

BEGINNING A NEW GROWTH PHASE

Progress Report for the Period of February-June 2023



2023



KERN NATIONAL NETWORK
FOR FLOURISHING IN MEDICINE
Character. Caring. Practical Wisdom.

FOUNDING DIRECTOR'S MESSAGE

On behalf of the Kern National Network for Flourishing in Medicine (KNN), I am pleased to present this report on the initial months of the KNN's second phase of work, from February through June 2023.

Although we have entered a new stage of our efforts, the KNN's framework for flourishing continues to serve as our north star, unifying character, caring and practical wisdom to promote flourishing in medical education and the profession of medicine.

Through the work of the KNN, we are sparking a national movement to create cultures that restore a sense of meaning and fulfillment, as well as a whole-person approach within the profession. By fostering collaboration, catalyzing transformative initiatives and forging deep connections, the KNN is advancing flourishing for leaders, faculty, staff and learners across medicine as well as their patients and communities.

Toward that end, throughout a period of a few short months, the KNN has:

- increased national **visibility** and **recognition** of the power of the framework for flourishing in medicine;
- launched **opportunities to formally join the movement**;
- **nurtured dialogues and partnerships** with healthcare stakeholders, including leaders of academic medicine, health systems, accrediting bodies, associations and policy;
- expanded engagement with **medical students and residents**, the next generation of leaders in our field; and,
- hosted several **major convenings** and planned for our second national conference in September 2023, which will equip and inspire those working in areas related to the framework to refine, amplify and expand their efforts.

I would like to extend my gratitude to the KNN's original founding member schools, as well as Kimara Ellefson, national director of strategy and partnerships, and our entire KNN program office team for their unwavering commitment and notable accomplishments.

I would also like to express my deep gratitude to the Kern family and the Kern Family Foundation for their ongoing partnership and exceptional investment in the KNN's work. All of our efforts are rooted in the values we share with the Foundation, as outlined in the charter that guides our partnership.

Finally, I wish to extend my heartfelt appreciation to all the leaders, faculty, staff and learners who comprise the movement toward flourishing in medicine. Together, we are demonstrating the power of partnership and collective action in driving transformation that allows all those within healthcare systems to flourish.

Cheryl A. Maurana

PROGRAM OFFICE

as of June 30, 2023

Lamya Augusthy
Nicole J. Borges, PhD
Ellie Bradish
Rebekah Brunner
Christine K. Cassel, MD
Susan Cox, MD
Alverno Devine, DDiv
Kimara Ellefson, MBA
Tara Fikejs, BSBM
Brianna Johnson
Cheryl A. Maurana, PhD
Jean Moreland
Kari Reynolds
Suzette Svoboda-Newman, MS
Christine Van Hulle
Sarah Williams
Alicia Witten
Joëlle Worm, MPA



Cheryl A. Maurana, PhD
MCW Eminent Scholar
Senior Vice President for Strategic Academic Partnerships
Professor of Population Health and Founding Director
Kern National Network for Flourishing in Medicine
Medical College of Wisconsin

OUR NORTH STAR

KNN FRAMEWORK FOR FLOURISHING

The aspirational vision guiding the whole of our work

Every journey needs a constant point to navigate by, and a **framework for flourishing** shines brightly as the KNN's north star for making progress toward shifting the culture within medicine. While existing efforts around wellness and well-being are essential, flourishing offers a more holistic lens, a relational approach and a new aspirational course to chart.

Flourishing points us toward creating environments that allow and encourage a wholeness of being and doing, even amid adversity. It encourages us to shape systems that enable those within to reach their full potential while helping others do the same. And it invites us to consider flourishing on many different levels: individual, organizational and societal.

How do we move toward flourishing? During the KNN's first phase of work, founding medical schools, domain experts and many others grappled with that question and shaped a framework of foundational concepts that offers a potential path. In developing this framework — shown and described in detail on the next page — the KNN built on existing scholarship to define individual components and focused on advancing understanding of how they interact and can be applied within the profession of medicine.

