



Antidotes to Burnout: The Art of Staying Inspired

The Problem

Physician & APP Burnout

Compassion Fatigue

Secondary Trauma

Secondary Trauma Stress

Secondary Victimization

Directly effects quality of care, safety of patients, treatment outcomes, patient satisfaction, nurse turnover, hospital staff morale, and financial performance.

Denial

Organizational Collusion



The Problem (cont'd.)

Almost 1 in 2 physicians are experiencing burnout

Depression, suicide, and substance abuse disorders are more prevalent among physicians than the general population

And yet the mental health of physicians/APPs consistently receives low priority

45% of primary care physicians would quit medicine immediately if they had the financial means

The well-being of physicians/APPs is a matter of national health



Symptoms

Hopelessness / Despair

Decrease of pleasure

Persistent stress and anxiety

Sleeplessness, too much sleep, nightmares

Pervasive negative attitude

Decrease in productivity

Inability to focus

Feelings of incompetency

Increased selfquestioning / self-doubt



Symptoms (cont'd.)

Pull away and isolate self from others

Excessive voicing of complaints

Appear sad, apathetic, without energy

Less attention to physical care / poor hygiene

Difficulty with focus and concentration

Moral distress persistent

Feelings kept inside (strong, silent, self-contained heroes)

Compulsive behaviors (overeating, spending, gambling, substance abuse, promiscuity, addictions)



The Art of Staying Inspired

- ☐ Practice self-compassion/ self-care
- ■Take deliberate breaks from work
- ■Breath Work/ Prayer
- Physical exercise
- Enjoyable recreational activities
- ■Establish clear, professional boundaries
- □Accept the truth that successful outcomes are not always achievable (cure) but healing is always possible
- Create/ maintain social support (people and pets)
- Spiritual practices (rituals, forgiveness, meditation, etc.)



Practical Approaches

□Pause ■Take a breath Check in and be observant with colleagues Go beyond empathy and practice compassion Debrief emotions as well as clinical process in review Talk / Do not isolate or suppress Seek out a confidant Massage Healing Touch/Reiki/Energy Medicine ■ Music



Our Commitment

One Experience for Every Person, Every Encounter, Every Time that Includes, Informs, and Inspires

To do this we need to bring our best self to assist others in their healing...





Spiritual Principles

Courage

Wisdom

Loyalty

Kindness

Prudence

Humility

Generosity

Gentleness

Justice

If we are to inspire others we need to be inspired from within.

If we are to be inspired from within we have to be intentional.

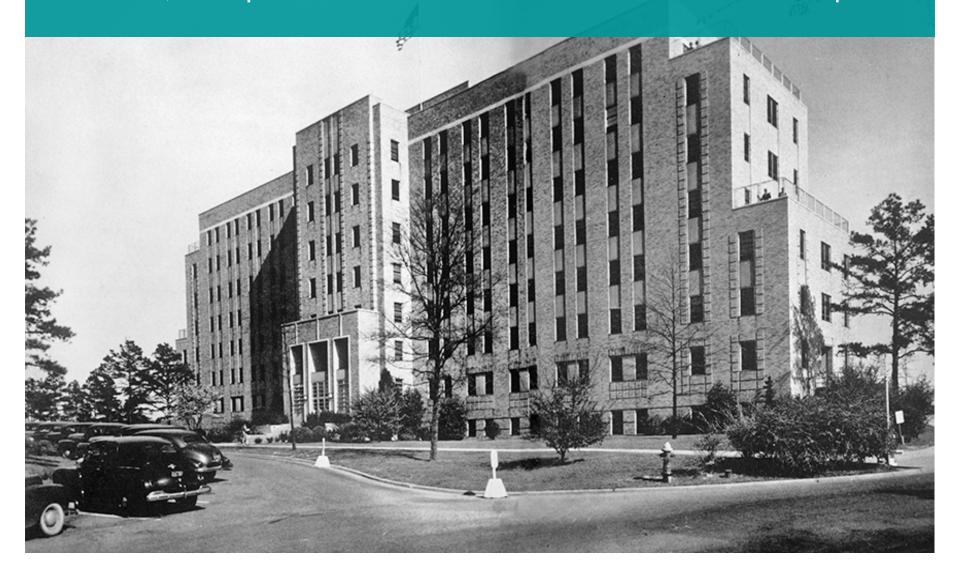
Inspiration is within us, around us, and beyond us.



