

Resident social events after work hours

WHEN IS IT AN IMPOSITION?

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Relevant Disclosures

- Photocure, Genentech, Ambu, Olympus (advisory)



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Relevant Disclosures



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Outline

- Resident Wellness
- Mandatory Fun in the Workplace
- Survey Results

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Urology is the #1 (out of 873) most stressful job in the U.S.

- Requires accepting criticism and dealing calmly and effectively in high stress situations
- Physician shortage
- Care delay / increase wait times
- Inflation
- Impending Medicare payment reduction



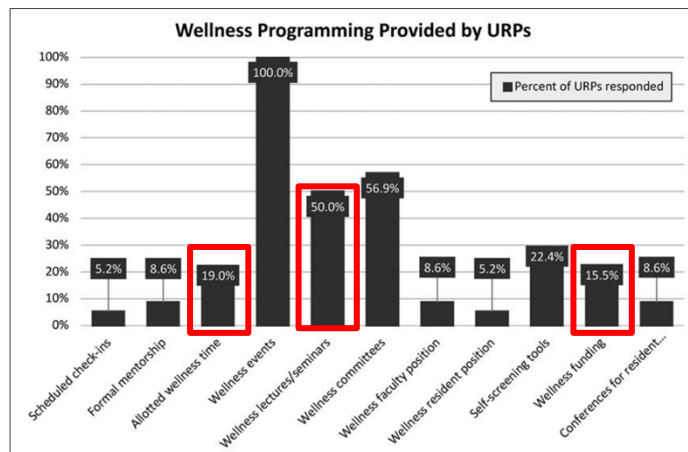
U.S. Dept of Labor, 2022



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Residency Programs offer Wellness Programs

- 77% URPs offer wellness resources



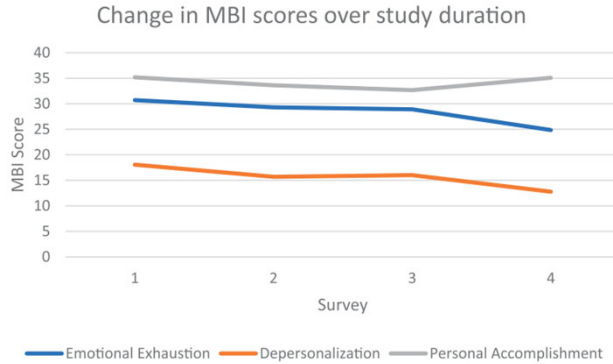
Pavuluri H et al. Urology 2022



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Residency Wellness Programs Reduce Burnout

- Created a 5-pronged Resident Wellness Curriculum
- Administered validated burnout questionnaires
- Resident-organized social outings** were the most meaningful intervention



RWC Component	No. Likert Scale for "Most Meaningful" RWC Component (%)*				
	1	2	3	4	5
Resident-driven social outings	7 (64)	2 (18)	1 (9)	1 (9)	0 (0)
Resident Wellness Fund	3 (28)	4 (36)	2 (18)	2 (18)	0 (0)
One-on-one mentorship	1 (9)	5 (45)	1 (9)	2 (18)	2 (18)
Attending-resident social groups	0 (0)	0 (0)	4 (37)	5 (45)	2 (18)
Wellness education	0 (0)	0 (0)	3 (27)	1 (9)	7 (64)

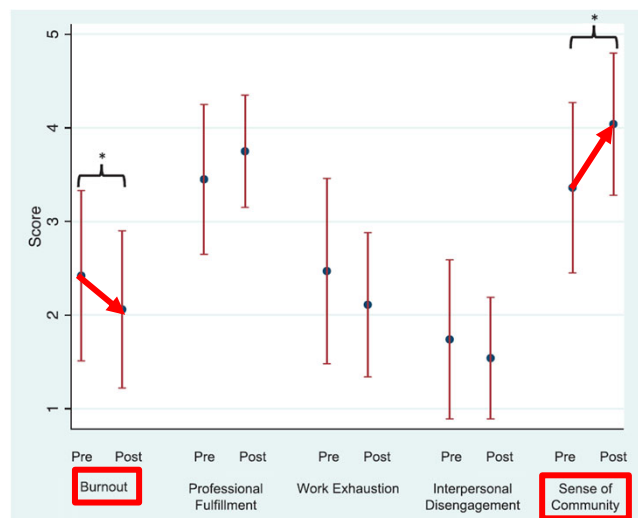
Anaissie J et al. Urol Pract 2021



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Residency Wellness Programs Reduce Burnout (cont'd)

- Created initiatives for whole department + individual groups (residents, faculty, non-physicians)
 - Residents – financial education workshops, weekly lunches, peer support workshops, exercise equipment



Margolin E et al. Urol Pract 2022



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Happy workers = Productive workers

- 700 students working at various labs at Warwick Univ
- Showed participants video clips of comedies, and provided chocolate, fruit, and drinks.
- The treated individuals have approximately 12% greater productivity.