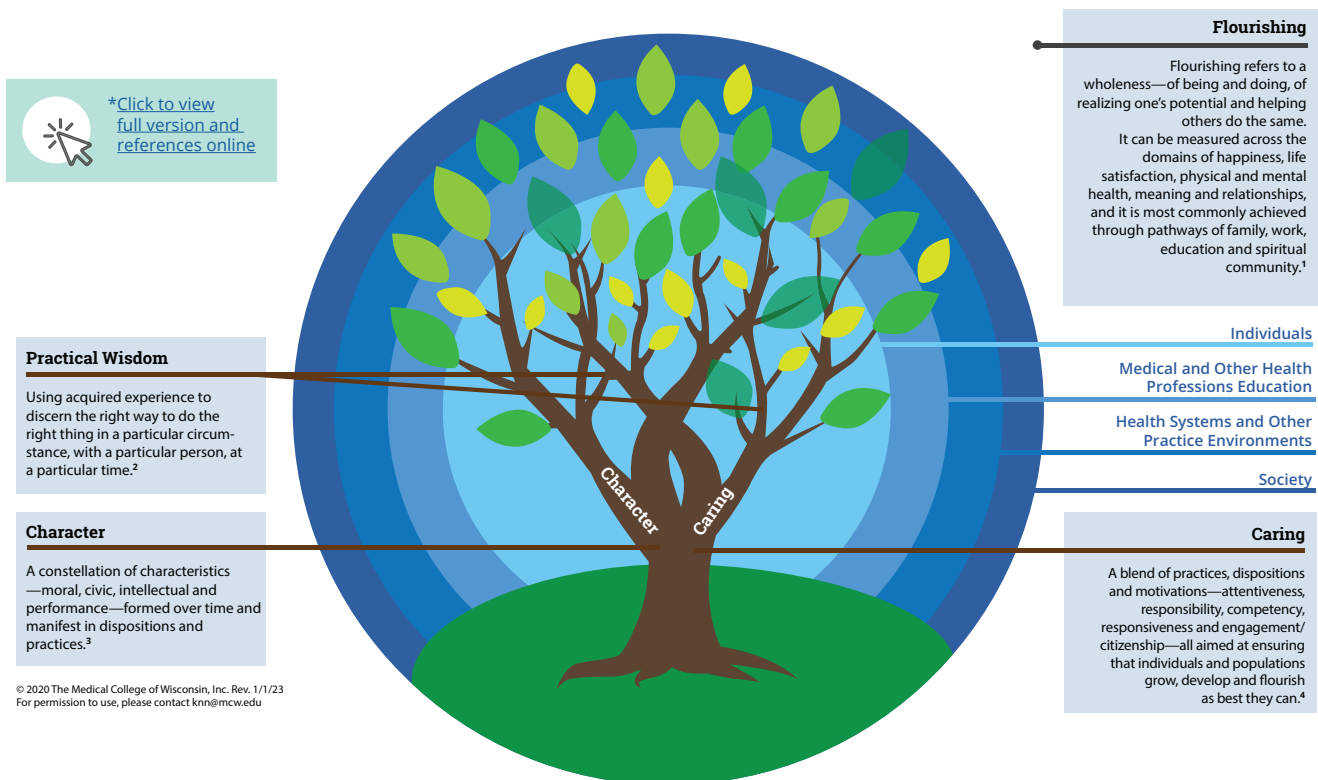
OUR NORTH STAR (CONT.) KNN FRAMEWORK FOR FLOURISHING

The aspirational vision guiding the whole of our work

In the KNN framework for flourishing, the tree as a whole represents the entire concept of **flourishing**, suggesting growth, change and organic development. Like a strong trunk and branches allow for healthy leaves, the interconnected concepts of character, caring and practical wisdom support flourishing.

The scholarly grounding behind the framework helps us understand the important role of the building blocks of **character** — strengths like compassion, curiosity, humility and more — and the need to build environments that support the expression of such traits over time. Further, the KNN framework views **caring** as going beyond a kind demeanor to involve an ongoing practice and approach that leads to spaces where caring is celebrated and it is possible to be attentive to needs, responsible for one another, responsive to changes and engaged in creating a more caring society. Finally, **practical wisdom** serves an integrative function, encouraging us to blend reflection, experience and judgment in order to apply principles of character and caring to particular situations and determine the best path forward.

Ultimately, flourishing is not static or steady; it ebbs and flows and evolves over the course of life, as represented by the leaves changing colors.



A GROWING MOVEMENT

Toward flourishing in medicine

True transformation requires voices from across the health ecosystem. The KNN is **connecting** and **convening** stakeholders as well as **catalyzing** transformational initiatives to **influence** medicine's learning and practice environments.

KNN THEORY OF CHANGE



The following report explores highlights from the initial months of the KNN's second phase of work. In building rich, diverse pathways to come together and share knowledge and practices, the KNN is becoming a true movement at the headwaters of flourishing in medicine.



“Our work is to foster critical connections ... Through these relationships, we will develop the new knowledge, practices, courage and commitment that lead to broad-based change.”