System & Medical Group Overview

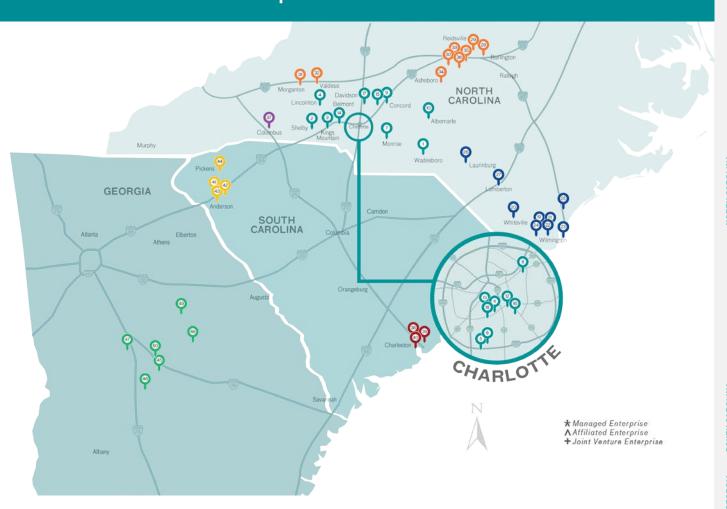
OUR ROOTS DATE BACK TO A HUMBLE BEGINNING.

In 1940, we opened our doors as Charlotte Memorial Hospital.





2019 Facilities & Locations



Atrium Health Anson Atrium Health Cleveland Atrium Health Kings Mountain Atrium Health Lincoln Atrium Health Pineville Atrium Health Pineville Rehabilitation Hospital Atrium Health Union Atrium Health University City Carolinas HealthCare System NorthEast 10. Carolinas HealthCare System Stanly 11. Atrium Health's Carolinas Medical Center 12. Carolinas Medical Center-Mercy 13. Carolinas Rehabilitation 14. Carolinas Rehabilitation-Mt. Holly 15. Carolinas Rehabilitation-NorthEast 16. CHS Behavioral Health-Charlotte 17. CHS Behavioral Health-Davidson 18. Levine Children's Hospital 19. Betty H. Cameron Women's and Children's Hospital^A 20. Columbus Regional Healthcare System* 21. New Hanover Regional Medical Center^ 22. New Hanover Regional Medical Center Behavioral Health[^] 23. New Hanover Regional Orthopedic Hospital[^] 24. New Hanover Regional Rehabilitation Hospital^ 25. Pender Memorial Hospital^A 26. Scotland Memorial Hospital* 27. Southeastern Regional Medical Center^ 28. Alamance Regional Medical Center (Cone Health)* 29. Annie Penn Hospital* 30. Behavioral Health Hospital (Cone Health)* 31. CHS Blue Ridge-Morganton 32. CHS Blue Ridge-Valdese 33. Moses H. Cone Memorial Hospital (Cone Health)* 34. Randolph Hospital* 35. Wesley Long Hospital* 36. Women's Hospital (Cone Health)* 37. St. Luke's Hospital* LOW COUNTRY 38. Bon Secours/St. Francis Hospital* 39. Mount Pleasant Hospital* 40. Roper Hospital* 41. AnMed Health Medical Center* 42. AnMed Health Rehabilitation Hospital* 43. AnMed Health Women's and Children's Hospital* 44. Cannon Memorial Hospital (AnMed)* 45. The Medical Center, Navicent Health 46. Medical Center of Peach County (Navicent Health) 47. Monroe County Hospital (Navicent Health)* 48. Navicent Health Baldwin 49. Putnam General Hospital (Navicent Health)* 50. Rehabilitation Hospital, Navicent Health

CHARLOTTE



IN ONE DAY AT ATRIUM HEALTH

31,750+ patient encounters (1 every 3 seconds)

23,000 physician visits | 4,200 ED visits | 600+ home health visits

85+ new primary care patients | 13,975 virtual care encounters

88 babies delivered 550+ surgeries

\$5.1 million each day in uncompensated care and other benefits to our community.



Our Atrium Health Way: Mission & Vision

MISSION:

To improve **Health,**elevate **Hope** and
advance **Healing** – for all

VISION:

To be the **first** and **best choice** for care

WHAT STANDS OUT TO YOU?





Gene Woods, MBA, MHA, FACHE
President and CEO

Meet Our Leader

- Joined Atrium Health in April 2016
- 25+ years of healthcare leadership experience
- Board of Trustees and Chairman of the American Hospital Association
- United the System around a redefined mission and vision
- Led the change to become Atrium Health



10 Strategic Focus Areas

Preparing for Beyond 2020

- 1. Affordability
- 2. Atrium Excellence
- 3. Core Market Growth
- 4. Strategic Facilities Master Plan
- 5. Comprehensive Philanthropic Campaign
- Next Generation Network
- 7. Medical Education & Research
- 8. Connected Care Everywhere
- 9. Population Health
- 10. Talent & Culture



Atrium Health Executive Leadership



Armando Chardiet
President, Atrium Health
Foundation



Anthony DeFurio
Executive Vice President &
Chief Financial Officer



Brett DentonExecutive Vice President,
Chief Legal Officer



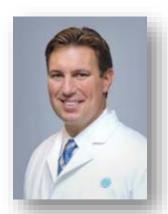
Jim DunnExecutive Vice President & System
Chief Human Resources Officer



