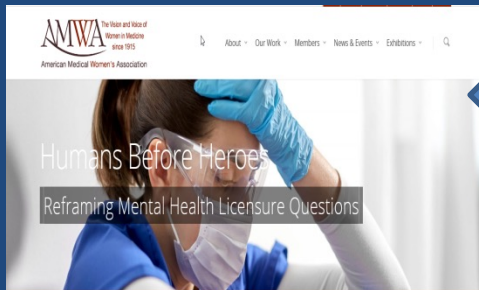


AMWA Wellbeing Initiative

Kim Templeton, MD, FAAOS, FAOA FAMWA

Collaborators: FSMB, KSBHA, KUMC/TUKHS, MHA, Lorna Breen Heroes Foundation

National



DISCUSSION PAPER

Gender-Based Differences in Burnout: Issues Faced by Women Physicians

Kim Templeton, MD, University of Kansas Medical Center; Carol A. Bernstein, MD, Albert Einstein College of Medicine and Montefiore Health; Javeed Sukhera, MD, PhD, FRCPC, Western University Canada and London Health Sciences Centre; Lois Margaret Nora, MD, JD, MBA, Northeast Ohio Medical University; Connie Newman, MD, New York University School of Medicine; Helen Burstin, MD, MPH, Council of Medical Specialty Societies; Constance Guille, MD, Medical University of South Carolina; Lorna Lynn, MD, American Board of Internal Medicine; Margaret L. Schwarze, MD, MPP, FACS, University of Wisconsin School of Medicine and Public Health; Srijan Sen, MD, PhD, University of Michigan; and Neil Busis, MD, University of Pittsburgh School of Medicine and UPMC Shadyside

<https://doi.org/10.31478/201905a>

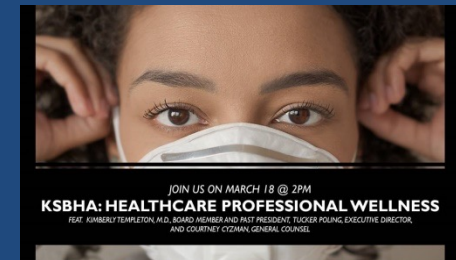
State/local

Single New Question-Kansas 2019

- Do you have a mental or physical health condition (including alcohol or substance use) that **currently impairs** your judgement or would otherwise adversely affect your ability to practice medicine in a competent, ethical, and professional manner? (Yes/No)

LGBTQ+
Rural
URiM
Mental health/stigma

Licensure toolkit
Wellbeing committees
Credentialing language
Sexual harassment
Template for letter



Dear Kansas Physician:

Today is the third National Physician Suicide Awareness Day. Discussion of this topic is not easy, but it is necessary. And, this conversation has never been more important than this year.

All of us are feeling added stress due to the pandemic; whether due to dealing with patients suffering and dying from an illness we knew nothing about this time last year, or the uncertainty of how long this will last. Unlike most other public health crises, this is not only impacting our patients and our communities, but is also placing our colleagues, our families, and ourselves at risk when we simply do our jobs. These added stressors can increase our risks of developing depression and anxiety. In addition, the isolation of physical distancing is increasing the loneliness already prevalent within medicine. While we appreciate the response of communities that laud us as heroes, these expectations can place additional pressure and guilt on us when, despite our best efforts, patients do not always do well, and some die. This is especially true when caring for patients suffering from COVID-19, as it is challenging dealing with a condition for which we do not have a reliable treatment.

Element C: Credentialing Application

Applications for credentialing include the following:

- Reasons for inability to perform the essential functions of the position.
- Lack of present illegal drug use.

Factor 1: Inability to perform essential functions

The inquiry regarding inability to perform essential functions may vary or may exceed NCQA standards, depending on the organization's interpretation of applicable legal requirements such as the Americans with Disabilities Act (ADA).