



# ICPH 2022

International Conference  
on Physician Health™

## Conference Report

Oct. 13-15, 2022 | Hyatt Regency | Orlando, Fla.



Engaging organizations  
to achieve cultural change



## Opening remarks



**Michael Tutty, PhD, MHA**

**Group vice president, professional satisfaction and practice sustainability  
AMA**

Please join me in celebrating the success of the 2022 International Conference on Physician Health™ (ICPH), hosted by the American Medical Association, the British Medical Association, and the Canadian Medical Association in Orlando, Fla.

This year's conference brought together 490 attendees from around the world—including all three ICPH co-sponsor association presidents. An [ICPH 2022 "Voices from the Field" video](#) helped promote excitement around the event,

with participants volunteering their time to share why they feel so passionate about combating physician burnout and prioritizing professional well-being. The conference theme **"Engaging organizations to achieve cultural change"** provided inspiration for several breakout sessions and poster presentations with multiple opportunities for physicians and researchers to share ideas and connect.

The growing interest in physician health and wellness is no surprise. [Newly published research](#) co-authored by the AMA shows how the COVID-19 pandemic magnified long-standing issues that have accelerated the U.S. physician burnout rate. At the end of 2021, nearly 63% of physicians reported symptoms of burnout, up from 38% in 2020. Large-scale change is needed to address the physician burnout crisis, and by sharing the tools and knowledge necessary to effect measurable change, conferences like ICPH are an essential part of the solution. As one attendee stated: "ICPH energized me to go back my workplace and push leadership to continue work on a culture of wellness."

So, where do we go from here?

Keep sharing knowledge and tools, empowering each other to make the case to leadership and fighting for systemic change. Keep raising our collective voice and demanding to be heard. Keep emphasizing the importance of maintaining joy in the practice of medicine—for our patients, for our colleagues and for ourselves. And keep convening.

I am greatly looking forward to ICPH 2024 hosted in Canada by the Canadian Medical Association, and I encourage you to join us next fall.

They say knowledge is power, but the great Maya Angelou took that basic tenet a step further by issuing the challenge: "When you know better, do better."

Let's continue to do so.



## The event

In October the American Medical Association hosted the **2022 International Conference on Physician Health™** (ICPH), held at the Hyatt Regency Orlando and attended by nearly 500 attendees worldwide. Jointly organized with the British Medical Association and the Canadian Medical Association and attracting attendees from Australia, Canada, Norway, Sweden, Uzbekistan, United Kingdom, United States and U.S. Minor Outlying Islands, this biennial conference provides a platform for physicians and other health community leaders to learn, connect and share strategies that support the important work of promoting physician well-being.

The 2022 event was back in person and scheduled as a three-day conference. The conference theme “Engaging organizations to achieve cultural change,” invited experts and practitioners from around the world, who are passionate about physician well-being, to share their learnings, experiences and ideas.

Attracting more than 485 attendees from around the world, the 2022 ICPH provided a multitude of opportunities for physicians and researchers to learn, discuss, network and broaden their horizons.

## Hosts

This year's conference, co-hosted by the American Medical Association (AMA), the British Medical Association (BMA) and the Canadian Medical Association (CMA), was a highly attended event.





## Program overview and key findings

The 2022 ICPH brought together physicians, researchers and other health care leaders and influencers to delve into the timely conference theme of “Engaging organizations to achieve cultural change.” Showcasing abstracts and research findings focused on practice steps that can make medicine a more sustainable career choice, the conference featured two keynotes, five plenary speakers, over 100 poster presentations, numerous exhibits, and multiple opportunities to network and share ideas.

Presentations focused on research findings that identified solutions organizations can implement and/or best practices that can be used to achieve joy in medicine—distinguished by a high level of physician work-life balance, a low level of burnout and a feeling that medical practice is fulfilling. The conference not only provided a forum for clinicians and researchers to present their recent research findings and innovative methods centered around physicians’ professional well-being, it also offered educational programs in the following areas of physician health:

- Impact of well-being
- Contributors of well-being
- Interventions for well-being
- Measurement of well-being





## Sponsors and exhibitors

The 2022 ICPH was sponsored jointly by the AMA, the BMA and the CMA.



## Sponsor and exhibitors

Thank you to our premier supporter:



We would also like to thank the many exhibitors who helped support the conference and further the message and practice of physician health:



American College of Lifestyle Medicine



Coalition for Physician Well-Being



Hackensack Meridian Health



Healing Breaths



Oak Street Health



Wellsheet



## Key statistics

**490**  
attendees

**7**  
plenary and  
keynote sessions

**63**  
breakout  
sessions

**100+**  
posters

How well did the meeting satisfy your expectations regarding the following objectives?

