive Director
San Francisco Marin
Medical Society*





Keynote Speaker

JOHN CHUCK, MD, is a family physician and wellness consultant for healthcare professionals. He is the former Regional Chairperson of the Physician Health & Wellness Leaders Group for The Permanente Medical Group based in Oakland, Calif. In that role, he shaped culture and operations for 10,000 physician colleagues in Northern

California. He has also done wellness work with Permanente physicians in other locations and numerous organizations including UC Davis Health, UC San Francisco, The University of Washington, Sutter Health, Dignity Health, John Muir Health, Providence, Asian Health Services, and more.

Dr. Chuck is the founder and CEO of Serotonin Surge Charities, a non-profit volunteer organization that raises funds for healthcare causes. He is a senior fellow of the American Leadership Forum and a UC Davis Trustee Emeritus.

Dr. Chuck's work has been recognized with the Sidney Garfield Exceptional Contribution Award from the Permanente Group; the Outstanding Alumnus Award from UC Davis Alumni Association; and the Charles J. Soderquist Award from the UC Davis Foundation.



2024 CMA President

TANYA W. SPIRTOS, MD, President of the California Medical Association, is a board-certified obstetrician-gynecologist practicing in Redwood City, Calif. She is a fellow of the American Congress of Obstetricians and Gynecologists.

Her group of physicians recently affiliated with Stanford Healthcare, and she continues to practice gynecology at Sequoia and El Camino hospitals. She was a member of the Board of Trustees of Sequoia Hospital Systems from 2003-07 and served on the Community Board of Directors of Sequoia Hospital from 2007-15. She has also been an adjunct clinical faculty of Stanford University Medical School since 1995. She serves at the Arbor Free Clinic with Stanford medical students and has been recognized for exemplary contributions in teaching.

Dr. SpiRTOS has been a member of the CMA and AMA since 1985, and is a member of both the San Mateo County Medical Society and Santa Clara County Medical Association. She was elected to the CMA Board of Trustees in 2009 and continues to serve on the CMA delegation to the AMA.



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Sutter Medical Group of the Redwoods proudly honors the 2024 honorees for their exceptional contributions to wellness and well-being.

Our commitment to well-being extends beyond patient care to our dedicated clinicians. Our Well-Being Program focuses on the well-being of clinicians. A healthy clinician is essential for a healthy and thriving community.

Here's to the shared pursuit of wellness and well-being for everyone!



Lifetime Achievement in Wellness Work



Linda Hawes Clever, MD, MACP **NOMINEE**
RENEW

RENEW brings good health to those who aim to give good health. We do this because physicians, like our patients, are treasures—and should also have healthy, fulfilling lives. RENEW carries out our mission to improve health and humanity by giving presentations and by fostering meaningful conversations that inspire purpose, effectiveness, and joy. Using our unique blend of active listening, community building, and good humor, we help physicians and other clinicians discover and affirm their values so they can make good decisions and set boundaries. Weaving renewing concepts into daily life, participants gain access to their own deep reservoirs of talent, courage and creativity. Then, physicians enhance the vitality of their work, families, friendships, and communities so that all can flourish.

FQHC Wellness Program



DeEtte Deville, MD **NOMINEE**
West County Health Centers

Physician wellness has been an interest of mine since Residency. It fascinated me that we train healers by having them work 90 hours per week and deny their own physical and emotional needs. I studied practice management, designed a Resident physician well-being survey, and conducted a Resident physician wellness research project while still in training. In my time at West County Health Centers, I have worked at every level to build evidence-based systems that support our providers—including one-on-one coaching, APC clinical support meetings, provider forums, documentation support, improved scheduling, and individual accommodations. Four years ago, I was given a title that recognizes my area of focus helping healthcare providers. It means everything to work in an organization with leadership support to enhance provider well-being.

Individual Wellness Leadership



Fayola Edwards-Ojeba, MD **NOMINEE**

RechargedMD / UCSF

In my approach to supporting physician wellness, I prioritize a comprehensive strategy that addresses both the individual and systemic factors contributing to burnout and stress among healthcare professionals. I advocate for fostering a culture of open communication, where physicians feel empowered to seek support without fear of stigma. I emphasize the importance of promoting work-life balance, providing access to supportive resources and implementing initiatives such as peer support groups, and professional development opportunities aimed at enhancing resilience and coping skills. With my organization, RechargedMD, I strive to change the national discourse around burnout to focus on systems-level challenges in our current healthcare climate. My mission is to positively impact the healthcare system and improve the practice of medicine for clinicians and patients alike.