Ken HaynesPresident, Greater Charlotte
Region



Carol LovinExecutive Vice President & Chief Integration Officer



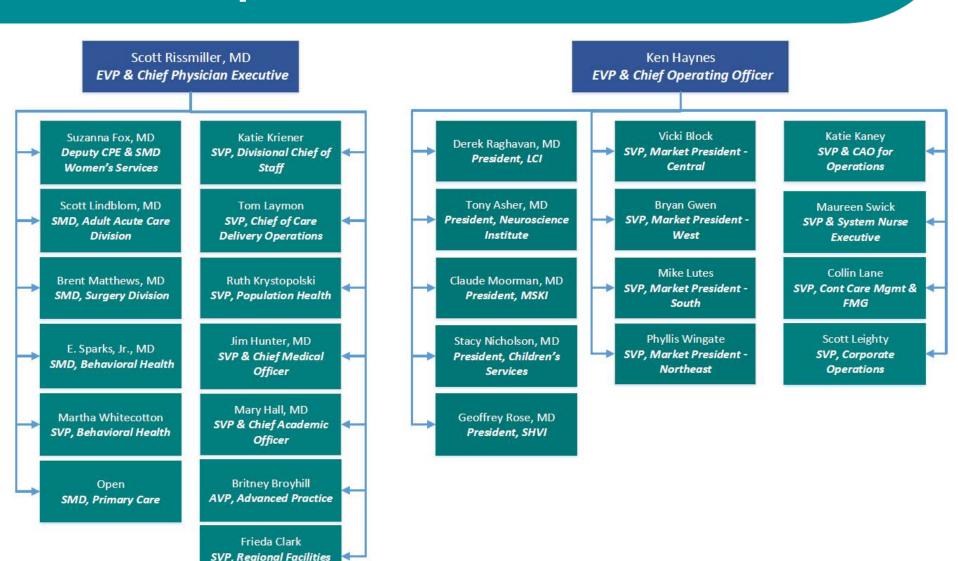
Dr. Scott RissmillerExecutive Vice President &
Chief Physician Executive

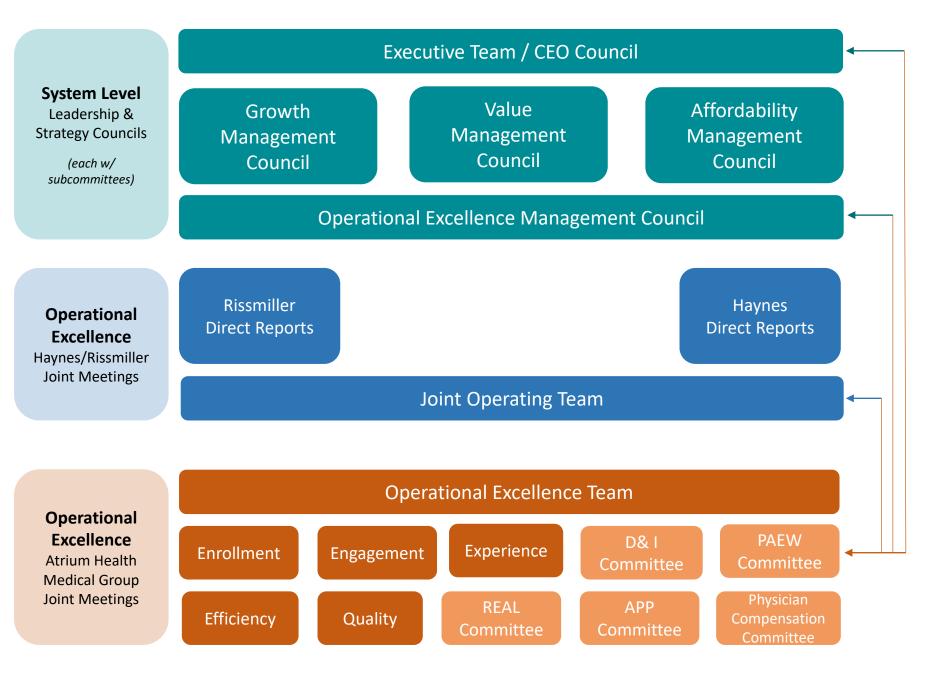


Dr. Rasu ShresthaExecutive Vice President &
Chief Strategy Officer

Medical Group & Clinical Operations Leadership

Corporate





Strategic & Operational Work Structures

Center for Advanced Practice

Operations

- APP Strategy
- APP Policy/Regulation
- APP Orientation
- System Consulting on APP Compensation, Workforce Development, Communications
- APP Recruitment / Retention
- APP Recognition

Medical Education

- APP Fellowship
- APP Student Clinical Placements
- PT Residency
- PharmD Residency
- CME Offerings
- DNP Educational guidance
- APRN and PA educational guidance

APP Fellowship Program

- Licensed PAs and NPs
- 1-Year Transition to Practice
- Largest Program in the Country
- 22 Tracks Covering
 Acute Care, Primary
 Care, Urgent Care,
 Hybrid of
 Inpatient/Outpatient
 Care



Center for Advanced Practice (cont'd.)

