

Dawn Ellison, MD

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Objective	To courageously lead and develop healthy communities.
Experience	Clinical Partner Engagement Officer Oct. 2016 – Jan. 2021 CentraCare Health, St. Cloud, MN Lead physician and APP engagement and well-being with over 800 providers. Through coaching, the use of collaborative methods of leadership and Fair Process reduced burnout (MHA Burnout Survey) and improved engagement opportunities.
	Emergency Physician Oct. 2014 – Aug. 2020 VMAC-Minneapolis, MN Served veterans in a 24 bed full service, emergency department. Highly complex outpatient care in a very structured system.
	President Feb. 2008 - present Influencing Healthcare, LLC. Minneapolis, MN Partner and help physicians and APPs connect with their patients to improve patient health. Build teams that can make committed decisions to which they are accountable. Through coaching and workshops, help leaders build capacity in others, enhance collaborative skills and become the leaders that will influence the future of healthcare. Current contracts with Vital WorkLife, Institute for Clinical Systems Improvement and Minnesota Medical Association.
	Emergency Physician Jun. 2012 - 2015 Freelance Physicians Minneapolis, MN Served HealthEast at St John's and Woodwinds, Mayo Clinic Health Systems at Fairmont and Avera in Marshall, MN.
	Emergency Physician May 2011 - May 2013 Lake Region Healthcare Fergus Falls, MN Member of a team of employed physicians seeing 17,000 patients per year. The ED is primarily single coverage with heavy supplementation by Locums physicians. The excellent support of nursing and hospitalist coverage made it a desirable location.
	Emergency Physician Mar. 2008 - Apr. 2011 Fairview Lakes Healthcare Center

Wyoming, MN

Member of a team of employed physicians seeing 50,000 patients per year in a 24 bed ED/UC. Just Culture, Team Steps and Electronic Health Record in a Level Three Trauma Center.

Emergency Physician**Aug. 1994 - Feb. 2008****Immanuel, St. Joseph (ISJ) - Mayo Health System****Mankato, MN**

Coordinator of the Family Medicine resident's EM rotation. with a faculty appointment through Family Medicine at the University of MN from 1995-2010.

Was a member of growing team of physicians. Initially the group was independent (From 1994-1998) then they became employees of ISJ-Mayo Health

Medical Director – Emergency Medicine**Jan. 1998 - May 2002****Immanuel, St. Joseph - Mayo Health****Mankato, MN**

Under my leadership, in 2002 we were the fifth ED in the country to implement the electronic version of T-system. I was requested by T-system executives to participate in a panel describing our experience with using their electronic documentation at a national conference. We also spent six months collaborating with our external customers to streamline the ED and improve the relationships with radiology, lab, IM and FM. Bedside Ultrasound and Difficult Airway techniques were started along with a patient advocacy program and Mayo EM residency rotation. A major turf battle occurred as we implemented the use of Ketamine in the ED, but we prevailed by presenting the evidence. I recruited and oriented 7 physicians and I managed the performance of ten. Ours was a cohesive, respected, democratic group of board certified EM doctors in rural MN.

Art of Hosting Facilitator**Jan. 2011 - present****Global Steward of Art Hosting****May 2013 - present**

Practitioner and trainer of Art of Hosting; Conversations that matter. Clients include Veteran Affairs Medical Center, Clinical Translational Science Institute, Bush Foundation, Tiwahe Foundation, Blandin Foundation, American Academy of Communication in Healthcare, American College of Physician Executives, Anoka-Hennepin Schools Anti-bullying, Anti-Harassment Community Task Force, Institute for Clinical Systems Improvement and CentraCare.

Crucial Conversations Instructor**2006 – present**

Originally trained as part of Bush Medical Fellowship and worked within Mayo Clinic Health System training groups of healthcare workers and leaders. Have instructed for provider onboarding, leadership academies and employee assistant counselors. Clients include Centracare, Fairview, VITAL WorkLife, Mayo Health.

Healer's Art Instructor**Jan. 2011 - March****2011 University of Minnesota Medical School****Minneapolis, MN**

Taught a medical student course based on the work of Rachel Remen involving first year medical students in reflective small group dialog with their peers.

