WORK LIFE BALANCE: A TICKET TO PROFESSIONAL SUCCESS

Maurice “Mo” Mullet Student-Alumni Forum

Dennis E. Doherty, M.D., FCCP

Professor of Medicine
Division of Pulmonary, Critical Care and Sleep Medicine
University of Kentucky Medical Center
Lexington Veterans Administration Center

Chairman, United States Pharmacopeia Health Quality Expert Committee

Immediate-Past Chairman, National Lung Health Education Program
OBJECTIVES

• Define Work-Life Balance
• Is it possible to achieve in a medical career
• Can work-life balance principals fit into one’s personal life as easily as into one’s work life or vice versa
• My life and career journey (as requested)
• COPD
• Conclusions
What is “Work-Life Balance”

• What it is not
  – Achieving equal or ‘perfect’ balance between work and non-work activities (Be realistic)
  – One size fits all (No)

• What it is
  – A way to strive to prioritize non-work and work activities within our high-pressure lives
  – May include family time, exercise, sports, hobbies, arts, meditation, religion, public service…..
TIPS FOR CREATING A WORK-LIFE BALANCE

• Determine what matters most to you in life
  – Doing a good job at work, financial gain, recognition
  – Spending time with family, friends, recreation, hobbies
  – Think back, what are you doing when you are happy
  – Be honest, this will help you sort out priorities
  – Stress not only comes from overwork, but can also occur by spending too much time on leisure activities
TIPS FOR CREATING A WORK-LIFE BALANCE

• Eliminate ‘time wasters’
  - Log your daily activities for a period of time (everything)
  - Determine where you spend the majority of your time
  - Get rid of activities that do not bring you closer to the ‘perfect’ work-life balance you are trying to achieve

• Schedule ‘me time’
  - Having no personal time is the greatest cause of work-related stress
  - Make ‘appointments’ on your schedule for personal needs
TIPS FOR CREATING A WORK-LIFE BALANCE

• Learn to ask for help
  — Don’t try to ‘do it all’ – most people need help
  — Decreasing your stress will lead to others wanting to be with you, and wanting to help you
  — Perhaps distributing duties could be a way of your mentoring others (Not ‘dumping’) - to those who need more experience in their careers
  — Asking for help is not a sign of weakness, but a sign of creativity and strength when it comes to solving problems
TIPS FOR CREATING A WORK-LIFE BALANCE

• Learn to say ‘no’
  – Sometimes you just have to say ‘no’ (not NO!!)
  – Explain that the new assignment will overload you to a point that perhaps you will not be as effective
  – Explain that the family needs you at this point and you are unable to take on an additional project until later
  – Let go of guilt associated with saying ‘no’
  – When to do this in Medicine and Science, in part, depends on the stage of your career, and the task at hand
TIPS FOR CREATING A WORK-LIFE BALANCE

• Get healthy
  – Try to eat right and exercise
  – Schedule a daily walk or a short workout – Make the time
  – Staying healthy reduces stress at work and at home
TIPS FOR CREATING A WORK-LIFE BALANCE

• Cut back on ‘wants’ and focus on ‘needs’
  – This is more of a financial focus, but can also be utilized when evaluating your day to day activities
  – Log your daily expenses for a period of time
  – Determine the ‘money wasters’, it may help you find ‘time-wasters’ as well (daily activity log)
  – Try your best to not let work overtake your life
Are you balancing work and family

- Career and family is a constant balancing act

- Your staying an extra hour at work—can turn into 3 to 4 hours, missing a child’s scheduled activity or a date with your significant other, or not being able to help with household chores, etc.

- Imbalance can lead to personal stress and stress on relationships. Life can get out of control quickly

- Take a step back, re-focus, re-evaluate, reset the ‘balance’
TIPS FOR CREATING A WORK-LIFE BALANCE

• Think outside the box
  – In Medicine the place and details of work is often pre-defined

• Flex your time
  – difficult to do in Medicine and Science

• Take adequate time off
  – Often limited in Medicine and Science, especially at certain steps in career development

• Don’t be afraid to put family first
  – This is extremely important to succeed at
HOW CAN YOU ACHIEVE WORK-LIFE BALANCE IN MEDICINE AND SCIENCE

• I don’t know for sure

• No one in the room can answer that but you, as everyone’s personal and career paths are unique

• Ultimately, it’s a personal decision about what works best for you: within the constraints of your position

• Talking to others, mentors/colleagues/friends can give you ideas and encouragement
HOW DO I STRIVE FOR WORK-LIFE BALANCE

- I remind myself that work is not ‘the’ most important thing in life. It is ‘an’ important thing in life.