How CAP Can Help:

Supervising Physician's Role:

- NC/SC/GA Rules & Regulations
- Collaborative Practice Agreements
- Credentialing vs Privileging
- APP Scope of Practice
- Supervising Physician's Role
- Collaborative Practice Agreements
- Payer Credentialing vs. Hospital Privileging
- APP Scope of Practice
- Onboard APP students for their clinical rotations
- Coordinate APP continuing education opportunities
- Link APPs to mentors for career and education guidance
- Coordinate APP communication and recognition



Physician & APP Recognition



The Teal Acorn Award Series

Awarded at Annual Atrium Health Physician & APP Gala

- Physician of the Year
- APP of the Year
- Physician / APP Provider of the Tree
- Tree of Life Physician / APP Innovator of the Year
- Dr. Francis Robicsek Physician / APP Community Impact
- Physician / APP Leader of the Year
- Physician / APP Academician-Preceptor
- Physician / APP Rookie of the Year
- Annual Patients' Choice Award Top Performing Physician & APP





Diversity and Inclusion

Cultural Competence at Work

Objective

Increase self-awareness and understanding of cultural competence in the workforce and care delivery practices.



DIVERSITY AGENDA

FOR ALL

PATIENTS TEAMMATES COMMUNITY

The Diversity Agenda is the framework through which diversity initiatives are developed and implemented throughout Atrium Health:

Patients come first

Effectively provide care that responds to the unique needs of every patient

Teammates are the key

Promote diversity, engage teammates and help them grow, together

Every community matters

Develop lasting partnerships that support diverse and at-risk communities





Cultural Competence Defined

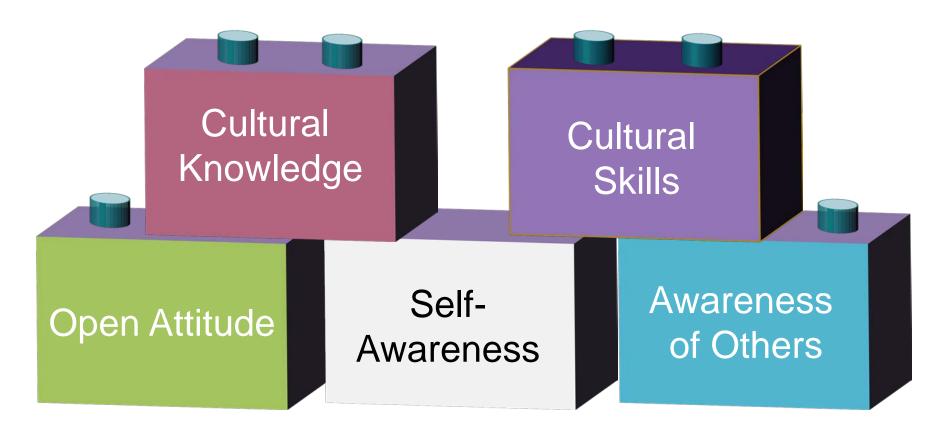
The ability to provide care or service that meets people where they are.



The ability to connect successfully with someone from a different background or reality.



Cultural Competence Building Blocks



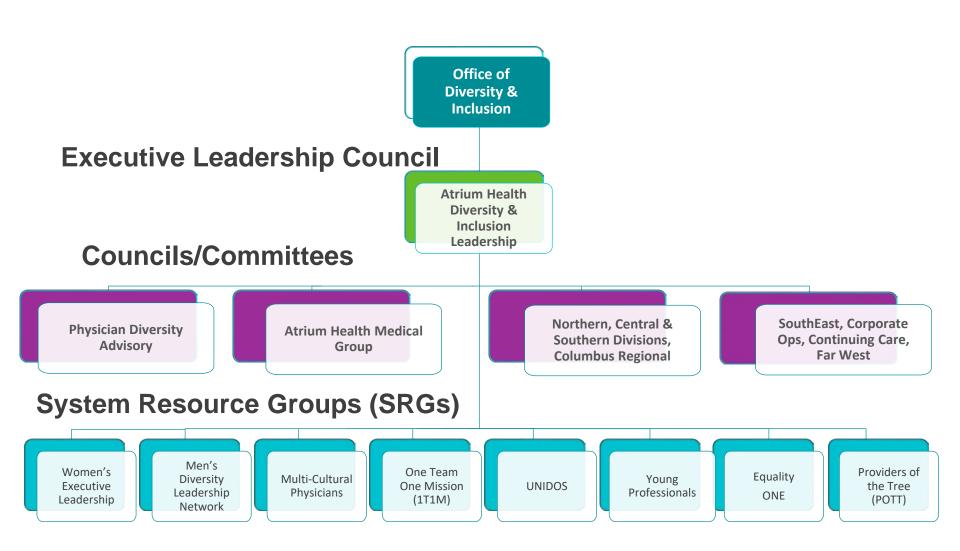


Cultural Competence Behaviors

- Check our own biases and assumptions
- Consider the impact of our words and actions
- Increase awareness of cultural norms and values of self and others
- Ask questions to learn about others' experiences
- Incorporate diverse perspectives in decision-making
- Address inappropriate workplace behavior
- Be willing to give and receive feedback