Significant Wellness Initiative or Program



Mihal Emberton, MD, MPH, MS **NOMINEE**

One Medical / UCSF

The 2019 Statutory Enforcement Report from the US Commission on Civil Rights confirms “the reality that, today, the nation still has not reached a time when recognition of and protection for core civil rights promises is the norm for all Americans.” This pervasiveness of human injustice caused by our dysfunctional systems is visible every day in the suffering of our patients, colleagues, friends, neighbors, and unfortunately, even in ourselves. Uncovering the etiology of such injustice provides the key to transforming our educational, business, political, and social hierarchies to become true democracies, to not only improve their function, but to, more importantly, improve the health and well-being of those upon whom that function fundamentally relies; every hierarchy has the potential to cultivate a culture of humanity and social justice.

Individual Wellness Leadership Lifetime Achievement in Wellness Work



Jessie Mahoney, MD **NOMINEE**

Pause & Presence Coaching and Retreats / UCSF

As a Chief of Physician Wellness at Kaiser for 16+ years, I was a key player in creating a culture of wellness. I developed innovative women-in-medicine, parents-in-medicine, and experiential retreat programming. I helped create Leading with a Lens to Wellness and the annual winter wellness conference.

In 2019, I started my own company to focus my full attention on supporting my colleagues. I coach physicians individually and in small groups. I facilitate mindful coaching and culinary medicine retreats. I coach fellows and speak nationally on solutions to burn-out. Healers are humans first. A healthy career in medicine requires both sustainability and self-advocacy. When physicians have a healthy mindset and care for ourselves, as well as others, we can practice medicine, be well, and contribute to systemic solutions.

Individual Wellness Leadership



Andrea McCullough, MD **NOMINEE**

Adventist Health Redwood Medical Clinic

Ukiah Valley Family Medicine Residency Program

Being an informal (some say goofy) person helps me break down barriers. It also informs my desire to support others and their unique personalities, be they introverted, conservative, affectionate. We all see a fair bit of trauma, and it is important to have someone to talk to in the difficult moments. There

are many physicians and non-physicians who have buoyed me up while observing their compassion, and I want to pay that forward in all directions. Another thing about me is instinctively trying to stand up for others if they feel they are not being treated fairly. Though that is often difficult work, it appears to keep my tank full and my engine running.

Significant Wellness Initiative or Program



Medical Arts Project of Sonoma

NOMINEE

*Sutter Medical Group of the Redwoods
The Permanente Medical Group*

The Medical Arts Project of Sonoma (MAPS) is a creative collaboration started by

three family medicine physicians, all of whom find creativity and artistic expression to be vital sustenance for their personal and professional lives. The goal of MAPS is to bring together the local community of physicians to experience the arts in various forms that strengthen spirits and connections to each other. Since 2022, MAPS has hosted monthly creative workshops for physicians, led by local physician artists in many disciplines. Workshop leaders have taught classes ranging from poetry to performance improv, neurographic art, collage making, culinary arts, singing, and storytelling—while sharing how the art form enhanced and sustained their practice.

(Pictured above left to right: MAPS founders Kari Foulke, MD; Rachel Friedman, MD; Allison Bacon, MD)

Creating a Culture of Wellness in an Organization Lifetime Achievement in Wellness Work



Lynn Mortensen, MD, MPH **NOMINEE**

The Permanente Medical Group, Santa Rosa

It's been 25 wild years in medicine! Whether working long hours together, putting on crazy activities like a pop-up drive-in movie event during COVID, or blowing off steam, I see friends and colleagues reinvigorated by spending time with each other. We come to this work via different paths, but each has a bright light inside. We are overachievers, which brings great contentment and also risk for isolation, self-doubt, and all manner of challenges. My inspiration is the hope that in bringing people together, whether in nature, moving together, creating space to share joys or troubles or to eat chocolate, we fan each other's flame and live healthier lives while caring for others.





Physician Wellness Resources

Physician wellness, physician well-being, professional fulfillment, resilience, and burnout are all terms used frequently these days. Taking care of yourself and encouraging others to practice self-care will sustain and extend your ability to care for patients in need.

To help you successfully navigate your wellness journey, SMLMA and SFMMS have collected a number of resources focused on how physicians can care for themselves while they care for others. Visit wellness pages on our websites for details and links to services and providers. Support areas include:

- ✿ One-on-One Counseling
- ✿ Confidential Physician Support Lines:
SMLMA 650-756-7787
SFMMS 888-409-0141
- ✿ Resilient MD Series
- ✿ Mindful Yoga for Healers
- ✿ Wellness Apps
- ✿ Wellness Resource Library

SMLMA: smlma.org/resources/physician-wellness-resources.aspx

SFMMS: sfmms.org/get-help/physician-wellness.aspx

Both medical societies also offer opportunities to get involved with creating wellness initiatives and programs for your colleagues. Contact the individuals listed below for more information about how you can participate.