Overall, how would you rate this year's ICPH?



Overall, how would you rate the breakout sessions offered at this meeting?



The meeting was a valuable use of my time.



The meeting helped me feel engaged.



I would recommend future ICPH meetings to my peers.



## Testimonials and comments

"The research and speakers that were presented were very engaging and allowed me to invest more into the topic of physician well-being. My favorite part personally was the workshops, as these allowed active engagement with the materials being presented and also encouraged conversations with new individuals outside of my own organization."

"This meeting exceeded my expectations, and I hope to attend the next one in 2024."

"Well organized and informative. Good mix of keynotes and small group sessions. Sufficient time allocated for Q and A. Overall, good flow to the conference."

"Variety of topics. Many opportunities to network. Posters to view and discuss with authors. Very well organized and great attention to detail."

"Great connecting with colleagues and meeting other like-minded docs. The lectures were good and the workshops were fantastic brainstorming opportunities. The yoga classes were a great way to start each day as well. Location was great. Staff was friendly and accommodating. I was impressed at all the AMA is doing for physician wellness. Great international collaboration."

"I think there was the perfect amount of programming every day. I liked that it didn't start super early like many other meetings I attend. I liked the variety of programming available. Overall, I think the meeting was extremely well-run and wonderfully programmed. I like the combination of aspirational goals as well as pragmatic wins."

"I liked the focus on big-picture, organization change that is required to promote long-term wellness and sustainability, rather than focusing on individual resilience (as one presenter said "We can't exercise our way out of this"). There was better camaraderie among attendees than any conference I've attended—even the breakfasts and lunches resulted in engaging and interesting conversations."

"It energized me to go back my workplace and push leadership to continue work on culture of wellness with some practical ideas for how to do that."

## Speakers and key messages

### Opening keynote (Day one)



**Paul DeChant, MD, MBA**

CEO/principal, Paul DeChant MD, MBA,  
Advancing Organizational Well-Being

### Leading change: Our opportunity to heal the clinical workplace

Dr. DeChant opened the conference by discussing the six key drivers of physician burnout: work overload, lack of control, insufficient rewards, breakdown of community, absence of fairness and values conflict. He explained how to address these critical drivers as a physician and as a leader. He further stated the problem with burnout is not a lack of individual resilience, that we are the most resilient people, and that the problem with burnout is the workplace. He described a number of changes that physicians and leaders can make to counter the drivers of burnout by engaging physicians with empowerment and alignment. Burnout does not just affect the clinician, but also impacts the health care system finances and administrators. One of his key takeaways—“Now is the time to make health care workplaces healthy places for clinicians.”

### Closing keynote (Day three)



**Heather Farley, MD, MHCDs**

Chief wellness officer, ChristianaCare™

### Embracing disruption: restoring humanity to health care

Dr. Farley opened her keynote with a story about her walking through the emergency department at 2 a.m. as a resident and how now, in 2022, it's a different experience—a worse experience. Recognizing there have been a lot of advances over the last few decades, the clinician experience and, in many cases, the patient experience—ie, the human experience—has arguably suffered and continues to decline. She stated that the health care system is fragmented and medicine as it exists now has expected clinicians to be super-human, almost machine-like in so many ways. It isolates physicians from one another and distracts them from their connection with patients. She further explained the systems that have been created, at best, diminish at worst, cripple the very sources of meaning/safety/resilience/connectedness, etc,

that make up the “why” of health care—our humanity, as caregivers, as patients, as a community. She asked attendees to think about how we can disrupt health care to restore humanity to the clinician/patient relationship. Dr. Farley closed with the following message: “While some may call us health care heroes, we are, first and foremost, health care humans.” She stated, “It is time we embrace disruption to radically reorient health care to focus on relationships—with our patients, with each other and with our health care organizations.”



**Beth Cabrera, PhD**

Author, researcher, speaker, Cabrera  
Insights

### How to build your well-being to thrive

Dr. Cabrera discussed a model for enhancing well-being that can improve and transform lives. She highlighted the three benefits of well-being: psychological benefits (energy, self-confidence and resilience), mental benefits and health benefits. She shared her two dimensions of well-being approach—“feeling good,” which is the experience of positive emotions or happiness, and “doing good,” which gives a sense of meaning in life, and the feeling that what we are doing matters. She shared two ways you can have a happy life: gratitude (three good things exercise) and mindfulness (16-second meditation and minimizing distractions). Dr. Cabrera also shared two ways to increase your sense of meaning in life: living your values by aligning your behavior with what matters most and having a positive impact on others.