Diversity and Inclusion Infrastructure

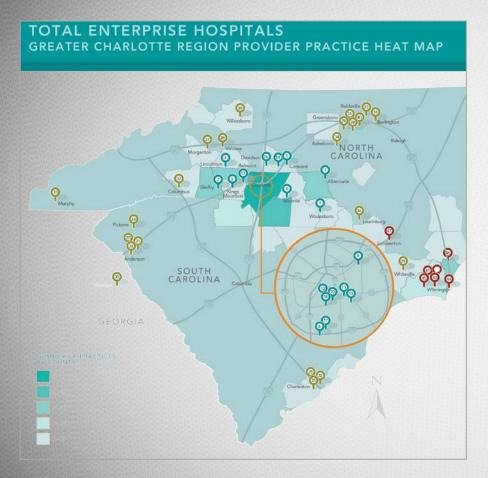






Community Engagement & Corporate Responsibility

Serving 10 Counties with Community Benefit





22 mobile food pantries serving low-income families



Distributing over-the-counter medications at community centers



Atrium Health Gives Campaign









Supporting patients, teammates & community

Teammates have contributed over \$47 million to charities in the past 17 years.



Atrium Health Serves Signature Projects

January
MLK Month of
Service

April
National
Volunteer Month

Aug. & Sept.
Season of
Caring

Nov. & Dec. Holiday Cheer











Strategy Map





VALUE

Excelling at delivering **high-value**, person-centered care

Establish sustainable, scalable solutions to manage social and financial risk of our patient populations

Enhance community health and benefit in partnerships with others

Improve our value for teammates and thei families, employers and other partners

DESTINATION POINTS

Year-end 2020

Improve 300,000 Lives

in sustainable value-based models



The Journey to Value



CAROLINAS PHYSICIAN ALLIANCE



220,000+ Covered Lives

2,600+ Providers 300 Practices

19 County Service Area

2 Regional Local Chapters

2017 \$9.1 MillionTotal Shared Savings

\$3.9 Million
Shared Savings

- \$2.7 Million in Physician Distributions
- Infrastructure year focused on meeting financial, quality and contract metrics

2018 \$22.9 Million
Total Shared Savings

\$11.4 Million
Shared Savings

- \$8 Million in Physician Distributions
- Operational year focused on clinical decision support, tackling waste and evidence-driven tools for providers at point of care

CAROLINAS HEALTHCARE SYSTEM ACO, LLC

Established in May 2017
82,000 Assigned Medicare Beneficiaries
Entered MMSP Track 1 Jan 2018
Over 70 Individual TINs

2018 Performance

Scored 100
Out of 100

 Achieved a performance score of 100 out of 100 for quality, performance interoperability and improvement activities.

1.68%

Upward rate adjustment

• Effective Jan. 1, 2020, which is estimated to be \$3.9-\$4.6 million (based on 2018 claims) to Part B Professional Claims for all ACO MSSP contract participants.

Atrium Health Employer Solutions

Services and Regional Clients

Wellness Services Analytics and Reporting

Health Promotions

Health Clinics

Occupational Health

Cha and

Charlotte Pipe and Foundry

Center City Market
Northeast Market

S&D Coffee

Cabarrus County
Government

City of Concord

Charlotte Motor Speedway

Hendrick Motorsports

Preformed Line Products

Roush Fenway Racing

Advantage Trucking

Auto Owners Ins. Hedrick Industries

South Market

Springs Creative

Billy Graham
Evangelical
Association

City of Rock Hill

JR Cole

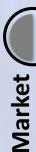
Maclean Power

Charlotte Eye Ear Nose & Throat Associates

Charleston Water

SEM Products

Town of Pineville



Southeast

CM Tucker

Union Academy

City of Monroe

3M

Columbus

Regional

Goulston Technologies

Pee Dee Electric

Premiere Fibers

Town of Movho

Town of Waxhaw
Union Power

est

City of Gastonia

Husky Rack and

Wire

Cleveland County

Lincoln County

Metal Works

City of Shelby

Maco

Positec

Rutherford Electric

St. Luke's Hospital





Care Ring: Physicians Reach Out (PRO) Program

Care Ring: Physicians Reach Out Program

Program Overview

- Non-profit outreach program that provides medical services to eligible uninsured residents of Mecklenburg County. The program does not currently exist outside of Mecklenburg County.
- AHMG has signed a commitment to PRO on behalf of all Mecklenburg County IM and FM providers
- Providers are requested to accept 12 patients per year
- Specialty referrals from primary care may be made by going through the PRO office (704-375-0172), who sets up the first appointment
- Note: there is usually a wait list for specialty care (estimated wait times are listed on the Care Ring website <u>www.careringnc.com</u>)

Patient Profile

- Mecklenburg Co. resident for at least 3 months
- Not currently eligible, pending or receiving Medicaid, Medicare, Workman's Comp, VA or any other health benefits or insurance
- At or below 200% of Federal Poverty Guidelines
- Not pregnant
- Typical PRO patient is working, but is not offered health benefits by their employer or spouse's employer



Continuity of Care beyond Mecklenburg County

Program Overview

- Includes Atrium Health Physician Practices that are outside of Mecklenburg County
- The financial assistance program is only offered up to 90 days
 - Patients are encouraged to seek insurance coverage or work with the office assigned to them to establish an agreeable payment plan.





