

Managing Wellness in Urology Residency

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FINANCIAL DISCLOSURE

No Disclosures



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Learning Objectives

- Assess dimensions of wellness
- Identify stressors for resident physicians
- Summarize available supports for training programs
- Analyze elements needed for a program wellness plan
- Evaluate values as they relate to coordinator wellness



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Commitment to Wellness

1. American Medical Association (AMA)
2. American Association of Medical Colleges (AAMC)
3. Accreditation Council for Graduate Medical Education (ACGME)



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American Medical Association

The AMA adopted new policy aimed at ensuring physicians have timely and confidential access to medical and mental health services. The policies will help physicians-in-training maintain their personal health and well-being and reduce burnout so they can provide the highest quality patient care.

Summarized from the
AMA Release dated
11/15/2016



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AAMC

We have an imperative, in our classrooms and clinical settings, to train our students to handle stress better, stave off burnout, build up resiliency, and, if necessary, ask for help.



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Reducing Stress & Burnout in the Medical
Community

Jeffrey P. Gold, MD

AAMC Reporter April 2016 (vol 25, #3)

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ACGME

The ACGME is committed to addressing physician well-being for individuals as it related to the clinical learning environment.

Thomas J. Nasca, MD, MSCP
Chief Executive Officer

We need to protect the workforce that protects our patients.

Tim Bringham, M.Div., PhD
Senior Vice President, Education



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DEFINITION OF BURNOUT

- Pathological condition which develops in response to prolonged occupational stress
- Maslach described three dimensions of burnout:
 1. Emotional exhaustion
 2. Depersonalization or cynicism
 3. Inefficacy / lack of personal achievement



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Combating Burnout, Promoting
Physician Well-Being

ACGME Summer Spotlight Webinar 7-

2016

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DIMENSIONS OF WELLNESS

Emotional

Spiritual

Environmental

Social

Financial

Physical

Intellectual

Occupational

Emotional Wellness

- Awareness of your emotions as they occur
- Expressing and processing emotions in a productive and positive way
- Using insight provided by your emotions to guide your actions
- Approaching life with optimism
- Creating independent relationships that involve trust and respect
- Utilizing healthy coping mechanisms



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UCSOM Dimensions: Work
& Well-Being Toolkit for
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Environmental Wellness

- Living and working in environments that are safe and healthy and facilitate your sense of well-being
- Environment has a big impact on how we feel so it is important for your environment to be pleasing to you
- An environment free from exposure to toxins and in balance with the broader natural environment

Financial Wellness

- Accessing your financial resources and knowledge to direct financial decision and planning
- Knowing how your investments are distributed and whether this is in alignment with your personal values and desires



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Intellectual Wellness

- Engaging in mentally stimulating activities
- Creativity
- Expanding your personal and professional knowledge and skills
- Exploration of new ideas and information



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Occupational Wellness

- Finding personal satisfaction and fulfillment through work
- Using your talents and skills to their fullest extent
- Understanding the need for creating a balance between work and personal time



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Physical Wellness

- Being aware and taking care of your body
- Engaging in pleasurable physical activity
- Eating nutritious foods
- Good sleeping habits
- Regular medical check-up



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Social Wellness

- Creating meaningful interpersonal relationships
- Contributing positively to one's community

Spiritual Wellness

- Having a belief system that is meaningful and matches your values
- Establishing a life that feels purposeful
- Being compassionate towards others
- Religion or Spirituality: Attributing meaning to life and to your day-to-day interactions



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SMALL GROUP EXERCISE

IDENTIFY STRESSORS



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SMALL GROUP EXERCISE

IDENTIFY SUPPORTS



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BEST PRACTICES

GROUP FINDINGS



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ACGME FOCUS ON WELLNESS

ACGME currently has a core program requirement related to physician burnout:

V.I.C.2 Each program must have a policy and procedures in place that ensure coverage of patient care in the event that a resident may be unable to perform their patient care duties.



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ACGME PROPOSED REQUIREMENTS

V.I.C. ...Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency training. Programs and Sponsoring Institutions have the same responsibility to address well-being as they do to ensure other aspects of resident competence.



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ACGME PROPOSED REQUIREMENTS

The program's responsibilities include:

1. Enhance the meaning that resident finds in being a physician
 - Protecting time with patients
 - Minimizing non-physician obligations
 - Provision of administrative support
 - Promotion of progressive autonomy and flexibility



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ACGME PROPOSED REQUIREMENTS

The program's responsibilities include:

2. Attention to scheduling, work intensity and work compression that impacts resident well being
3. Evaluating safety data
4. Allowing residents to attend medical appointments even during work hours
5. Attention to resident and faculty member burnout
6. Providing tools for self-screening of burnout
7. Providing access to confidential mental health counseling



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Program Plans for Wellness

Inventory of Elements of your Program's Well-Being Plan



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WELLNESS FOR PROGRAM COORDINATORS

My question: Would it be possible to find any studies related to wellness and/or burnout for Program Coordinators.



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ASSESSING COORDINATOR WELLNESS, STRESS AND BURNOUT



Megan Christofferson, BA; Charlene Larson Rotandi AB, AA; Susan M. Freeman
Ike, BS; Meghan Stawitcke, BA; Emily Johnson, MA; Stanford University

Background

Program coordinators (PCs) are essential to an educational program's overall success. Although there is a national effort by the Accreditation Council for Graduate Medical Education (ACGME) to promote wellness at the trainee level, these efforts have not been formally extended to coordinators. Burnout is also an issue for coordinators, as their positions seem to have high turnover rate that can be disruptive to training programs. A review of pediatrics residency and subspecialty programs at a single institution over a five-year period revealed a turnover rate of 24 total program coordinators, with some programs experiencing as many as three changes in PC.

