



**MEDICAL BOARD OF CALIFORNIA**  
**Executive Office**

**AGENDA ITEM 2**



Education Committee Meeting  
Sacramento Convention Center  
Room 204  
1400 J Street  
Sacramento, CA 95814

**April 24, 2008**

**MINUTES**

**Agenda Item 1      Call to Order**

The Education Committee of the Medical Board of California was called to order by Chair Barbara Yaroslavsky at 9:40 a.m. A quorum was present, and due notice had been mailed to all interested parties.

**Members Present:**

Barbara Yaroslavsky, Chair  
Hedy Chang  
Mary Lynn Moran, M.D.  
Gerrie Schipske, R.N.P., J.D.  
Janet Salomonson, M.D.

**Staff and Guests Present:**

Barb Johnston, Executive Director  
Kim Kirchmeyer, Deputy Director  
Frank Zerunyan, J.D.  
Cesar Aristeiguieta, M.D.  
Renee Threadgill, Chief of Enforcement  
Linda Whitney, Chief of Legislation  
Candis Cohen, Public Information Officer  
Kurt Heppler, Staff Counsel, DCA  
Kathi Burns, Acting Chief of Licensing  
Fayne Boyd, Manager, Division of Licensing  
Janie Cordray, Research Specialist  
Kevin Schunke, Regulation Coordinator  
Kelly Nelson, Legislative Analyst  
Paulette Romero, Associate Analyst  
Carlos Ramirez, Senior Assistant Attorney General

Regina Rao, Business Services Office  
Lori Taul, Executive Support  
Diane Ingram, Manager, Information Systems Branch  
Scott Johnson, Information Systems Branch  
Armando Melendez, Business Services Office  
Jeff Hall, University of California, Office of the President  
Maria Savoia, M.D., University of California, San Diego  
Rebecca Smith-Coggins, M.D., Stanford University  
Julie D'Angelo Fellmeth, Center for Public Interest Law  
David Shearn, M.D., Kaiser Permanente  
Peter Moskowitz, M.D.  
John Keats, M.D.  
Anthony Williams, California Medical Association  
Taryn Smith, Senate Office of Research  
Zennie Coglin, Kaiser Permanente Medical Group  
Frank Cuny, California Citizens for Health Freedom  
Tina Minasian, Consumer  
Tara Kittle, Consumer

**Agenda Item 2      Approval of the March 5, 2008 Minutes**

It was M/S/C (Salomonson/Chang) to approve the minutes of the March 5, 2008 committee meeting.

**Agenda Item 3      Presentation on Physician Health and Wellness**

Peter Moskowitz, M.D. was introduced as a radiologist with Stanford University and an expert in the field of physician wellness and career renewal. He is the founder and director of the Center for Professional and Personal Renewal.

Having concluded that a wellness curriculum is necessary based on studies and statistics dealing with physician burnout and suicide, Dr. Moskowitz believes all California physicians and physicians-in-training should have wellness programs included in them. Also, medical students should have a background in physician health before they graduate. The wellness resources must be extremely convenient, with interactive, electronic access as primary components. Wellness retreats in popular locations are an option, as is the availability of having Category 1 CME. All of these resources could be coordinated with a Web site hosted by the Medical Board of California (MBC). He stated that a wellness curriculum should be mandatory, since voluntary programs do not attract many physicians. All California medical schools should offer a broad-based curriculum. Because such online programs easily cost \$20-30,000, funding could be sought from the Legislature, the California Medical Association (CMA), malpractice insurers, and private foundations. The program should be a very good one, as it would surely be emulated by other states. He noted Texas has an online program, though it is not interactive.

Dr. David Shearn from Kaiser Permanente testified that he had been involved with Kaiser's wellness work for about 15 years, and that mandatory wellness programs were not well-received by Kaiser physicians. Therefore, Kaiser makes such programs as attractive as possible, by having them in nice places, with spouses invited, and they are heavily subsidized by Kaiser. If appropriate, CME will be made available. Sometimes wellness programs are made part of other programs.

Frank Cuny of California Citizens for Health Freedom said he hoped the statistics presented by Dr. Moskowitz would be made available, and Dr. Moskowitz agreed to do so. Mr. Cuny then noted that all of the wellness programs he knew of did not recognize the "fight or flight" chemical component that induces stress and recommended self-hypnosis and flotation chambers.