Customer Engagement Platform Medallia

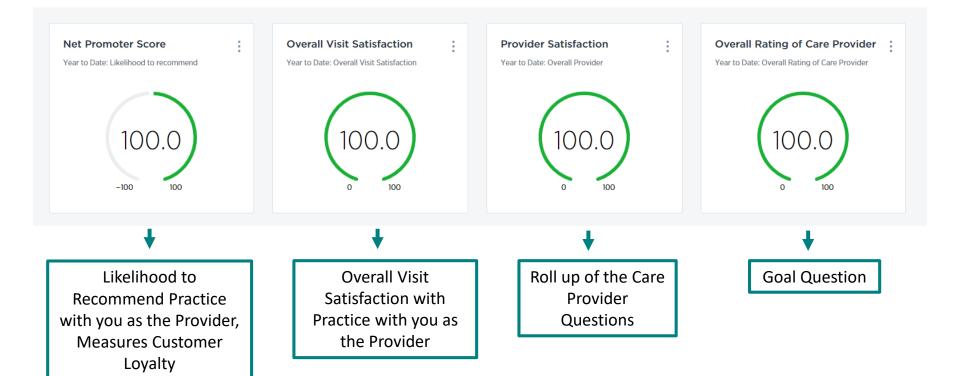
Survey Information

- First emailed, 24-48 hours
- If not emailed, text survey will be sent
- Reminder is sent after 4 days
- Survey expires after 10 days
- Will only receive only 1 survey per practice in 30-day timeframe





Feedback Measures





Net Promoter Score

The **Net Promoter Score** is an index ranging from -100 to 100 that measures the willingness of customers to recommend a company's products or services to others.



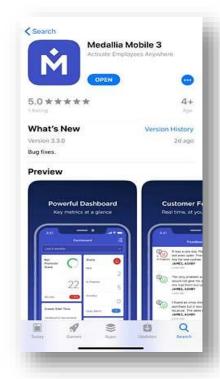
How likely is it that you would recommend [practice] to a friend or family member?

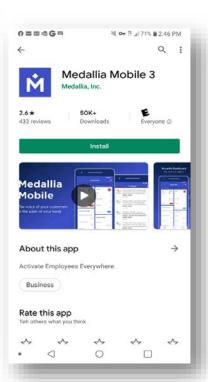
- **Promoters** (score 9-10) are loyal enthusiasts who will keep visiting and refer others, fueling growth.
- Passives (score 7-8) are satisfied but unenthusiastic customers who are vulnerable to competitive offerings.
- **Detractors** (score 0-6) are unhappy customers who can damage your brand and impede growth through negative word-of-mouth.



How to Access Your Feedback

- Atriumhealth.Medallia.com/sso/atriumhealth
- Use your Atrium Health Login information
- Download the App:
 - Company name: atriumhealth



