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The Scope

A Newsletter for Medical Professionals

January 9, 2015

***“There comes a point when no matter how hard you beat your mule,
he can’t plow no faster.”***

— Southern saying

The Scope would like to feature a quote in each issue – this was submitted by Dr. George Dreher. Please submit a favorite you’d like to share with others by emailing to thescope@mmc.org.

Dear Members of the Maine Medical Center Medical Staff,

In this New Year, we want to recognize the many “Top Docs” associated with the Maine Medical Center Medical Staff elected by their peers, and recognized in the January issue of *Down East*. This is the fourth year that the “magazine of Maine” has featured so many of our primary care and specialty physicians for their expertise and experience. Being voted by fellow physicians shows just how well-trusted and respected these doctors are in the medical community, which translates to the best care for our patients.

As Dr. George Dreher notes, many of us became physicians because we wanted to be healers, and instead find ourselves spending more time on administrative matters than caring for patients. With the need for physicians growing, he explores in a two-part series what is needed to counter trends and keep physicians practicing medicine.

We have also included a reminder that flu season is here – Dr. August Valenti has outlined what steps you can take to protect the health of patients and employees.



Peter W Bates

Peter Bates, M.D.
Chief Medical Officer



CBoyack

Cindy Boyack, M.D.
Medical Staff President

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Burnout and Resilience (Part One)

By George K. Dreher, M.D.

We are awash in a sea of change with many new regulations and systems along with an exponentially expanding medical knowledge base. We came into this field because we wanted to be healers yet find ourselves spending more & more time on administrative matters than caring for patients. A number of these new tasks have physician's functioning well below their capabilities acquired during medical school, residency and perhaps fellowships. The medical systems employing most physicians are being negatively impacted financially and workplace morale is eroding both of which enhance our frustration.

We have chosen to become physicians for many reasons including being drawn to the values of thoroughness, commitment, perfectionism, altruism, hard work, caring, and self-criticism. It is easy for these traits to be carried too far into significant compulsiveness, over-commitment/"workaholism," denial and inability to admit mistakes, poor self-care and deteriorating quality of relationships, compassion fatigue, and self-blame.

Recent polls indicate the majority of physicians would leave the career of medicine now if they could, and some are moving into associated fields such as insurance or medical management just as the need for more physicians is growing.

The resultant negative state often is experienced as "burnout" comprising three major components: emotional exhaustion; depersonalization /cynical attitude; and a sense of low personal accomplishment. These traits negatively impact our well-being, the quality of the care we provide (safety vs. errors), and the quality of caring (empathy vs. detachment) for the patient.

What are we going to do as a profession and as individuals to counter this trend? Research-based positive outcomes towards re-creating a sense of "joy in practice" will be considered in my upcoming article in the next issue of *The Scope*.

In the meantime, if you would like to talk about this subject, contact me at drehg@mmc.org.

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Top Docs Recognized by Down East

101 physicians who are employed by or practice at Maine Medical Center were chosen for inclusion in *Down East Magazine's* "Maine Top Docs Physician Survey 2015" as the top specialists in their field. Of those, 34 were rated at the top of their category.

The physicians who made the list were chosen through a peer review in which Maine doctors were asked whom they would go to for help if their own family members had health concerns in the specified areas. Seven physicians were ranked in more than one category: Charles Grimes, M.D., Allyson Howe, M.D., Michael Makaretz, M.D., Stephen A. Mette, M.D., Carmen Rinaldi, M.D., Frederick Roediger, M.D. and Steven Winn, M.D.

This is the fourth annual Top Docs Physician Survey conducted by *Down East Magazine*. The full list can be found in the January issue of the magazine, on newsstands now.

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Flu Is Here

By August Valenti, M.D.
Hospital Epidemiologist

Flu is on the rise in Maine, and Epidemiology and Infection Prevention has confirmed cases of influenza at the hospital. MMC is taking extra precautions to protect the health of patients and employees.