- The most important priorities in my non-work/personal life have been: family, happiness, sports, hobbies, and health.

- While doing a good job in Medicine and Science, I strive to find interests outside of work, some of which can be ‘medicine-related’ but not directly tied to work: public service, travel to lecture/visiting professor (locally, nationally and internationally).

- In reality, this is a constant struggle and balancing act in itself, and it is not easy.
IDEAS FOR GAINING WORK-LIFE BALANCE

“My mentors taught me that intrinsic to the success of one’s professional life is the building and maintenance of a strong Work-Life Balance.

Proper time management allows for a strong work ethic while leaving time for participation in enjoyable outside interests; including family time, hobbies and community involvement.

This in turn will lead to an environment conducive to success in clinical, research and/or administrative pursuits in your career pathway”

Dennis E. Doherty, MD
IDEAS FOR GAINING WORK-LIFE BALANCE

• Some of these ideas may, or may not be practical for you now or later in your careers- they need to be individualized

• Exercise in the morning before work

• Home for dinner by 6-6:30PM, no work or emails in the evenings

• No work nor emails on weekends and holidays, or block an hour or two of time to do so -- being strict on that time allotment

• No work nor emails when on vacation - block an extra day, or part of a day, upon your return for catching up
IDEAS FOR GAINING WORK-LIFE BALANCE

• As often as possible leave work a little early to be with your significant other, kids, friends – do some work/emails prior to bedtime

• Have email/text/social media-free zones in your home

• Put personal non-work events on your calendar – keep those appointments

• Learn to say ‘no’ in a positive way
  • Frame the reason in terms of your goals
  • Not enough time to do a quality job

• Compartmentalize/Organize- rather than not
IDEAS FOR GAINING WORK-LIFE BALANCE

• Envision work as a hobby- loving what you do
• Focus on the big picture, not fighting every battle to which you are invited (can lead to unnecessary stress)
• Try to be “present” mentally and physically when you are at home
• One often puts their kids first when home from work and the relationship with your significant other can be put last – schedule ‘dates’ every so often to connect and relax together
IDEAS FOR GAINING WORK-LIFE BALANCE

QUOTES
QUOTES ABOUT WORK-LIFE BALANCE

• “There is no such thing as work-life balance. Everything worth fighting for unbalances your life”  Alan de Boten

• “Sometimes we just have to suck it up and do what we have to do, until we are able to do what we want to do”  Mark W Boyer

• “Some people live where they work. Others just visit”  Seanan McGuire

• “You will never feel truly satisfied by work until you are satisfied by life”  Heather Schuck
• “There comes a time when you just have to say “No!””, --- to the requests and to the system”  
  
  Fennel Hudson

• “You can escape completely, seeking an alternative life, or you can play the game and go absent without leave. How you do it is up to you”  
  
  Fennel Hudson

• “Those who feel satisfied with their personal lives are more satisfied with their careers and perform better”  
  
  Michael Hyatt

• “One’s personal life and work are inseparable”  
  
  Michael Hyatt
• “Define success in terms of happiness or fulfillment, rather than financial gain, promotion, grants, manuscripts”  Michael Gould

• “Working hard for something we don’t care about is called stress: Working hard for something we love is called passion”  Simon Sinek

• “Work hard, Play hard…..
      ……just keep your nose clean doing it”  Your lecturer
MY LIFE AND CAREER JOURNEY

CHILDHOOD
AND
HIGH SCHOOL
MY LIFE AND CAREER JOURNEY

- Parents and Sister
- Chemistry Set
- Biology Samples
- Piano Recitals, Drama, Guitar
- Baseball, Football (HS coach)...... Soccer
- Class President and Student Council
- Fine Arts Club
- Emergency Room Volunteer
MY LIFE AND CAREER JOURNEY