Education & CME	<p>Certified Stress Management and Resilience Trainer December 2020</p> <p>Bush Medical Fellow 2006-2007 Building a Collaborative Medical Culture Through Improved Peer Communications and Relationship Centered Leadership” Curriculum included:</p> <ul style="list-style-type: none"> ▪ American College Emergency Physicians (ACEP) Teaching Fellowship 2008 ▪ Myers Briggs Qualification 2007 ▪ Crucial Conversation Instructor 2006 ▪ Art and Practice of Leadership Development, Harvard’s Kennedy School of Government 2007 ▪ American College of Physician Executives coursework 2006, 2007, 2008 ▪ College of Executive Coaching, Certified Professional Coach 2008 <p>Emergency Medicine Residency, York Hospital, York PA 1991 – 1994</p> <p>Transitional Medicine, Marshfield Clinic, Marshfield, WI 1990 - 1991</p> <p>MD, University of Minnesota, Twin Cities 1990</p> <p>Pre-Med, University of Minnesota 1982 - 1985</p> <p>B.S. with Honors - Degrees in Psychology and Sociology 1980</p> <ul style="list-style-type: none"> ▪ University of Wisconsin, Madison, WI
Healthcare Committee Involvement	<p>CentraCare</p> <p>Anti-Racism Steering Committee - Co-Chair June 2020- Jan 2021</p> <p>COVID Staff Support Response Team - member March 2020-Jan 2021 Directed by Incident Command to develop organizational response to support employees (including clinical partners).</p> <p>Clinical Partner Stakeholders – Chair June 21- Jan 2021</p> <p>Leadership Support subgroup – member March 2020-Jan 2021 Designed resources to support leaders themselves as well as assist them to support their staff.</p> <p>Mindful Huddles WorkGroup- co-chair May 2020 – Jan 2021 Designing and distributing daily messages to support resilience of employees in the organization.</p> <p>Frontline Staff Support – member March 2020 – Jan 2021 Designing support for frontline staff whether high risk of exposure or furloughed. From preventive strategies to well-being to crisis intervention.</p> <p>Team Care Plans for physicians – Chair Oct 2020 – Jan 2021</p>

	Assessed needs of physicians and APPS in specific work units and co-constructed well-being resources and delivery with them.	
	Team Care Plan support for staff – Co-chair Assessed needs of staff in specific work units and co-constructed well-being resources and delivery with leadership	Oct 2020 – Jan 2021
	Clinical Partner Engagement Committee - Chair Strategically leading provider engagement and well-being with a dedicated group of physicians and APPs.	2016-Jan 2021
	Clinical Partner Forum - Facilitator Opportunity for leadership and clinical partners to be in conversations that shape the future of healthcare in Western/Central and Southwestern Minnesota.	2017- Jan 2021
	CANDOR Steering Committee Communication and Optimal Resolution - a fresh approach to disclosure and risk management as well as care for the caregivers (Second Victim care).	2018 – Jan 2021
	Care for Caregiver Subcommittee, member Developing CCH version of CANDOR to support second victims.	2018 – Jan 2021
	Clinical Partner Connection, Editorial Team Leading communication efforts with physicians and APPs.	2017- 2019
	Call Center Scheduling Experience Task Force, member Co-Leading Adaptive Change sub-group	2019 – Jan 2021
	Well-Being Retreat steering committee CCH, Chair Lead effort to expose employees to individual strategies for well-being.	2017 – Jan 2021
	Gender Equity in Medicine, CCH, Co-Chair. Influenced a shift in a conservative culture.	2017- Jan 2021
	Fairview	
	Patient Experience Committee, appointed-member	2009-2010
	Immanuel St Joseph’s- Mayo Health System	
	Ethics Committee, Chair	1995-1996
	Emergency Room Committee, Chair	1998-2002
	Finance and Facility Committee, appointed member	1999-2001
	ISJ Clinic Practice Committee, appointed member	2001-2006
	Provider Relations Committee, appointed member	2006-2008
Research Experience	Principle Investigator, York Hospital, York, PA	1992-1994
	Research Assistant, St. Paul Ramsey Hospital, Clinical Research Unit St Paul, MN	1984-1985