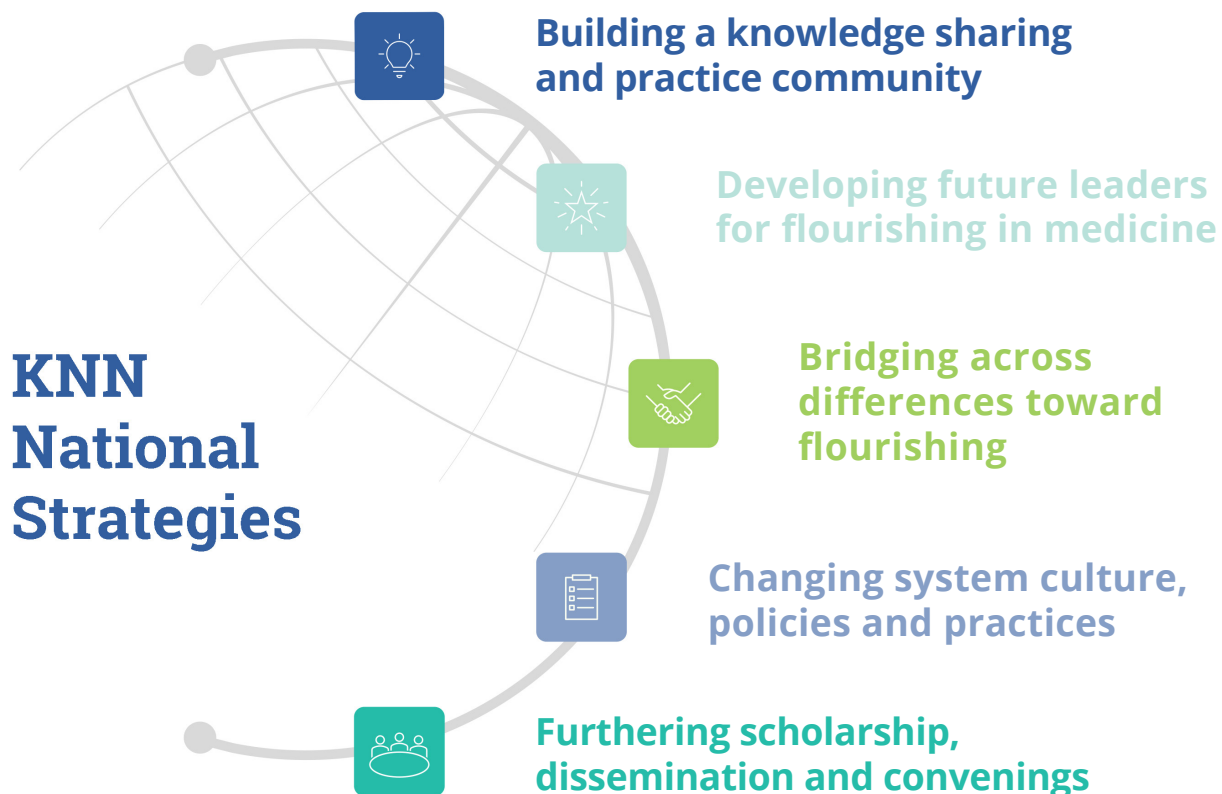
– Margaret Wheatley

FULFILLING THE PROMISE

Strategies for advancing flourishing in medicine

To fulfill the promise of character, caring, and practical wisdom toward flourishing in medicine, the KNN program office is working in partnership with a growing network to employ several national strategies:

- **Building a knowledge sharing and practice community.** Through methods such as formal opportunities to join the movement or lead KNN projects, the launch of an online community and the development of a learning consortium, we are encouraging strong partnerships and skill-building to catalyze action.
- **Developing future leaders for flourishing in medicine.** The rapidly growing KNN Student Network of chapter sites nationwide brings learners together to reflect on what it means to become physicians and leaders who demonstrate strong character, embody caring, use practical wisdom to navigate complexities and are dedicated to flourishing.
- **Bridging across differences toward flourishing.** The KNN Bridging Initiative is encouraging leaders in academic medicine and the profession broadly to come together to ask challenging questions, find common ground and build a foundation for creating value by fostering open inquiry and diversity of viewpoints.
- **Changing system culture, policies and practices.** Ongoing efforts are engaging influencers, policymakers and leaders to generate initiatives designed to shift mental models, enhance organizational cultures and rethink the aims of medical education and practice.
- **Furthering scholarship, dissemination and convenings.** Across all programmatic areas, we are committed to increasing visibility, amplifying and scaling the important work happening nationally through publications and speaking engagements, as well as hosting virtual and in-person gatherings.



GENERATING SYSTEMIC IMPACT

Sowing the seeds of long-term transformation

The movement is expanding

Since its founding, the KNN has grown from:



a network of individuals from

7

founding member schools



engagement with individuals across

to

50+

organizations nationwide

How can we gauge the effect?

Large-scale transformation requires sustained, intentional efforts cultivated over a long time horizon. As a movement, the KNN brings the commitment, infrastructure and capacity to engage with others, test the viability of models for change and manage growth to amplify effective strategies.

Our approach to lasting change



Catalyze pilots and initiatives



Gauge promising initial results



Refine and scale effective approaches

Example areas of impact



LEARNER ENGAGEMENT, WELLNESS & LEADERSHIP



COACHING & MENTORING PROGRAMS



FACULTY DEVELOPMENT & RECOGNITION

These are just a few of the areas in which piloting, measuring, and scaling efforts are benefiting learners, faculty and leaders across academic medicine.

Empowering learners and future leaders



Initiative: Student Chapters



8

student chapter sites launched fall 2022

22

student officers initially leading the charge



Promising Results

Medical Student Perspectives on the KNN Student Network

"It's been a privilege to be able to connect and learn from people from a variety of backgrounds and feel enlightened and empowered to improve the space of medicine and to work towards constantly flourishing."

"I am passionate about helping build a healthcare community where flourishing is possible because I believe intentionally investing in the moral and ethical formation of individuals in our chosen profession is vital to our ability to meet the ever-growing healthcare needs of our society."



Refining and Scaling



Virtual Student Convenings are planned for summer 2023 to set chapter goals for advancing KNN framework concepts locally, with opportunities for learners to give and receive feedback.

Enthusiasm and engagement are leading to expansion:

18+

student chapter sites anticipated for AY 23-24

Creating meaningful, longitudinal faculty–student connections



Initiative: Coaching Programs



680
learners



126
faculty coaches

have directly benefited from the coaching programs across three schools in addition to 27 near-peer coaches & 18 near-peer mentors



Promising Results

Student Feedback at Geisel

96%

of students report their coach has helped them to understand who they want to be as a physician

91%

of students report their coach encourages deliberate development of professional character and values



Refining and Scaling

A coaching convening is being planned to create a multi-institutional community of practice and knowledge sharing to translate best practices across organizations nationally

Equipping faculty to mobilize character in themselves and students



Initiative: Mobilizing Character

Six-module cross-institutional faculty development program to equip medical educators to cultivate character



Promising Results

91%

of pilot participants agreed after the course they have more knowledge, tools or techniques

"I am actively using the language of character in my classroom and evaluations."