COLLEGE

Johns Hopkins University
MY LIFE AND CAREER JOURNEY

• Pre-Med: Chemistry to Natural Sciences (80% of class pre-med)
• Varsity Soccer (4 years for Johns Hopkins)
• Student Council
• Fraternity- Officer………paved my way into research
• Basic Research- BCRC-NIH (Drs. Neuwelt and Cone)
• Tutorials
  — Oncology at Johns Hopkins Hospital (Dr. Colvin)
  — Immunology at Good Samaritan (Dr. Tracy)
MY LIFE AND CAREER JOURNEY

MEDICAL SCHOOL
AND
RESIDENCY

(The Ohio State College of Medicine)
MY LIFE AND CAREER JOURNEY

- Landacre Society (Dr. Miller)
- Class Vice President
- Dr. Joseph Lipskey – Phase II (helped readjust my ‘balance’)
- Parkland Neurosurgery sub-intern (Dr. Neuwelt)
- Johns Hopkins Oncology sub-intern (Dr. Colvin)
- OSU Vascular Surgery sub-intern (Dr. Smead)
- Handball (intramurals at Larkins Hall)
- Soccer- OSU Club Team and Community Teams
- No Codes (Housestaff band)
MY LIFE AND CAREER JOURNEY

Earl Metz, MD

Bertha Bouroncle, MD

Charles F. Wooley, MD
MY LIFE AND CAREER JOURNEY
MY LIFE AND CAREER JOURNEY

• Landacre Society (Dr. Miller)
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• No Codes (Housestaff Band)
VICTORIAN LOUNGE
Victorian Village Bar - on 3rd and Harrison

THE NO CODES
SECOND AND THIRD PUBLICATION
(During Residency at OSU)


MY LIFE AND CAREER JOURNEY

FELLOWSHIP

(University of Colorado Division of Pulmonary and Critical Care Medicine, National Jewish Center for Immunology and Respiratory Medicine)
MY LIFE AND CAREER JOURNEY

• Research (Drs. Henson, Clarke and Cherniack)
  — NIH K08
  — ALA
• Clinical Projects (Drs. Petty and King)
• Started a Family
• Handball (coverage for first Nationals)
• Soccer
• Skiing and Hiking in Colorado
MY LIFE AND CAREER JOURNEY

FACULTY

University of Colorado 1983-1996
University of Kentucky 1996-present
MY LIFE AND CAREER JOURNEY

• Research
  — VA Career Development Award, Merit Review
  — PI on IPF SCOR, Co-PI on IPF Clinical Project
  — Publications, Visiting Professorships (National, International)

• Graduated Med School at 24, Tenured at 36, Full Professor and Div Chief at 40, Chairman at 50

• Second Child born

• Handball
  — National Championship, Runner up 6 times
  — Seeded Number 1 in World Championship

• Mentoring of students, residents, fellows, faculty
2015 OSU College of Medicine Alumni Achievement Award
MY LIFE BALANCE

SPORTS

Soccer
Handball
now
Golf
MY LIFE BALANCE

HOBBY

(One that I actually started my sophomore year in High School which I forgot to mention)
Amateur Winemaking Contests
MY LIFE BALANCE

2016 Kentucky State Fair
Best of Show (Merlot)

2016 Kentucky Amateur Winemaker of the Year
MY LIFE BALANCE

PUBLIC SERVICE
Chronic obstructive pulmonary disease (COPD) is a preventable and treatable disease state characterized by airflow limitation that is not fully reversible.

The airflow limitation is usually progressive and is associated with an abnormal inflammatory response of the lungs to noxious particles or gases, primarily caused by cigarette smoking.

Although COPD affects the lung, it also produces significant systemic consequences.

Proportion of 1965 Rate

- **Coronary Heart Disease**: -59%
- **Stroke**: -64%
- **Other CVD**: -35%
- **COPD**: +163%
- **All Other Causes**: -7%
COPD DEATH RATES IN US

Age-Standardized Death Rates for COPD

COPD is the 3rd leading cause of death in the United States

Figure adapted from Centers for Disease Control and Prevention, www.cdc.gov/copd/data.htm.


COPD IS UNDERTREATED IN BOTH MEDICARE AND COMMERCIAL PATIENTS

Majority of patients did not receive a maintenance pharmacotherapy or influenza vaccination\(^1\)

Percentages add up to >100% (105.5% (Commercial-based) and 103.5% (Medicare-based)) most likely due to use of more than 1 treatment regimen in the course of the study.

