



West Virginia Network of Ethics Committees

35th Annual WVNEC Symposium

Health Workforce Crisis: Burnout and Compromised Professionalism-- What Should We Do?

May 12, 2023

Stonewall Resort, Roanoke, WV

8:00 a.m. - 4:00 p.m.



Office of Continuing Medical Education
West Virginia University School of Medicine

Course Description

The “crumbling of the healthcare industry due to staffing shortages” may be the most important ethical issue of the 21st Century. More and more, it is being realized that healthcare institutions play a major role in whether their clinicians are experiencing moral distress and burnout. Both are at an all-time high and lead to job dissatisfaction and clinicians leaving their profession. Without clinician healthcare workers, there is no healthcare. In recent surveys, most physicians, nurses, and pharmacists have symptoms of burnout—high emotional exhaustion, depersonalization, and a low sense of personal accomplishment from work. According to a 2021 *Atlantic* article, healthcare workers are leaving the field in droves. Those who are not leaving may be “quietly quitting” in which they remain employed but not fully engaged in their work. All these issues have been exacerbated by the Covid-19 pandemic. Burnout has been associated with major medical errors, suboptimal care practices, and decreased patient satisfaction; it compromises professionalism, the fiduciary duty clinicians have to their patients. This symposium will cover these very relevant, timely topics and suggest ways to address them. In addition, the symposium will include two ever-popular challenging ethical cases discussed by an interdisciplinary panel with audience participation.

Objectives

At the conclusion of this activity, participants will be able to:

1. Describe why moral distress in healthcare is a systems problem and how a moral distress consultation service can help to alleviate it;
2. Recognize the harms of stigmatization in healthcare and strategies to address it;
3. Discuss reasons for burnout and compromised professionalism in the health workforce and actions that hospitals have been taking in response; and
4. Apply the process of ethical decision-making to two challenging cases of ethical conflict.

Cover photos citations starting on the top row from left to right. Images from iStock and StockSnap. Bottom row images by Cedrick Fauntleroy from Pexels and Drazen Zigmic on Freepik.

Schedule

- 8:00 am Registration and Check-in
- 8:45 am **Case 1: “A Disaster Waiting to Happen”- Discharge Refusal and High Levels of Nurse Moral Distress**
Panelists: Beth Epstein, PhD, RN, HEC-C, FAAN, Stacie Honaker, JD, Daniel Miller, PhD, and Cara Sedney, MD, MA
Moderator: Alvin Moss, MD
- 9:45 am **Keynote Talk: Realistic Goals of Care for Healthcare Professional Moral Distress**
Beth Epstein, PhD, RN, HEC-C, FAAN
- 10: 45 am Break
- 11:00 am **CPR after 60 Years: Still Misunderstood and a Source of Conflict!**
Alvin Moss, MD
- 11:30 am Lunch
- 12:30 pm **Stigmatizing Diagnoses in Medicine**
Cara Sedney, MD, MA
- 1:30 pm **Case 2: Substance Use Disorder, Recurrent Infection, and Ethics Consult: Is This Medical Futility?**
Panelists: Beth Epstein, PhD, RN, HEC-C, FAAN, Stacie Honaker, JD, Daniel Miller, PhD, and Cara Sedney, MD, MA
Moderator: Alvin Moss, MD
- 2:30 pm Break
- 2:45 pm **Reinvigorating Professionalism: What Will It Take?**
Alvin Moss, MD
- 3:30 pm **Annual WVNEC Business Meeting**
- 3:45 pm **Wrap-Up and Evaluation**
- 4:00 pm Adjourn

Course Credits

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of the WVU School of Medicine and WV Network of Ethics Committees.

The WVU School of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

The WVU Office of CME designates this live activity for a maximum of 5.5 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

This continuing education activity has been provided by the West Virginia University School of Nursing for 6.6 contact hours. The West Virginia University School of Nursing is an approved provider of continuing education by the State of West Virginia Board of Examiners for Registered Professional Nurses, Legislative Rule §19CSR11-4 under provider number 50-26086.

This course is sponsored by the Center for Health Ethics and Law, Provider Number 490095, which is a Certified Provider of continuing education credits for social workers. This program has been awarded up to 5.5 hours of continuing education credit.

This program qualifies for a total of 6.3 credits under the West Virginia Rules for Mandatory Continuing Legal Education.