Tara Kittle, health care consumer, said the causes of burnout need to be more closely examined to address the source of the problem.

*Due to time constraints by some who wished to testify, Agenda Item 5 was taken out of order.*

#### **Agenda Item 5      California Medical Schools Incorporating Curriculum on Physician Wellness**

Dr. Maria Savoia of the University of California, San Diego (UCSD) shared what UCSD is doing in the areas of substance abuse and wellness. The Liaison Committee on Medical Education now has a standard dealing with student wellness, and it mandates that schools have wellness programs. The ACGME also has issues related to physician well-being. Curriculum at UCSD includes substance abuse and alcoholism for patients and physicians. Every two months, with exams, tips go to students about how to deal with stress, both in writing and online. CME classes are available for physicians on wellness, although it is not mandated.

Jeff Hall, Office of the President, University of California, said at each of UC's schools, there is a centralized source for students to access wellness programs. There are also student health centers at each campus and relevant Web links. All students must have comprehensive health insurance that covers mental health services. Each campus has employee assistance programs for residents and physicians who work at the UC hospitals. Wellness programs on various topics are available to students and faculty. UC devotes significant wellness resources to students, residents, and physicians to keep them balanced. The deans of the UC campuses believe it would not be useful to require anything else of UC in this area.

**Agenda Item 4            Continuing Medical Education/Wellness Requirements for California Attorneys**

Frank Zerunyan said he had looked only at the curriculums, pre- and post-graduate for attorneys. School curriculum from all California law schools' first and second years place a heavy emphasis on professional responsibility, which includes substance abuse. The state Bar requires every lawyer, prior to taking the Bar exam, to take the Multi-State Professional Responsibility Exam, which deals specifically with the rules of professional conduct. These rules are codified in law books and on the Bar's Web site. California's continuing legal education requirements are as follows: 25 total hours over a three-year period including four hours of legal ethics; one hour of substance abuse; and one hour of elimination of bias in the profession. The balance of the hours (19 hours) may be spent on other legal courses. The license is not renewed if an attorney fails to comply with these CME requirements. The Bar permits some online CME on its extensive Web site, which includes wellness.

**Agenda Item 6            Exploration of Continuing Medical Education Options**

David Shearn, M.D. of Kaiser Permanente said in this arena, while education is necessary, it is not even close to addressing the problem. Kaiser does not require educational programs in this area because of the cynicism it created in its physicians. When Kaiser looked to ways, including education, to address the issue, its actions were more effective. These actions include mentoring programs, recognition programs, opportunities for affiliations, and increasing the influence and control that physicians have in their daily lives. In medical schools and residencies, the "hidden curriculum" was much more powerful; that is, role models of successful physicians and pressures and expectations imposed on them. He supported education, but also the methods mentioned above.

Gerrie Schipske supported mandatory education regarding wellness for physicians.

Anthony Williams of the CMA said lawyers are required to complete 25 hours of CME over three years, while physicians are required to complete 100 hours in four years. If mandated CME is added, about which CMA is concerned, it must be worthwhile. The Bar has a program for attorneys who "fall through the cracks," and CMA still believes the same should be available for physicians.

Hedy Chang asked that the CMA have the IMQ speak at the next meeting of the Education Committee regarding wellness CME, and Mr. Williams agreed to do so.

**Agenda Item 7            Public Comment on Items not on the Agenda**

Tara Kittle said the public would be served if the committee would educate the Legislature and the general public regarding physician wellness to promote better understanding of some of the problems in medicine, which would then lead to solutions.

**Agenda Item 8            Agenda Items for Future Discussion**

Ms. Yaroslavsky noted that the committee was not finished with the agenda and, while she was pleased with the progress to date, and not seeing any glitches, asked staff to dig deeper into this topic.

Dr. Salomonson said she found Dr. Shearn's presentation very compelling and was interested in more information about Kaiser's wellness activities, including any statistics.

Dr. Moskowitz said he found apt Dr. Shearn's comments about the gap between education and action, and that with appropriate coaching and design of the educational materials, physicians will interact and take action.

Ms. Schipske said she hoped the committee will focus on how it will put together educational programs for the public about the board and its functions. Ms. Yaroslavsky assured her she would learn more on that point at the full board meeting.

**Agenda Item 7            Adjournment**

The meeting was adjourned at 11:08 a.m.