"Excellent course — allowed for growth, reflection and an action plan to take forward!"

"I will further integrate empathy and compassion with active learning exercises in lectures."



Refining and Scaling: Next Steps Underway for Mobilizing Character



Updating materials and launching new cohort in fall



Increasing capacity and expertise through facilitator training



Expanding to new organizations

CATALYZING INITIATIVES AND COLLABORATION

Accelerating progress via KNN projects

Consistent with our theory of change, the KNN is seeking out groups advancing work in areas encompassed by the KNN framework for flourishing in order to support and grow those initiatives. Through project convenings, as well as a process by which organizations can seek support via Reimagination Grants, the KNN is accelerating, linking and strengthening efforts across the country.

As we begin our second phase of work, we are now engaged with an initial set of **17** KNN projects that encompass more than **20** different organizations within their scopes. Project teams have defined goals and are closely tracking results to enable further development and scaling of efficacious practices.

Although the majority of projects incorporate multiple aspects of the KNN framework, projects are categorized by the **primary** framework concept below for ease of reference. Practical wisdom is currently embedded within multiple existing projects, and the KNN team is also in conversations to round out the portfolio with additional projects primarily focused on that concept.

CHARACTER

Flourishing Through Broader Community Connections

[Geisel School of Medicine at Dartmouth](#)

The Geisel Coaching Program originally was created to support students' professional identity formation and enculturation into medicine, with a focus on character development. Recognizing the impact of community on adaptive growth and flourishing, the team is now working to embed the coaching program into Geisel Academies, which will enable vertical, horizontal and interprofessional integration.

Mobilizing Character Faculty Development Course

[Dell Medical School at UT-Austin](#), [University of Wisconsin School of Medicine and Public Health \(UWSMPH\)](#), [Medical College of Wisconsin](#)

During the first phase of KNN work, three schools collaborated to design six modules and pilot a learning community to focus on mobilizing character — mental and moral strengths — in faculty and ultimately learners. From here, the project team is preparing to refine materials, lead a new cohort through the program and start a train-the-trainer journal club to extend capacity for delivering the course to additional schools in the future.

The Project on the Good Surgeon

[Duke University School of Medicine](#), [The Program for Leadership and Character at Wake Forest University](#)

This program will introduce a new course designed to help surgical trainees rediscover meaning and purpose in their work while nurturing the character traits to sustain their calling and protecting existing virtues from erosion. The hallmark of the program will be small-group seminar discussions structured by a formal curriculum of readings and self-reflection.

Mentorship and Professionalism in Training 1.5

[Donald and Barbara Zucker School of Medicine at Hofstra/Northwell](#)

The first iteration of the Mentoring and Professionalism in Training (MAP-IT) program at Northwell Health was designed to bring together interprofessional groups of healthcare professionals to address the importance of humanism as a core skill. To build on its success, Hofstra/Northwell is now offering a follow-up — MAP-IT 1.5 — which will be devoted to the importance of flourishing and will integrate modules from *Mobilizing Character*.



17

KNN Projects



20+

organizations encompassed

CHARACTER (CONT.)

Professionalism in Medicine

UCSF School of Medicine, Morehouse School of Medicine, Mayo Clinic College of Medicine and Science

This research agenda will conclude the data collection and analysis phase of a project these institutions launched to understand how a diverse group of medical students, residents and faculty view professionalism and its relevance to their professional identity formation.

CARING

Promoting Kindness on a Population Scale Within Healthcare

Envision Kindness

Media depicting kindness and compassion has the potential to lower stress, increase happiness and foster generosity as well as a sense of connection. This project continues work to study the impact of kindness media on flourishing within healthcare environments.

Integrated Training to Promote Empathy Resilience in Medical Students

UT Tyler School of Medicine, Burrell College of Osteopathic Medicine

This project will update an existing curriculum centered on promoting empathy resilience, defined as the ability to consistently identify, practice and utilize strategies that sustain empathy toward ourselves and others when faced with challenges and stressors. The team will integrate the KNN framework for flourishing concepts of practical wisdom, character and caring throughout the program content and activities.

FLOURISHING

Flourishing in the Health Professions

Mayo Clinic College of Medicine and Science

This effort is a multipronged research agenda to bridge theory and practice for human flourishing and practical wisdom in healthcare. The research agenda will focus on advancing multiple projects aligned with the following four overarching goals: measuring flourishing, teaming toward flourishing, leading toward flourishing and living toward flourishing.



Cultivating a Caring Culture to Enhance the Capacity to Care in Clinical Learning Environments

Mayo Clinic College of Medicine and Science, Medical College of Wisconsin, Dell Medical School at UT-Austin

This research effort is aimed at understanding and evaluating the capacity to care and the needs of caring, and to explore how that influences practical wisdom and flourishing at individual to organizational levels. Research will support the development of interventions that foster caring values and habits in clinical learning environments and inform learning modules on caring that could eventually complement the *Mobilizing Character* course.