As leaders, we have a responsibility to do everything we can to prevent the spread of illness for the protection of our patients, visitors, staff, and one another. Please stress to your teams the importance of following infection prevention protocols and requirements and hold your staff accountable.

- The declination deadline has passed. All health care workers either need to be vaccinated or wear a mask.
- It's not too late to get vaccinated. Contact Employee Health, 662-4011, to schedule an appointment.
- Always follow proper hand hygiene and cough etiquette.
- If you are experiencing cold-like symptoms, regardless of your influenza immunization status, you must mask.
- If you have a fever, stay home.

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MMC Peer Support Program

The MMC Peer Support Program is a new initiative that has been created with the singular goal of supporting clinicians during times of stress, including — but not limited to — adverse patient events, critical incidents, or being named in a lawsuit. No notes are taken and no records are kept of these collegial conversations. Clinicians may refer themselves to the program or may be referred by a concerned colleague.

This free, confidential support is offered to all Medical Staff and house staff at MMC. A parallel program has been initiated by the nursing staff.

There are currently 20 peer volunteers in the program, comprising a well-balanced group of Medical Staff physicians, advanced practice providers, and house staff. Peer volunteers were nominated by their colleagues, and then carefully selected to represent many of the clinical departments across the hospital, primary care/procedural specialties, employed/independent.

Physicians and APPs who are referred to the MMC Peer Support Program would be paired with one of the peer volunteers by the program leader, and offered the no-obligation opportunity for a friendly, completely confidential discussion.

For more information please contact the leader of the program, Christine Irish at irishc@mmc.org. For referrals, please use the confidential email Peertopeer@mmc.org.

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Calendar

MMC Medical Executive Committee Meeting Schedule for 2015

All meetings are held from 12-2 p.m. in the Dana Center Boardroom, and lunch will be served:

- Friday, January 16
- Friday, February 20
- Friday, March 20
- Friday, April 17
- Friday, May 15
- Friday, June 19
- Friday, July 17

- Friday, August 21
- Friday, September 18
- Friday, October 16
- Friday, November 20
- Friday, December 18

2015 Medical Staff Dinners

Please mark your calendar for the 2015 Medical Staff Dinners:

- Wednesday, April 29 at 5:30 p.m. in the Dana Center Lobby
- Wednesday, September 16 at 5:30 p.m. on the East Tower Patio.

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Publications

Hernandez A [3,5-Diiodo-L-Thyronine \(T₂\) in Dietary Supplements: What Are the Physiological Effects?](#) Endocrinology. 2015 Jan;1(1):5-7.

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Han PK, Joekes K, Elwyn G, Mazor KM, Thomson R, Sedgwick P, Ibison J, Wong JB. [Development and evaluation of a risk communication curriculum for medical students.](#) Patient Educ Couns. 2014 Jan;94(1):43-9.

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Story Ideas?

Your participation is essential to making The Scope a dynamic and sustainable publication. Please submit articles of 250-300 words to thescope@mmc.org. Include practitioner's byline with title and appropriate contact for further information. We publish two times each month.

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Medical Staff Value, Mission, and Vision Statements

Value Statement

The Medical Staff of Maine Medical Center values both individuality and collaboration. We will continually pursue higher value health care. We embrace a culture of curiosity and life-long learning. We are partners with Maine Medical Center, and we mirror its values of compassion, service, integrity, respect, and stewardship.

Mission Statement

The Mission of the Medical Staff of Maine Medical Center is to provide affordable, high-quality health care to our community. We teach future health care providers and develop innovative ways to improve the health of our community. In partnership with the Medical Center, we proudly accept our responsibility as one of Maine's leaders in patient care, education, and research.

Vision Statement

The Medical Staff of Maine Medical Center will be the driving force within Maine Medical Center leading the way to making Maine the healthiest state in the nation.

A Compact Between Maine Medical Center and Its Medical Staff

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