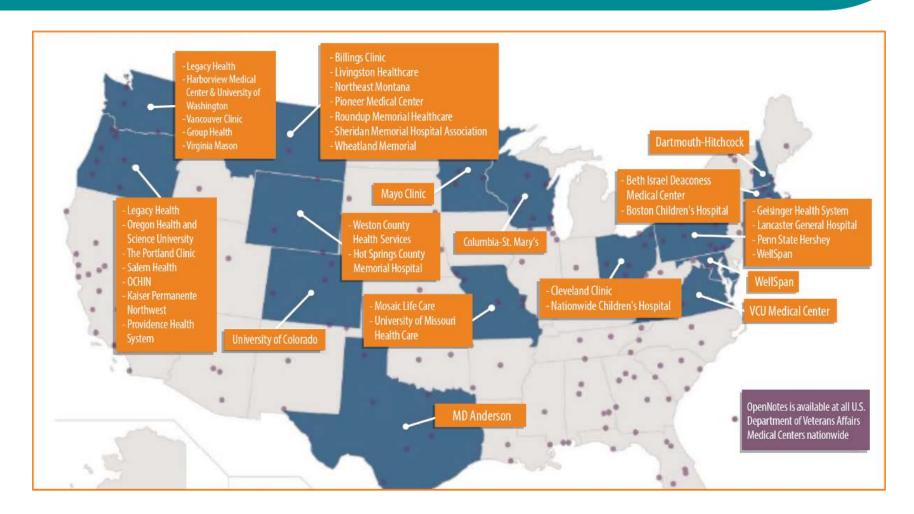






Canopy Updates & MyAtriumHealth

Nationwide Snapshot

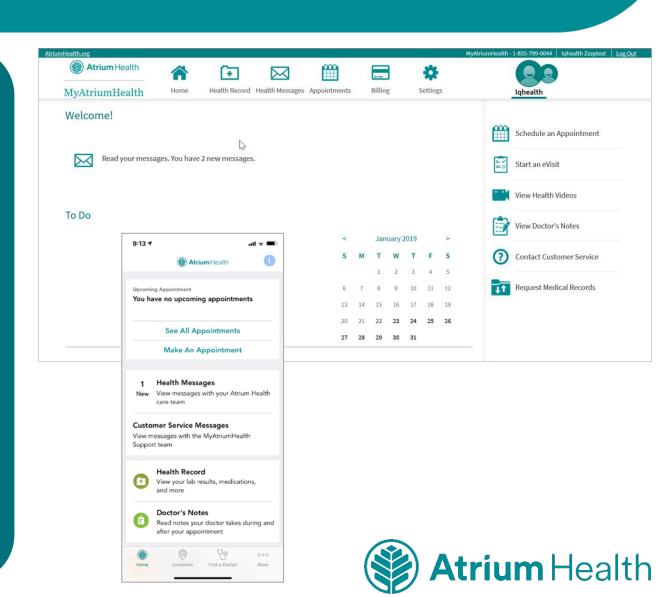




MyAtriumHealth

Current Functionality:

- Labs and Tests
- Allergy List
- Med List
- Problem List
- Procedure List
- Secure Messaging
- Rx Renewal
- Appt. Scheduling
- Discharge and Depart Summaries
- GetWell Videos
- Doctor's Notes (OpenNotes)



What's Viewable, What's Not.

OpenNotes

- History and Physicals
- Operative and Procedure Reports
- Office Visit Notes
- Documents scanned into the selected
 OpenNotes Types will be visible in
 MyAtriumHealth

Notes that will <u>not</u> be shown

- Child advocacy
- Forensic documentation
- Behavioral health
- Progress notes
- Chemical dependency notes
- Consult notes
- Nursing and interdisciplinary team documentation
- Administrative documentation
- Sensitive note type



When it's Viewable

Lab and Test Results

24 hours after finalization

Radiology reports

5 days after finalization

OpenNotes

• Upon Signature



Tips for Sharing Notes

Keep it Simple

- Avoid jargon and abbreviations, especially ones that might be easily misinterpreted ("SOB" or "BID")
 - "patient complains of" = "patient reports"
 - "patient denies alcohol use" = "patient reports no alcohol use"
 - "patient refuses influenza vaccination" = "patient declines influenza vaccination"

Balance Perspective

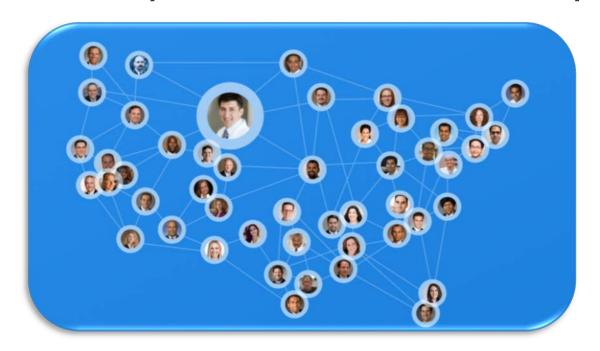
- Obesity, for example, is a medical term with a definition.
 Perhaps seeing it in writing will reduce patient denial and improve motivation
- Complement sensitive behavioral health diagnoses with non-judgmental descriptive terms, where possible, to avoid labeling
- Highlight the patient's strength and achievements alongside their symptoms and clinical problems to endorse patients' attributes and empower positive change.
- Be mindful of sensitive topics and remember patients have rights under HIPAA to access their record



Doximity

REGISTER TODAY!

The leading free online professional network for medical professionals



Doximity is now being utilized for U.S. News & World Report Best Hospitals voting

Electronic surveys will be deployed to physicians via Doximity



Make Time for Your Health! Visit the Physician Wellness Clinic

The internists at **Charlotte Medical Clinic** have opened a clinic just for you. This is a convenient way for you to get wellness exams, which are covered at 100% with your Atrium Health LiveWELL health insurance plan.

Please note: this is only covered after your Atrium Health benefits are effective (1st of the month following 30 days of employment)**

When: Open the 4th Saturday of each month*,

8 a.m. to noon

Where: Charlotte Medical Clinic - SouthPark

4525 Cameron Valley Parkway

Charlotte, NC 28211

For appointments: Call 704-355-5894, Monday through Friday,

8 a.m. to 5 p.m.

or

Email Heather.Morrison@AtriumHealth.org

for details on how to schedule online 24/7 through

MyAtriumHealth

^{**}Benefits example: start date of 10/1 (benefits are effective on 11/1); start date of 10/15 (benefits are effective on 12/1)



^{*}More dates may be added as demand increases.