Aims

1. To assess self-perceptions of burnout in pediatric residency and fellowship coordinators.
2. To compare sense of burnout at Stanford Health/Stanford Children's Health with national levels.
3. To correlate levels of self-perceived burnout and secondary measures of stress.

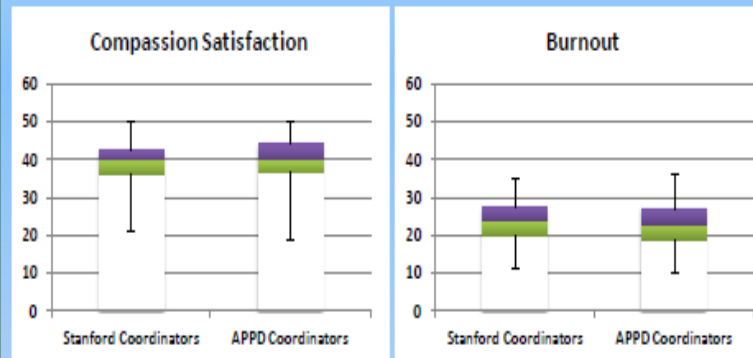
Study Design

A survey was created using Qualtrics, and included a modified Professional Quality of Life Scale (PROQOL 5). The survey was distributed using the Association of Pediatric Program Directors (APPD) Coordinators listserv and internal coordinators listservs at Stanford Health and Stanford Children's Health.

Preliminary Results

Participants:

1. PCs at Stanford Health and Stanford Children's Health. Of 112 institutional PCs, 52 completed the survey, 9 excluded for partial responses.
2. Pediatric PCs on the APPD Coordinator listserv. Of 622 pediatric PCs, 188 completed the survey, 5 excluded for incomplete responses.



Preliminary results show average to high levels on the compassion/satisfaction scale and low to average levels on the burnout scale for APPD and Stanford coordinators alike. Nonetheless, 59% and 57% of respondents, respectively, indicated they would or might leave their job today given the chance.

Future Plans/Timeline

We believe that an increased focus on coordinator wellness could decrease feelings of burnout and increase PC retention. Further analysis of survey results is needed to assess correlation of secondary measures to perceived burnout and levels of stress. Secondary measures include: length of time in job, number of programs to coordinate, number of trainees, level of other administrative support, and sense of support from within and without the institution (Program Directors, Associate Program Directors, ACGME, etc). Analysis will occur in the next 2 months.

Future steps:

1. Circulation of survey to other programs/institutions (e.g. all of ACGME)
2. Assess Program Director levels of burnout using comparable survey.

Research and Scholarship Task Force Works-In-Progress Symposium/ Mini Poster



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STANFORD STUDY ON PC WELLNESS

Preliminary Results

- Average to high levels on the compassion / satisfaction scale
- Low to average levels on the burnout scale
- 57% indicated they would or might leave their job today if given the chance



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PERSONAL WELLNESS FOR PROGRAM COORDINATORS

Individual Exercise Maslach Burnout Inventory



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Abbreviated Maslach Burnout Inventory

STEP 1: Complete the Abbreviated Maslach Inventory

For each statement, mark the box that most accurately reflects your response:

	<i>Every day</i>	<i>A few times a week</i>	<i>Once a week</i>	<i>A few times a month</i>	<i>Once a month or less</i>	<i>A few times a year</i>	<i>Never</i>
I deal very effectively with the problems of my patients							
I feel I treat some patients as if they were impersonal objects							
I feel emotionally drained from my work							
I feel fatigued when I get up in the morning and have to face another day on the job							
I've become more callous towards people since I took this job							
I feel I'm positively influencing other people's lives through my work							
Working with people all day is really a strain for me							
I don't really care what happens to some patients							
I feel exhilarated after working closely with my patients							



PERSONAL WELLNESS FOR PROGRAM COORDINATORS

Individual Exercise

1. Prioritize your Professional Values
2. Prioritize your Personal Values



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PERSONAL WELLNESS FOR PROGRAM COORDINATORS

Individual Exercise (Continued)

3. Integrate the 2 lists
4. Identify areas where Professional & Personal Values may be incompatible



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PROMOTING PERSONAL WELLNESS FOR PROGRAM COORDINATOR

What can you do to promote wellness for yourself and other Program Coordinators?



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QUESTIONS?



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THANK YOU!

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Resources

AMA Website – www.ama-assn.org

AAMC Website – <https://www.aamc.org/initiatives/462280/wellbeingacademicmedicine>

ACGME Website – <http://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being/Resources>

University of Colorado Toolkit - <http://www.cms.org/uploads/BHWP-Physician-WWB-Toolkit-web.pdf>

Stanford Study – <https://www.appd.org/meetings/2016SpringPresentations/ResSchPosterAssessing.pdf>

Maslach Burnout Inventory – Early predictors of job burnout and engagement. Maslach C, Leiter MP. *J Appl Psychol.* 2008 May;93(3):498-512.

PC Values Exercise – Stress and Burnout Among Surgeons: Understanding and Managing the Syndrome and Avoiding the Adverse Consequences. Balch CM, Freischlag JA, Schanafelt TD. *Arch Surg* Vol 144 (NO.4) April 2009



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