Medical Student Leaders for Flourishing

Vanderbilt University School of Medicine

Through this initiative, a student leadership group drives curricular innovation around flourishing by creating and implementing student-run programs and mini-grant funding supports institutional faculty with proposals on enhancing flourishing in medicine. As one example, optional CIRCLE debrief sessions have been added to each clerkship block to allow learners to process challenging clinical experiences.

FLOURISHING (CONT.)

Strengths-Based Coaching for Student Success

[Kansas University School of Medicine](#)

KUSM is building on a successful, long-standing student coaching program by adopting a strengths-based approach in which KUSM competencies will be mapped to the KNN framework. The team is now applying learnings from individual mapping to identify ways to integrate this process into the broader medical school curriculum.

Flourishing Approach to Physician Formation

[Edward Via College of Osteopathic Medicine \(VCOM\)](#)

This multipronged effort grounded in developmental evaluation strategy encompasses multiple ways of repurposing existing medical school structures and systems to integrate flourishing. For instance, VCOM is incorporating flourishing concepts into anatomy courses, adapting a monthly lunchtime conference to explore practices that promote flourishing and engaging stakeholders through faculty development lunches.

Curricular Program in Human Flourishing for First-Year Medical Students

[Georgetown University School of Medicine](#)

This project will incorporate the KNN framework for flourishing into a successful mind-body curriculum for undergraduate medical students, testing the hypothesis that adding these elements will further enhance the positive outcomes. The intent is to go beyond physical and psychological well-being and to specifically consider how to address, in a learning context, other aspects critical to flourishing, such as meaning and purpose, happiness and life satisfaction, and the importance of relationships.

Women Leaders Flourishing Project

[Medical College of Wisconsin, UWSMPH](#)

This research project is exploring the concept of flourishing and its relation to leadership trajectories for women leaders, with special attention to whether flourishing has influenced participants' choices in leadership roles.

Excellence Not Perfection and the MD Student Success Initiative

[UWSMPH](#)

Excellence Not Perfection aims to build a robust longitudinal support structure for medical students and to reexamine institutional policies that intensify medical school pressures. The *MD Student Success Initiative* component addresses the needs of students who are not thriving academically through study skills, learning theories, academic cultural knowledge and peer mentoring-tutoring. Student initiatives also include a student-led podcast grounded in narrative medicine, medical humanities and the power of storytelling.

TeamUp Study

[Mayo Clinic College of Medicine and Science, Stanford University, University of Chicago, Yale, Washington University](#)

This interview study will encompass residents from diverse backgrounds at multiple institutions in order to explore how graduate medical education training affects residents' social relationships. The project seeks to uncover the facilitators and barriers to building and maintaining the social provisions necessary for flourishing.

Creating Positive Work and Learning Environments

[HCA Healthcare](#)

HCA has developed quarterly in-person wellness workshops in which wellness champions from HCA's 65 teaching hospitals gather. The objective is to create shared beliefs, values and social practices around a mental model of "workplace wellness." The KNN framework for flourishing is fully compatible with and being brought into this approach for creating work environments of belonging and meaning.



KNN STUDENT NETWORK

Developing future leaders for flourishing

Preparing and supporting the next generation of leaders is integral to creating lasting, sustainable improvements within the culture of medicine. The KNN Student Network empowers student doctors from across U.S. medical schools to advance character, caring, practical wisdom and flourishing within their home institutions.

KNN Student Conference

Building a guiding coalition to enable action

Developed for and by KNN student doctors, the KNN's inaugural national student conference took place March 3-5, 2023, at Vanderbilt School of Medicine in Nashville, Tennessee. The conference served as a space for learners to discuss their experiences in medical school, address challenges and opportunities they encounter and create the essential space to envision a brighter future for the field of medicine.

Over 50 medical students from across 15 locations attended the inaugural conference, with sessions organized by more than 20 student leaders from KNN student chapters nationally. Activities centered around the KNN framework for flourishing and Kotter's Change Model, deepening engagement by training and inspiring future professionals to transform clinical learning environments and advance flourishing throughout their journeys in medicine. Throughout the conference, learners had numerous opportunities to consider the question, "What does flourishing mean to you?" and share their thoughts.



The 2023 KNN Student Conference convened representatives from 15 U.S. medical schools.

Conference Attendance



50+

medical students

from across



15

school locations



KNN student officer Munachimso Uzodike shares ideas and initiatives with peers.

From beginning to end, student-led sessions demonstrated the contributions learners can make and the importance of forming strategic visions to enact change. Early on, KNN student officer Munachimso Uzodike of Dell Medical School co-led a workshop titled "Removing Obstacles," emphasizing that promoting physician flourishing starts in the clinical learning environment. As a final brainstorming session, MCW student Julia Bosco led "Where Do We Go from Here?" and introduced the concept of overcoming situational inertia by building a guiding coalition between rising M3s and M1s/M2s.

Using the KNN framework for flourishing, Kotter's Change Model and the KNN Online Community, students talked through methods to open up dialogue on important topics within medical institutions and identify ways to partner with existing student organizations. Learners also began brainstorming ideas for the 2024 KNN Student Conference, such as integrating more faculty with students to learn and grow alongside each other in medical education.