SMLMA Regional Physician Wellness Collaborative: Wendy Davies, exec@smlma.org

SFMMS Physician Wellness Committee: Molly Baldrige, mbaldrige@sfmms.org



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Lifetime Achievement in Wellness Work



Ed Neal, MD **NOMINEE**

Retired

Dr. Ed Neal arrived in Healdsburg in 1964, after completing residency training at Santa Rosa Community Hospital. He quickly became a leader in the local healthcare community. Dr. Neal was instrumental in the construction of Healdsburg General Hospital in 1970. After noticing a shortage of care for the Hispanic community, he then began a farmworker clinic (now Alliance Health Center) initially staffed by himself and family practice Residents from Community Hospital. During a career that spanned over 40 years, Dr. Neal delivered more than 1,000 babies, covered the ER, assisted with surgery, and inspired many family practice physicians to follow his lead and practice in Healdsburg. In 2019, the Healdsburg Museum and Historical Society honored Dr. Neal as the “Dean of Healdsburg Medicine.”

Individual Wellness Leadership



Catherine Mariano Roby, DO **NOMINEE**

Anesthesia and Analgesia Medical Group, Inc.

While I am in the beginning stages of establishing a wellness program at AAMGI, I have built the framework by focusing on four goals: Physician Camaraderie, Mentorship, Community Involvement, and Anesthesiology Education. For example, I send a monthly email highlighting community events and activities, and I organize dates for our group to volunteer at the Redwood Empire Food Bank. I helped to develop a mentorship program for physicians new to AAMGI by providing resources and guidance to ensure a smooth transition to our practice, hospitals, and surgery centers. I have encouraged education through Journal Clubs, interesting case discussions, and free virtual educational sessions from our anesthesiology subspecialty societies. I look forward to growing AAMGI's Wellness Program by learning from wellness champions in our medical community.



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Program open continuously for new memberships.

Rising Wellness Star



Emily Silverman, MD **NOMINEE**

Camden Center San Francisco / UCSF

I am an internal medicine physician in San Francisco, and creator and host of The Nocturnists, a vibrant community of clinicians who are celebrating their humanity through storytelling. Since 2016, The Nocturnists has supported the voices of more than 450 frontline clinicians through its sold-out live performances and award-winning podcasts. By airing clinicians' stories in a safe and generative public forum, The Nocturnists helps shatter the myth of the "physician God" and reveal the truth: that healthcare workers are human, just like everyone else, and that our humanity is our strength, not our weakness.



Individual Wellness Leadership



Toni Simmons, DO **NOMINEE**

Anesthesia and Analgesia Medical Group, Inc.

The recent increase in attention to physician well-being is long overdue. Doctors are not invincible, though our medical training teaches us we should be. When a challenging work load is mixed with other life stressors, exhaustion, depression, and burnout loom. My approach to physician wellness is rooted in three essential ingredients. First is self-care, both mental and physical. Second is a culture that promotes nurturing relationships with peers—for example, through regular offsite social activities—so as to create an environment of trust and camaraderie. Third is a high degree of openness that encourages physicians to actively seek support for themselves and others when needed. I believe that, ultimately, investing in physician wellness is a powerful pathway to investing in our patients and our community.

Creating a Culture of Wellness in an Organization



Sutter Medical Group of the Redwoods

NOMINEE

We at Sutter Medical Group of the Redwoods believe that clinician well-being is of paramount importance and have prioritized this with our Well-Being Committee since 2018. There is substantial evidence that connection with other clinicians is crucial for supporting well-being. At its core, our program creates frequent opportunities for clinicians to connect and create their own community to provide emotional support, professional growth and a sense of belonging. These elements are vital for reducing burnout, improving the quality of healthcare and establishing a lengthy career here in Sonoma County.

(Pictured above: SMGR President Gary McLeod, MD)



Sutter Medical Group
of the Redwoods

Individual Wellness Leadership



Ghislaine Van Dissel, DO **NOMINEE**

Sutter Medical Group of the Redwoods

In 2013, drawing from my experience in corporate wellness, Dr. Jennifer Lee and I started the Sutter Medical Group of the Redwoods Well-Being Committee to mitigate provider burnout and enhance provider well-being. The program consists of three pillars: Personal, Professional, and Social—with goals of creating a supportive work environment, encouraging professional development, and fostering group culture. In 2016, Dr. Peter Valenzuela and I presented our program at the American Association of Physician Leaders Annual Meeting in Washington, DC. Today, I continue to be involved with Sutter Health Joy of Work and the SMGR Well-Being Committee. It is because of the efforts of all the Well-Being Committee members that the SMGR program continues to thrive. Our well-being program is definitely a team effort!



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* The Joint Commission, *Sentinel Event* data released for 2022. Visit: bit.ly/43TXUGi.

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