Ellen Hughes Lectureship on Clinician Well-Being

Purpose:

The annual Ellen F. Hughes Lectureship on Clinician Well-Being and related Award are intended to acknowledge and learn from a nationally recognized individual who has made significant scientific contributions and/or practice accomplishments devoted to enhancing the well-being of clinicians. By clinicians, we mean students, residents, faculty, nurses, and other practitioners whose careers are devoted to providing the best possible health care to patients. The Lectureship and Award is co-sponsored by the UCSF Division of General Internal Medicine (DGIM) and Osher Center for Integrative Medicine (OCIM).

Qualifications of Lecturer:

The Lecturer will be an individual who has made significant accomplishments in clinical practice, education, psychological research and holistic approaches to enhancing the well-being of clinicians, particularly those with whom Ellen most closely worked during her career. These include medical and nurse practitioner students, internal medicine residents, “generalist” faculty physicians in internal medicine, family medicine, pediatrics, and practitioners of integrative medicine.

Selection of Lecturer:

The Lecturer will be selected by a Selection Committee, currently chaired by Michael W. Rabow, MD, of the DGIM, Ellen’s academic home. The Selection Committee will also include Ms. Nancy Haugen, Ms. Amy Haugen, and/or Mr. Peter Haugen, members of Ellen Hughes' family; Mitchell D. Feldman, MD, MPhil, Interim Chief of the DGIM; Shelley R. Adler, PhD, Interim Director and Director of Education of the OCIM; Jason M. Satterfield, PhD, Director of Social and Behavioral Sciences and of Behavioral Medicine in the DGIM; Karen Schanche, LCSW, Clinical Social Work and Therapist; Natasha Khazanov, PhD, Psychologist; Kevin A. Barrows, MD, Director of Mindfulness Programs, OCIM Dorre Nicholau, MD, PhD, Chair, UCSF Medical Center Committee on Professionalism; and ); and UCSF’s Associate Dean for Students, Medicine, and Director, Academy of Medical Educators.
Lecturer’s Responsibilities:

After being notified of selection and agreeing to receive the Award, the Lecturer will:

(1) present the Ellen F. Hughes Clinician Well-Being Lecture to be held in San Francisco at a site to be specified, such as at Department of Medicine Grand Rounds, OCIM Grand Rounds, or DGIM Grand Rounds, with the second Lecture tentatively scheduled for September, 2017; and agree to have the Lecture videotaped and to leave copies of slides or other Lecture materials to be placed in an Ellen Hughes Lectureship website repository on the DGIM and OCIM websites;

(2) attend an Award Dinner with the members of the Selection Committee, at which the Lecturer will interface with many of the individuals on the UCSF campus most responsible in their various roles for clinician welfare, then receive the cash award and personal plaque, and be shown the multi-year Hughes Lectureship plaque, as described below; and

(3) spend the hours on campus on the day of his or her visit not devoted to the Lecture or Dinner meeting with campus leaders, and learning about current problems threatening the well-being of clinicians at UCSF and about the status of campus efforts to preserve and enhance their welfare. At the Dinner, the Lecturer will be asked to provide a brief summary of what he or she learned, and her or his meeting notes, including any advice and recommendations. For example, such measures might include enhanced mentoring of trainees and junior faculty, modifications of clinical practice workflow, broadening the teaching of mindfulness meditation, and bolstering and renewal of regularly scheduled trainee-faculty stress reduction programs. These were all areas in which Ellen involved herself during her long career at UCSF.

Award:

The Lecturer will receive a personalized plaque and a $1500 Award check. The Lecturer's name will also be added to a larger permanent plaque maintained at the central office of the DGIM alternating with the OCIM. In addition, the Lecturer will be reimbursed for travel and lodging expenses related to his or her visit to UCSF.

Lecturer Nominations and Deadline:

If you would like to nominate an individual for the Hughes Lectureship and Award for 2017, please email a 1-page letter of nomination and the resume or curriculum vitae of the candidate by December 15, 2016 to: Dr. Michael Rabow (mike.rabow@ucsf.edu).

Contributions to the Hughes Lectureship Fund:

Those who knew and loved Ellen are encouraged to contribute to the funding and sustaining of this Lectureship in her honor by preparing a check payable to "University of California, San Francisco " with "For Ellen Hughes Lectureship" on the subject line and mailing it to:

UCSF Foundation, Attn. Ellen Hughes Lectureship Fund
P.O. Box 45339
San Francisco, CA 94145-0339

Brief Biography of Ellen Hughes, MD, PhD
Ellen Hughes, a native of Bryn Mawr, PA, received a BA in Biology, from Northwestern University in 1967, and her PhD in Zoology from UC Berkeley in 1978. Following a postdoctoral fellowship there, between 1980 and 1984 Ellen entered our UCSF School of Medicine, graduating as a member of AOA. From 1984-1987, she did her internship and residency training in the UCSF Primary Care General Internal Medicine Residency, followed by training during 1987-1988 in the clinician-educator track of our General Medicine Fellowship. In 1988, she decided to stay with us in the DGIM as an Assistant Professor of Medicine; ultimately, in 2000, Ellen was promoted to full Professor of Medicine.

Ellen was a terrific clinician in the General Medicine Practice and the Osher Center, with a unique kind of wonderfully holistic clinical practice. She was highly involved in medical student teaching serving for many years in the medical school as faculty and co-director of Introduction to Clinical Medicine and of Foundations for Patient Care, and in the nursing school as faculty and consultant for the Integrated Complementary Healing Track in the Nurse-Practitioner Masters Program. She attended on the medicine wards from 1988 to 1997 and precepted the UC PC residents in the General Medicine Practice throughout her faculty years. Ellen was an absolutely outstanding teacher during all of the various phases of her career here. She was nominated for–or received–more than 25 teaching awards!

From 1997 to 2001, Ellen was served as Interim Director of the new Osher Center for Integrative Medicine. During this period, she was Principal Investigator of the $1.5 million grant from the National Center for Complementary and Alternative Medicine, establishing the current structure of our Osher Center. Ellen then became its first Director for Education, an endowed chair.

Always maintaining a focus on our well-being, Ellen, along with a group of like-minded DGIM faculty, started the monthly "Doctering to Heal" support group which, for its first 4 years, focused on resident well-being, then for the last 4 years, focused on faculty well-being. With her Buddhist philosophy of "acceptance — no judgment," her kind and open manner, and her gentle sense of good humor, Ellen was the very soul of this program. She was a much-sought-after mentor for junior faculty in DGIM.

In 2001, Ellen was a founding member of the Academy of Medical Educators and also began her pivotal role as an Advisory College Mentor in the School of Medicine. During this phase, she published journal articles concerning the "hidden curriculum" in medical education and concerning emotional skills training for medical students. Ellen remained an Advisory College Mentor until 2013. But she continued to teach students until just before her death.

In the final phase of Ellen’s teaching career, as she became more and more ill, she taught those of us around her once again—about acceptance of one’s dying, and then about dying with grace and dignity and conscious embrace. Ellen died peacefully, at home, on June 17, 2015, surrounded by her loving family: her sister, Nancy, her niece, Amy, and her nephew, Peter. Ellen’s final message to us all was:

“Much love from someone who’s very grateful we had the chance to meet in this lifetime,

Ellen”