After the conference, participants expressed feeling welcomed, respected and valued, and they aimed to apply session takeaways at their schools' KNN chapters. Student participants committed to stay connected and learn from each other with aspirations to exponentially grow the KNN Student Network.

KNN Student Chapters

Expanding learner engagement and local leadership

Led by student officers, KNN Student Chapters work to advance cultures of flourishing by coordinating, planning and spearheading a variety of events and initiatives grounded in concepts from the KNN framework for flourishing.



Since launching eight initial student chapter sites in fall 2023, the KNN has seen high interest and enthusiasm in both allopathic and osteopathic medical schools and is now **working to expand to a total of 18 chapter sites for academic year 2023-2024**. Virtual convenings this summer will connect representatives across those sites for strategic planning on chapter goals and activities for the year ahead, enabling student leaders to give and receive feedback to strengthen their proposals.

Based on recent graduates' interest in staying involved, the KNN is now exploring the potential of a network for residents, along with roles for alumni who match to residencies at academic health centers with local KNN Student Chapters.

The 2022-2023 Becoming Series

Conversation and community for medical students

During this reporting period, the KNN concluded its 2022-2023 season of *Becoming*, a virtual series that connects individuals from a variety of institutions each month to build community and explore topics not often covered in formal curricula (e.g., curiosity, building relationships, listening and honoring). Through firsthand student and faculty stories, as well as interactive humanities-based activities, sessions bring to life various character strengths essential to cultivate throughout the experience of becoming a doctor.



142

unique attendees
across 10 sessions

representing



25

organizations



Learners shared **perspectives on how this season of *Becoming* impacted their thinking and actions** around concepts covered, including:

"I liked seeing real-life applications and hearing students describe principles of flourishing in relation to their life."

"I liked hearing what other schools were doing ... for combining interests and making positive changes."

"I feel better prepared to engage with my colleagues about topics that extend beyond medical textbooks — e.g., communication, mindfulness."

"[I realized] that things are not isolated to a personal experience and that, most likely, there is someone out there [who] had a similar scenario. It also opens up opportunities to explore those together and find support networks or mentors."

"I further realized the importance of taking care of yourself and enjoying who you are in the midst of medicine."

BRIDGING ACROSS DIFFERENCES TOWARD FLOURISHING

Advancing open inquiry and diversity of viewpoint

Through the Bridging Across Differences Toward Flourishing Initiative (Bridging Initiative), the KNN is encouraging leaders in academic medicine and the profession broadly to come together to ask challenging questions, find common ground and build a foundation for creating value. Guided by the KNN's framework for flourishing, the Bridging Initiative is pursuing three workstreams — thought leadership, communities of practice and a fellows program — and addressing the aspects of structure, relationships, culture and power dynamics. The Bridging Initiative is further anchored in the principles of open inquiry, respect for diversity of viewpoint, freedom of expression and constructive disagreement.

During this reporting period, the Bridging Initiative team began a series of conversations with deans and medical education leaders regarding the importance of bridging in academic medicine. A key aspect of this work included completing a literature review and environmental scan to gain knowledge about bridging-related efforts, which helped to shape a manuscript to *Academic Medicine* titled “We Need to Talk: Advancing Open Inquiry” that was accepted for publication.

This work also laid the foundation for a strong partnership with the Constructive Dialogue Institute (CDI) to facilitate a convening scheduled for October 2023 with medical education leaders to discuss bridging in academic medicine with support from the Andrew and Corey Morris Singer Foundation. In addition, the KNN Bridging Initiative and CDI worked closely with the Macy Foundation on a proposal to support a series of demonstration projects. Future reports will share outcomes of these planning efforts as work is completed.

Additionally, the team advanced the Bridging Initiative through several efforts, including:

- Participating in the Greater Good Science Center bridging education program and being selected to be a partner cohort through their program.
- Participating in the Wenger-Traynor community of practice summit to acquire insights into best practices and an array of tools and resources.
- Planning two virtual sessions for medical educators with Essential Partners, a national expert in bridging, that highlight how to overcome conflict and discuss difficult topics.
- Hosting KNN small-group sessions through the *Becoming* series for medical students and other offerings.
- Leading presentations and workshops that emphasize the importance of bridging.

The KNN Bridging Initiative's Three-Pronged Approach:



Thought Leadership



Communities of Practice



Fellows Program



60+

academic health
center leaders

learned about the KNN
Bridging Initiative through
a presentation at the
AAHCI Global Innovation
Forum

FOUNDATIONS FOR FLOURISHING

Unpacking fundamental concepts

With a fresh academic year beginning, the KNN prepared to launch a new virtual series, *Foundations for Flourishing*, to increase awareness and understanding of the four foundational elements of the KNN framework: character, caring, practical wisdom and flourishing. With each session focused on one specific element, the four-part series will:

- Delve into the theory, scholarship and grounding behind framework concepts.
- Explore practical examples of how each can be applied within healthcare organizations.
- Engage participants in sharing, reflecting and applying the KNN framework within their setting and sphere of influence.

For those who have opted to become members of the movement (see pg. 20 for more information), the sessions also incorporate exclusive Q&A time with speakers and subject matter experts. In this way, participants who have formally committed to advancing the framework can enrich their understanding of related concepts and gain valuable input on their work. To provide additional depth going forward, the KNN plans to integrate portions from this series into more comprehensive educational modules within the future KNN Learning Consortium.