	<p>Data Analyst, Chicago Foundation for Medical Care, Chicago, IL 1980-1982</p> <p>Research Assistant, Chicago Institute for Learning Disabilities (CHILD) 1979-1980 University of Illinois, Chicago, IL</p> <p>Research Assistant, Waisman Ctr for Retardation and Human Development 1978 Madison, WI</p> <p>Research Assistant, University of Wisconsin, Psychology Department 1975-1979</p>
Community Involvement	<p>Central MN Communities of Excellence 2020-present</p> <p>Pelican Rapids Bike Plan Committee 2020</p> <p>Diversity Potlucks in Pelican Rapids, MN 2019-present</p> <p>Mankato Smoke Free Coalition 2000-2006</p> <p>Nicollet County Task Force on Obesity 2005</p> <p>Lake Crystal MN Area Recreation Center Board of Directors 2000-2001</p> <p>Blue Earth County Task Force on Domestic Violence 1994-1999</p> <p>Open Door Health Center Volunteer, Mankato, MN 1995-1996</p>
Selected Presentations and Publications	<p>Ellison, DM “Cracking the Armor that protects us from healing” Unity Point, Syringa Pandemic Presentation. February 2021</p> <p>Ellison, DM “4 Ways to Make Meaningful Human Connections with Colleagues”: https://insights.vitalworklife.com/4-ways-to-make-meaningful-human-connections-with-colleagues (November 16, 2020)</p> <p>Ellison DM “Saturday Support Sessions: A Coach’s Perspective on Practical Coping Skills During a Crisis”: https://youtu.be/XN5mBgZSvlk (June 20, 2020)</p> <p>Ellison DM “What the Doctor Ordered-Listen to your Clinician’s Needs when implementing IT Systems” World Congress Washington DC 11/2019.</p> <p>Ellison, DM “Join the Conversation” for Bounce Back Project-Moving from Surviving to Thriving Minneapolis 2019</p> <p>Ellison, DM “How to Address the Growing Gender Gap in Physician Burnout”: https://insights.vitalworklife.com/how-to-address-the-growing-gender-gap-in-physician-burnout (March 15, 2019)</p> <p>Ellison, DM “Relationship Based Leadership” for Carris Health Spring Summit 2018</p> <p>Ellison, DM “What Does it Mean to Engage Physicians and APPs?” for Bounce Back From Striving to Thriving 2018 and 2019.</p>

	<p>Ellison, DM “How to create a resilient physician culture” https://insights.vitalworklife.com/blog/2015/04/08/creating-a-resilient-culture (April 8, 2015)</p> <p>Ellison, DM “What, you have already failed your New Year’s Resolution?” https://insights.vitalworklife.com/blog/2015/01/12/already-failed-new-years-resolution (January 12, 2015)</p> <p>Ellison, DM “Meaningful Conversations” at “Wealth and Wellness” in Mankato, MN April 17, 2014.</p> <p>Ellison, DM “Emergency Medicine Resident Wellness” in ACEP, “Wellness for the Emergency Physician.” January, 1995 and 2004.</p> <p>Nickles L, Pollack ML, Ellison DM, Hasson M. “Risk Factors for acute Myocardial infarction in Young Women.” Academic Emergency Medicine 2004; 11: 508.</p> <p>Ellison, DM “Getting Victims Help”, Domestic Violence Conference, Alexandria, MN: March, 1997.</p> <p>Ellison, DM “Death Notification.” Incorporated into ACLS instruction. York Hospital. York, PA: June 1994 and Family Practice Resident Conference. 1996 and 1997.</p> <p>Ellison, DM “Computer Aided Instruction in Emergency Medicine”, Society for Academic Emergency Medicine. Washington, DC: May, 1994.</p> <p>Ellison, DM “Jump Start My Heart: High Dose Epinephrine Use in Cardiac Resuscitation.” Grand Rounds.” Marshfield Clinic. Marshfield, Wisconsin: September, 1990. And Emergency Medicine Grand Rounds. York Hospital. York, PA: December, 1992.</p> <p>Ellison, DM “On Being a medical student in the United States.” Conference on Health Care in the United States and Soviet Union. Minneapolis, MN: September, 1988.</p>
<p>Honors and Extracurricular Activities</p>	<p>RESIDENCY David Richard Eitel, MD Award for Outstanding Resident Research, June, 1994.</p> <p>MEDICAL SCHOOL Physicians for Social Responsibility, Steering Committee Preventive and Social Medicine Study Group</p> <p>Outstanding and Excellent grades in: Anesthesia, Cardiology, Dermatology, Emergency Medicine, Neurology, Pediatrics, Psychiatry and Surgery</p>
<p>Undergraduate</p>	<p>Sophomore Women’s Honor Society, member</p>

	<p>Junior Women's Honor Society, President</p> <p>Mortar Board, Historian</p> <p>Psi Chi- Co-lead</p> <p>Psychology Club, Co-founder and President</p> <p>Psychology Newsletter, Co-Editor</p> <p>Psychology Curriculum Committee, appointed</p>
Professional Affiliations	<p>Physicians for Social Responsibility</p> <p>Wilderness Medicine</p> <p>American College of Emergency Physicians and Wellness Section</p> <p>American Academy of Emergency Medicine</p> <p>Academy of Healthcare Communications</p> <p>American Association for Physician Leadership</p> <p>Minnesota Medical Association</p> <p>Minnesota Medical License 37114</p>