Target Audience: This conference is intended for people who serve on ethics committees, physicians, nurses, social workers, clergy, attorneys, community members of ethics committees, and others who wish to increase their knowledge of ethical and legal issues in healthcare ethics consultation.

Disclosure: It has been determined that the content of this activity is not related to any products or services of any commercial interests, therefore, no evidence was gathered related to faculty / authors / planners' relationships with commercial interests.

Course Faculty



Keynote Speaker

Beth Epstein, PhD, RN, HEC-C, FAAN is a Professor and Associate Dean for academic programs in the University of Virginia School of Nursing. She is also on the faculty of the UVA Center for Health Humanities and ethics. Dr. Epstein is recognized nationally and internationally for her work in bioethics, particularly moral distress. She directs the UVA Health System's moral distress consult service, a hospital-wide intervention to address moral distress, and is a member of the ethics consult service and ethics committee. Along with colleagues from 6 healthcare organizations across the country, Dr. Epstein launched the Moral Distress Consultation Collaborative in 2020 with the purpose of furthering research in moral distress and ethics and developing best practices for moral distress consultation.



Stacie Honaker, JD is the Risk Manager for the WVU Health Sciences Center. Stacie regularly presents educational programs on risk management, documentation and liability, informed consent, communication, confidentiality, and related legal issues to the students, residents and faculty in the clinical departments of the Health Sciences Center. Additionally, she serves as an ex-officio member of the Advisory Committee for the WVNEC.



Daniel Miller, PhD is an Assistant Professor in the Department of Philosophy, Eberly College of Arts & Sciences at West Virginia University. His interests include ethics, moral psychology, and philosophy of action. He teaches courses in Problems of Philosophy, Current Moral Problems, Ethical Theory, Philosophy of Religion and Moral Responsibility. He is also a course co-director for the Health Care Ethics Courses for the first year medical students in the School of Medicine at West Virginia University.



Alvin H. Moss, MD, FACP, FAAHPM is a Professor of Medicine, WVU School of Medicine, Section of Geriatrics, Palliative Medicine, and Hospice. He has performed ethics consults for more than 30 years and taught about ethics consultation at the state and national level for more than 25 years. His research includes innovations to improve advance care planning and end-of-life care. He is the Director for the WVU Center for Health Ethics and Law and Executive Director of the WV Network of Ethics Committees.



Cara Sedney, MD, MA is an Associate Professor of Neurosurgery, and is a board-certified neurosurgeon at West Virginia University (WVU) Medicine, where she also serves as the Program Director. Dr. Sedney received her medical degree and underwent neurosurgical and orthopedic spine surgery training at WVU School of Medicine. She has numerous peer-reviewed research publications and has received R-series NIH funding for her work. Dr. Sedney's research interests include implementation science in spine care, the impacts of policy on the opioid epidemic, and optimizing spinal care of underserved, rural and stigmatized patient groups.

Registration

Registration Fee

WVNEC Members \$110.00

All Others \$140.00

Course Fee: Includes all conference materials, lunch, morning and afternoon breaks, and continuing education credits for those listed in the brochure.

WVNEC uses the WVU eCommerce site which uses TouchNet Marketplace to process all credit card payments for our conference registrations. Payment is required in advance. There will be no registration at the door. **Cancellation policy:** Written cancellations must be received prior to April 21, 2023 and will be considered on a case-by-case basis and/or prorated. No refunds will be granted after the April 21 deadline. Substitutions are welcome. Please notify us of the change.

REGISTER: <http://www.wvnec.org/courses>

On the main course website click on “Register for Event” for the symposium. Once you complete the online registration form you will be redirected to our eCommerce payment page. Make sure to indicate your membership status on the payment page. WVNEC Members receive a registration discount. You will receive two confirmations, one for your registration and another once your payment for your registration has been processed.

NOTE: Registration confirmation will be sent to the attendee’s email. For group registration, the first attendee will receive the email confirmation for the group.

Stonewall Resort Room Reservations: Attendees can make room reservations at the following link: <https://be.synxis.com/?Hotel=35494&Chain=21123&arrive=2023-05-11&depart=2023-05-12&adult=1&child=0&group=765239>. The cutoff date to make a reservation is April 11th.

Questions: Contact Linda McMillen at wvneccourses@hsc.wvu.edu or 304-293-7618.

Registration Deadline: Tuesday, April 21, 2023 or until registration is full.