**Kwadwo Kyeremanteng, MD, MHA**

Assistant professor, The University of  
Ottawa, The Ottawa Hospital

### How we address racism in health care

Dr. Kyeremanteng opened his talk with his own story and experience with racism as a minority ICU doctor in Canada and father to three boys. He further shared the importance of the topic and how it directly correlates to wellness. “One of the most challenging things is having to save face especially when all eyes are on you—it's not easy when you are trying to be respectful and serve your patients well.” He explained that structural or systematic racism is barriers within an organization, a society, and an institution that



doesn't allow many marginalized communities to thrive. He touched on the term "red-lining" and gave examples of how it still occurs today. He shared that one thing that helps him get through challenges is "just at times embracing the adversity." He concluded by encouraging all to realize and recognize their own story and be aware.



**Heather Farley, MD, MHCDS**  
Chief wellness officer, ChristianaCare™



**Alik Lafontaine, MD**  
President, Canadian Medical Association



**Susannah G. Rowe, MD, MPH**  
Assistant professor, Boston University  
School of Medicine

### Bullying in medicine

In this moderated session, by Caroline Gérin-Lajoie, MD, executive vice president, Physician Wellness and Medical Culture, CMA, the panelists each touched on the many different dimensions that involve bullying/harassment

in medicine—not just from the physician perspective, but also from patients, families and the whole care team. Throughout the session, panelists discussed data, organizational policies and procedures, law and legislation, the research and the spaces where bullying/harassment can happen.

- Bullying has "been described as the ugly secret in the most caring and compassionate of professions. We know bullying is pervasive. It's something we haven't talked about nearly enough."—Dr. Heather Farley
- "More and more, the armor that we put on at the very beginning, and that we've aggregated over our time in practice is just not protecting us in the way that it did before."—Dr. Alik Lafontaine
- "It's far better to prevent or intervene than it is to actually do something about it later. So, the punishment, the reporting systems, the various different systems that we put into place when something has happened are very important, but far less powerful than actually stopping it from starting."—Dr. Susannah G. Rowe

With harassment of doctors on the rise, Drs. Farley, Lafontaine and Rowe shared what actions can be taken to address bullying in medicine—recognize it harms everyone, give leaders the right tools and make it clear bullying has no place.

## Summation

While the conference was successful within its three-day scope, prioritizing physician health and well-being in daily practice takes strong, informed commitment and operates on two levels:

- Personal commitment: Everyone in the health care profession takes the necessary time to focus on their health.
- Professional commitment: Medicine must keep this issue—and the quest for meaningful, actionable solutions—on its agenda, front and center.

We hope the 2022 ICPH findings will not only serve as a reminder of the vital work and research that has been done, but also continue to push the vital goal of promoting physician well-being in the years to come.



## Committees

We would also like to thank the following individuals for their contribution to the planning and promotion of this conference:

### Program Planning Committee

Ashley Cummings, MBA, PMP (AMA)  
Clare Dudley (BMA)  
Stana Manojlovic (AMA)  
Mary Meekings (BMA)  
Taylor McFadden, PhD (CMA)  
Aleksander Sayers (AMA)

Nicole Silber (AMA)  
Christopher Simon, PhD (CMA)  
Michael Tutty, PhD, MHA (AMA)  
Julia Wilkens, MBA (AMA)  
Rosetta Wotton (BMA)

### Abstract Review Committee

**Chairs:** Daniel Tawfik, MD, MS, and Colin West, MD, PhD

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Jennifer Berliner, MD  
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Marie Brown, MD  
Lindsey Carlasare  
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Leslie Flynn, Mmus, MD  
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Karin Isaksson Ro, MD, PhD, MHA  
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Margaret Kay, PhD  
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Nikitha Menon  
Vimal Mishra, MD

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Mithu Sen, MD  
Christopher Simon, PhD  
Christine Sinsky, MD  
Michael Tutty, PhD, MHA  
Reidar Tyssen, MD  
Ira van der Steenstraten, MD  
Julia Wilkens, MBA  
Nick Yaghmour, MPP  
Choong-Siew Yong, MD

## Mark your calendars!

Plan to join us at the next **International Conference on Physician Health** in 2024!

Email [physicianhealth@cma.ca](mailto:physicianhealth@cma.ca) to be placed on the conference mailing list in order to receive timely conference updates, including when the call for abstracts opens.