\(^1\) Individual medication groups are mutually exclusive.

Ach=anticholinergics; COPD=chronic obstructive pulmonary disease; ICS=inhaled corticosteroids; LAAC=long-acting anticholinergic agent; LABA=long-acting beta\(_2\)-agonist; SAAC=short-acting anticholinergic agent; SABA=short-acting beta\(_2\)-agonist.

THE MANY FACES OF COPD
Founded in 1996, a new national healthcare initiative aimed at the diagnosis of early stages of COPD and related disorders.

- TEST YOUR LUNGS
- KNOW YOUR NUMBERS
The NLHEP recommends that office spirometry be performed on:

- All smokers and former smokers 45 years of age or older

- Anyone of any age with one or more of the ‘cardinal’ symptoms of COPD
  - Chronic Cough
  - Excess sputum production
  - Dyspnea on mild exertion out of proportion to age
  - Wheeze

OFFICE SPIROMETERS
RAISE COPD AWARENESS

- The Public
- Healthcare Providers
- Healthcare Industry
- Healthcare Policy Makers

www.nlhep.org
NLHEP: COPD Public Awareness Campaign

Washington, DC

AARC - Cincinnati
NLHEP: COPD Public Awareness Campaign
(Los Angeles, CA)
NLHEP: COPD Public Awareness Campaign (Chicago)
TELLEY AWARDS
(Medical Education Videos)
NHLBI: COPD Public Awareness Campaign

January 18, 2007 Launch
The Press Club
Washington, DC
www.LearnAboutCOPD.org

Congressional Luncheon
US COPD Coalition
NHLBI: COPD Public Awareness Campaign
Learn More Breathe Better
American Academy of Family Physicians – San Diego - 2008

Grace Anne Dorney Koppel, with Dennis E. Doherty, MD, encouraged physicians to use spirometry tests to diagnose COPD.
NOVEMBER
NATIONAL COPD AWARENESS MONTH

RAISE COPD AWARENESS

• 2000 – Presidential Proclamation
  • November - COPD Awareness

• 2004 – 1st National COPD Conf.

• 2004 – COPD Caucus (Bipartisan)

• 2005 – Travel with Oxygen (DOT, FAA, TSA)

www.nlhep.org

www.goldcopd.com
OXYGEN IS NOT JUST A GAS

IT’S A MEDICINE
‘?? Portable Oxygen’
The 6th OXYGEN CONSENSUS CONFERENCE

Newer Technologies –
Modern Light-Weight Concentrators Emerged

Airsep Lifestyle & Freestyle
Inogen Inogen One
Invacare XPO₂
Respirronics EverGo

*Devices are all < 10 pounds
individualized Personal $o_2$ device (iPod)
Special Articles

Recommendations of the 6th Long-Term Oxygen Therapy Consensus Conference

Dennis E Doherty MD and Thomas L Petty MD
for the Writing and Organizing Committees
Patient Participants in the 6th LTOT Consensus Conference
November 16, 2016
World COPD Day

November 17, 2016
Great American Smoke Out

www.nlhep.org
www.goldcopd.com
UNSOLVED QUESTIONS IN THE MEDICAL SECTOR
Who Should Be Responsible for Work-Life Balance

• Work/Colleges of Medicine Leadership
  • Academic or private practice leadership
  • Training Program Leadership
  • Individual Mentors

• Supporting Groups
  • Professional and Scientific Societies
  • Local Support Networks

• Individual Clinicians and Scientists

• Ultimately--- You
SUMMARY – WORK-LIFE BALANCE

• Work-Life balance is an important issue in Medicine and Science

• Increase focus on enhancing work-life balance is important for
  • Personal well being and success
  • Productivity in the workplace and harmony at home
  • High quality patient care and science
  • Recruitment and retention in academia and in the private sector

• Younger generations need to put more emphasis on work-life balance

• Older generations need to be compassionate to these needs and optimally to adopt these strategies for their own lives and well being
  • Work hour limitations for Attendings/Faculty

• This is an extremely important issue to focus on currently and in the future
MENTORS
Drs. Peter Henson, Thomas Petty, and Reuben Cherniack
FAMILY