Foundations for Flourishing Series Calendar

Month	Session Topic	Featured Speaker(s)
June	Character	Lauris C. Kaldjian, MD, PhD Carver College of Medicine
October	Caring	Joan C. Tronto, PhD University of Minnesota Sonia Chimienti, MD Geisel School of Medicine at Dartmouth
February	Practical Wisdom	Margaret Plews-Ogan, MD University of Virginia School of Medicine
May	Flourishing	Tyler J. VanderWeele, PhD Harvard Human Flourishing Program Matthew T. Lee, PhD Institute for Studies of Religion at Baylor University Harvard Human Flourishing Program William G. Pearson, Jr., PhD Edward Via College of Osteopathic Medicine

2023 KNN CONFERENCE PLANNING

Coming together to share, learn, grow and flourish



Last year, the KNN held its inaugural national conference, creating opportunities to recognize and learn from innovative work nationally that is elevating flourishing, meaning and purpose in medicine. Based on participants' positive reactions, the strength of connections forged and the desire for communal spaces to talk about meaningful topics, the KNN conference will return in September 2023 in Milwaukee, Wisconsin.

Bringing new voices into the planning process

Once again, the planning process is being supported both by the KNN program office and a conference planning committee of representatives from institutions across the United States. However, to encourage varied perspectives and achieve a balance of experience and new points of view, this year's committee composition was strategic: The planning group included roughly equal numbers of individuals from the prior year's committee, new representatives from institutions engaged with the KNN, and individuals from organizations new to the KNN.

Growth in abstracts submitted

The call for abstracts for the 2023 KNN Conference took place this past spring, seeking out promising programs and innovative practices. More than 107 abstracts — each aligned to one or more core concepts from the KNN framework — were submitted and reviewed, an increase of more than 30% from the prior year. Considering the impressive body of work received, the 2023 KNN Conference will introduce a new digital showcase to highlight additional work asynchronously and transcend the constraints of physical space.

A powerful unifying theme

The community-grounded, relational nature of flourishing is part of what makes it so powerful as an aim of medical education and practice. Recognizing the importance of that aspect, this year's conference theme will be **"Together We Flourish: Collectively Transforming Medicine."** We aim to keep this in-person gathering similar in size to last year's conference while deepening engagement and attracting additional organizations.



107

abstracts received for
2023 KNN Conference

with lead authors from



38

unique
organizations



EXPANDING REACH AND INFLUENCE

Building relationships and inspiring new ways of thinking through events and engagements

Throughout the reporting period, conferences and other professional development sessions provided strategic opportunities to make new connections or strengthen existing ones with individuals from varied healthcare settings. During those five months, KNN leaders presented work grounded in the KNN framework for flourishing in 11 accepted or invited speaking/facilitation engagements, with select highlights shared below. Where applicable, exhibitor booths offered attendees a place to learn more and further engage with the KNN after participating in sessions.

Ultimately, the plenaries, workshops and webinars empowered participants to apply framework concepts across roles and environments — from learners to leaders and from medical schools to hospitals and public health. More than once, strong audience engagement with a session and its underlying concepts led to further invitations for the KNN to share work in future forums.

Timeline of Speaking Engagements and Exhibits

February 2023

Developing Medical Educators of the 21st Century

February 13–15, 2023 | San Francisco, CA



Photo: Golden Gate Bridge

This annual in-person three-day course aims to equip medical educators with the pedagogical and instructional design skills they need to enact transformation within academic medicine. The KNN led an interactive workshop on flourishing as the objective of holistic medical educators, exploring ways to apply theories of flourishing in developing learning objectives and assessments.

March 2023

Each year at regional GEA meetings, faculty, staff and learners from multiple states gather. Related to the SGEA conference theme “Building the Future of Medical Education Together,” the KNN led a collaborative workshop. In small groups, participants applied the KNN framework to address challenges in undergraduate and graduate medical education. SGEA also represented the KNN’s first hosted regional dinner — an informal gathering to allow colleagues interested in advancing flourishing to develop relationships and a sense of community.

Southern Group on Educational Affairs (SGEA)

March 22–25, 2023 | Nashville, TN



Photo: John Luk, MD, and Kimara Ellefson, MBA

April 2023

2023 Association of Academic Health Centers International (AAHCI) Global Innovation Forum

April 12–13, 2023 | Washington, D.C.



Photo: Washington D.C.

For an audience of more than 60 attendees from health systems across the globe, Cheryl A. Maurana, PhD, presented on “Strengthening Bridging Capital to Improve Health in Communities: A Role for Academic Health Centers.” These remarks focused on the ways in which academic medicine can help overcome polarization in society and support diversity of viewpoint led to an invitation to present at a subsequent public health conference.

April 2023

After a hiatus during COVID-19, the NEGEA annual conference returned to an in-person format. With a 2023 theme of “Fostering Personal and Professional Vitality in Academic Medicine,” Kimara Ellefson, MBA, was invited to deliver the opening plenary. Using flourishing as a lens to interpret the past and plan for the future, the plenary provided an inspirational start to the event and set the tone for three subsequent days of programming.