24/7 Helpline & Peer-to-Peer Support Programs for Physicians & APPs

24/7 Well-Being Helpline

- Unique number for Physicians & APPs
- Confidential
- Answered by licensed Behavioral Health professionals
- Provides easy access to Behavioral Health Assistance, Employee Assistance Program (EAP), Chaplain Services and Peer to Peer Program

Peer-to-Peer Support Program

- Provides the opportunity for physicians and APPs to connect with trained peer support volunteers after adverse patient events or events with serious unanticipated patient outcomes
- Contact the Peer to Peer
 Support Program by calling the
 24/7 Well-Being Helpline

24/7 Well-Being Helpline: Call 704-444-5877 or Toll Free at 844-383-2105



New Physician & APP Surveys

Source

 Physician & APP Engagement & Wellbeing Committee

Purpose

 To obtain feedback from new physicians and APPs as well as their co-leadership team to make ongoing improvements to the new provider onboarding experience at Atrium Health

Frequency

- Each new physician and APP is surveyed following orientation,
 1 month, and 6 months after their start date
- Each new physician and APP's coleadership team is also surveyed after their new provider's start date





Onboarding Reminders

Benefits Enrollment

**Must enroll within 30 days of your contract effective date / hire date **



Teammates

Search Q

Home > Health and Retirement > Health Plan > New Teammate Benefits Enrollment

Health Plan

The 2020 LiveWELL Health Plans

Castlight

New Teammate Benefits Enrollment

Submit Enrollment Changes

Summary Plan Documents

New Teammate Benefits Enrollment

Atrium Health would like to welcome you! Use the information on this page to assist in the benefits enrollment process.

Getting Started

- 1. To get started, read the information in the Resources and Guides section below
- 2. Use the Atrium Health Benefits: New Teammates Enrollment Timeline as a reference to guide you through this process.
- 3. Determine teammate and dependent eligibility.
- Enroll in your benefits online.
 - Sign in to YourHRLink using your Atrium Health User ID and Password.
 - Select the Employee tab to get started.
 - Your deadline to enroll is 30 days after your hire date, and your benefits will be effective the first day of the month after 30 days of employment.

To request a change to your benefits after the enrollment period, review the guidelines listed on the Submit Enrollment Changes page.

The New Teammate Portal

Find more information to help make your onboarding and orientation easier and more manageable.

Visit the New Teammate Portal





Taking a closer look at communication.

Atrium Health has added a new tool to keep you in the know. The **Teal Insider** app delivers customizable news and information that is relevant to you.

With a robust suite of communication tools to aid you in your day-to-day duties, it's important to know what tool works best for what job. Use the info to the right to guide you to the proper channels for your efforts.

Teal Insider App

News & information about Atrium Health

Yammer

Conversation and collaboration

People Connect

The teammate website for working at Atrium Health

Everbridge

Emergency notification system via SMS and email

LinkedIn Elevate

Personal brand and professional networking

Teammates App

Paycheck and PTO information

Halo

Communication about patients approved for PHI

SharePoint

Stored files and information to share or manage with teammates



Download "Atrium Health Directions" Mobile App



- Find your way with the Atrium Health Directions app
- The app provides Atrium Health hospital maps and detailed directions
- Now available at Carolinas Medical Center and Levine Children's Hospital
 - Detailed maps show your real-time location via the blue dot
 - Search locations by typing or browsing categories
 - Turn-by-turn navigation guides you to your destination



Reminders

Orientation Forms

Submit your Teammate Acknowledgement Form and NC-4 State Tax Form <u>before you leave today</u>

ID Badge

- Access Issues? Contact your practice manager for assistance or call the Support Center – (704) 446 - 6161
- Emergency code card place behind badge

Parking Sticker

Place in the bottom left corner of your rear windshield

APP Orientation

- Courtney Bumgarner will contact you to schedule you for an additional APP-specific orientation & benefits session
- Courtney.Bumgarner@atriumhealth.org or (704) 446-5185



184997

Reminders (cont'd.)

Marketing Form

• This information will be used to create your Atrium Health online provider profile

Provider Orientation Modules

- View all of the Provider Orientation Module videos
- Complete the electronic attestation form after viewing all of the modules

Canopy Modules

- All assigned modules must be completed prior to your scheduled Canopy EMR Training
- Contact the Canopy support team at (704) 512-6000 or IASCTC@atriumhealth.org

New Physician & APP Portal: https://atriumhealth.org/newproviderportal/

Path: New Physician & APP Portal → Required Tasks



Physician & APP Referral Rewards Program

 To submit a referral, please e-mail candidate name, contact information and current CV to: <u>providerrecruitmentrewards@atriumhealth.org</u>

Precepting Opportunities

 For more information about precepting opportunities, please email: <u>cfe@atriumhealth.org</u>



Thank you & welcome again to Atrium Health!

Questions regarding the remainder of your first week? Please touch base with your Onboarding Consultant.





Welcome to