Northeast Group on Educational Affairs (NEGEA) Annual Conference

April 13–15, 2023 | Burlington, VT



Photo: Kimara Ellefson, MBA

Credit: Andy Duback, Photographer; University of Vermont, 2023

April 2023

Central Group on Educational Affairs (CGEA) Annual Conference

April 18–20, 2023 | Indianapolis, IN



Photo: Jennifer Allen, MEd

With a theme of #BetterTogether, CGEA convened faculty, staff and learners from undergraduate and graduate medical education institutions in the central part of the United States. KNN colleagues, including Jennifer Allen, MEd, (pictured) facilitated a workshop on flourishing that encouraged participants to use KNN framework elements in drafting possible solutions to real challenges from their home institutions.

Held virtually twice a month, IAMSE Café sessions invite medical science educators globally to thought-provoking roundtable discussions. In May, program office team members Joëlle Worm, MPA, and Sarah Williams used the KNN framework to facilitate dialogue on how medical education can support a wholeness of being and doing in addition to competency and continuous improvement.

May 2023

International Association of Medical Science Educators (IAMSE) Café

May 2, 2023 | Online



Photo: Joëlle Worm, MPA



June 2023

IAMSE Annual Conference

June 10–13, 2023 | Cancun, Mexico



Photo: Kimara Ellefson, MBA, and Tara Fikejs, BSBM

The IAMSE annual conference aims to enhance medical science and health professions education worldwide, with this year’s event focused on linking educational theory to practice. During focus sessions, the KNN contributed to a presentation on creating faculty development programs rooted in character, caring, practical wisdom and flourishing. Additionally, team members hosted an exhibitor booth and represented the KNN at an invited leadership breakfast.

This year’s theme, “Bridging the Gap — Building for the Future,” brought together leaders in medical education to exchange experiences, find solutions to shared challenges and participate in candid, productive discussions about timely issues. An accepted KNN poster described a pilot study exploring whether centering flourishing could encourage a whole-person approach to leadership development, which drew much interest from attendees.

June 2023

GDI/GFA Joint Professional Development Conference

June 12-14, 2023 | Indian Wells, CA

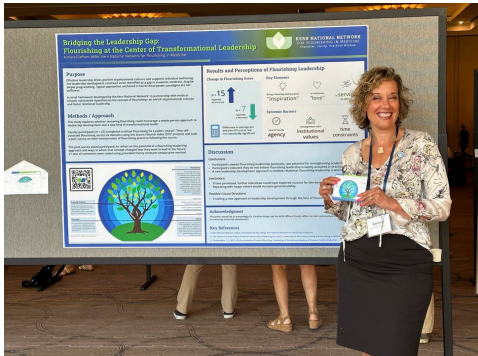
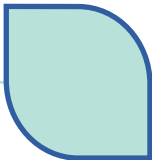


Photo: Kimara Ellefson, MBA



NEW WAYS TO GET INVOLVED

Shaping the future of the field as a member of the movement



*This work speaks right to my soul.
How can I get involved?*

As the KNN team has met with leaders, faculty, staff and students in academic medicine each day, words like those have been a frequent sentiment. The conversations reflect growing recognition that a movement has the power to unite organizations and individuals with a shared goal of enhancing clinical learning and practice environments so those within can flourish. With incredible work already being conducted in pockets across the health ecosystem, the framing and infrastructure of a movement can accelerate efforts, elevate the national dialogue and bring deeper cachet to the importance of character, caring, practical wisdom and flourishing in transforming the profession of medicine.

Accordingly, in June 2023, the KNN launched two new formal ways to get involved in the movement toward flourishing in medicine:

- Becoming a **Catalyst organization** to show institutional commitment.
- Joining individually as a **Changemaker** in the field.

Catalyst organizations and Changemakers affirm their commitment and actively contribute to the movement by practically applying the KNN framework for flourishing within their settings. At the same time, they gain support from the broader network to access resources and expertise on innovative practices; learn from others, share accomplishments and enrich national efforts; and shape the future of academic medicine as part of a group of forward-thinking organizations.

Meaningful, sustained progress requires a collective commitment. Formal opportunities to join the movement toward flourishing are supporting purposeful conversations with potential partners — and enabling additional organizations and individuals to bring their passion, strengths and contributions to this essential work.

How Catalyst Organizations Advance the Movement

- ✓ Develop practical applications for the KNN framework for flourishing and integrate them into learning and practice environments.
- ✓ Share lessons from institutional efforts, challenges and successes with the larger community.
- ✓ Contribute knowledge, skills and/or resources to enrich and uplift work being conducted nationwide.
- ✓ Amplify updates, activities and campaigns in support of the movement toward flourishing; share information through organizational channels.
- ✓ Work collectively to advocate for and grow the national movement by raising awareness with internal and external stakeholders.



With a transformative gift from the Kern Family Foundation, the KNN is leading efforts to transform medical education and healthcare and is becoming a powerful **movement in medicine.**

The outcome? Effecting change at all levels creates a **continuous growth cycle** across generations, who rise from learners and residents to practitioners, faculty and leaders, becoming **exemplars for character, caring and practical wisdom** in the profession of medicine.



KERN NATIONAL NETWORK
FOR FLOURISHING IN MEDICINE
Character. Caring. Practical Wisdom.

Contact

Kern National Network
8701 Watertown Plank Road
Milwaukee, WI 53226

knnaringcharactermedicine.org 

knn@mcw.edu 

[@KernNetwork](https://twitter.com/KernNetwork) 