Oswald, AJ. Journal of Labor Economics 2015

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Mandatory Fun

- “A social event put on by an organization having some form of authority over event attendees where those attendees are generally confronted with the dilemma of attending the social event or facing some generally undesired consequence” ¹



¹ Urban Dictionary (urbandictionary.com)

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Communal relationships vs Exchange relationships



Communal Relationship: providing to others on the basis of their needs (friends and family)



Exchange Relationship: giving in anticipation of receiving something in return (coworkers)

WORK SOCIAL EVENT

Waytz, A. Harvard Business Review 2017

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“Common Information Effect” reduces socializing satisfaction

- “Common Information Effect” – the inclination of people with different expertise, interests, and experiences to immediately gravitate to topics they have in common
- Conversations at work happy hours often turn into discussions about work
- Personal downtime gets absorbed into the workday



Waytz, A. Harvard Business Review 2017

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Blurring the line between work and play

- Many companies expect employees to be constantly available for work and to prioritize work over outside life
- Tech startups provide onsite "perks" designed to encourage employees to bring elements of their outside life into the organization
- Goal is to build social connections among employees, but may this also drive personal isolation by keeping employees away from external relationships and activities?



Waytz, A. Harvard Business Review 2017

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Do "likeable" workers get promoted faster?

- Employees absent from an offsite activity may miss out on critical conversations pertaining to work
- Missed opportunities for networking with superiors could result in being overlooked for promotion



Kahn, A. VICE 2023

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Is likeability affected by gender bias?

- Columbia Business School Experiment:
 - Provided the resumé of a real life female entrepreneur (known to be successful and extroverted) to student participants
 - The name "**Howard**" was placed on one set of identical resúmes, and the name "**Heidi**" on another. Half the participants read one resumé, and the other half the other.
 - Results:
 - "**Howard**" and "**Heidi**" were equally competent
 - "**Howard**" was likeable and a team player
 - "**Heidi**" was aggressive and selfish



Agarwal, P. Forbes 2018

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Mandatory fun is illegal (in France)!

- In 2015, an employee (Mr. T) sued his former employer for wrongful termination. Court ruled in the employer's favor stating that Mr. T had failed to take part in, among other things, workplace culture events.
- This ruling was overturned by the high court, citing the European Convention on Human Rights, that Mr. T had no obligation to attend retreats and happy hours and that the employer's expectation that he join in violated his freedom of expression (his right NOT to be fun!)



Collins, L. New Yorker 2023

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Survey Results (n=48)

- 54% Male, 44% Female
- 86% Married/Partnered, 13% Single
- 17% have children
- 25% have a pet



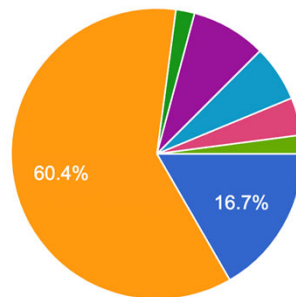
Jennifer Nauheim, PGY5



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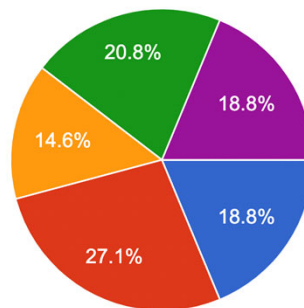
Survey Results (n=48)

AUA Section



- Northeastern section
- New England section
- New York section
- Mid Atlantic section
- North Central section
- Southeastern section
- South Central section
- Western section

PGY level



- PGY1
- PGY2
- PGY3
- PGY4
- PGY5

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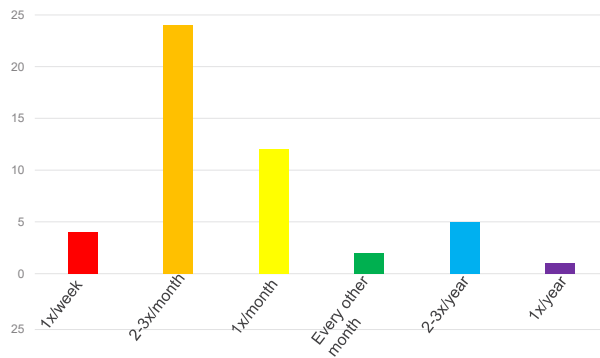
Survey Results (n=48)

- 19% programs have protected time for resident socializing
 - eg. resident retreat, beach/pool day, pickleball
- 29% programs have a designated social event organizer
 - eg. resident social chair, research resident, program coordinator

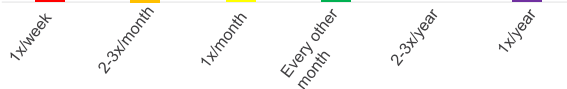


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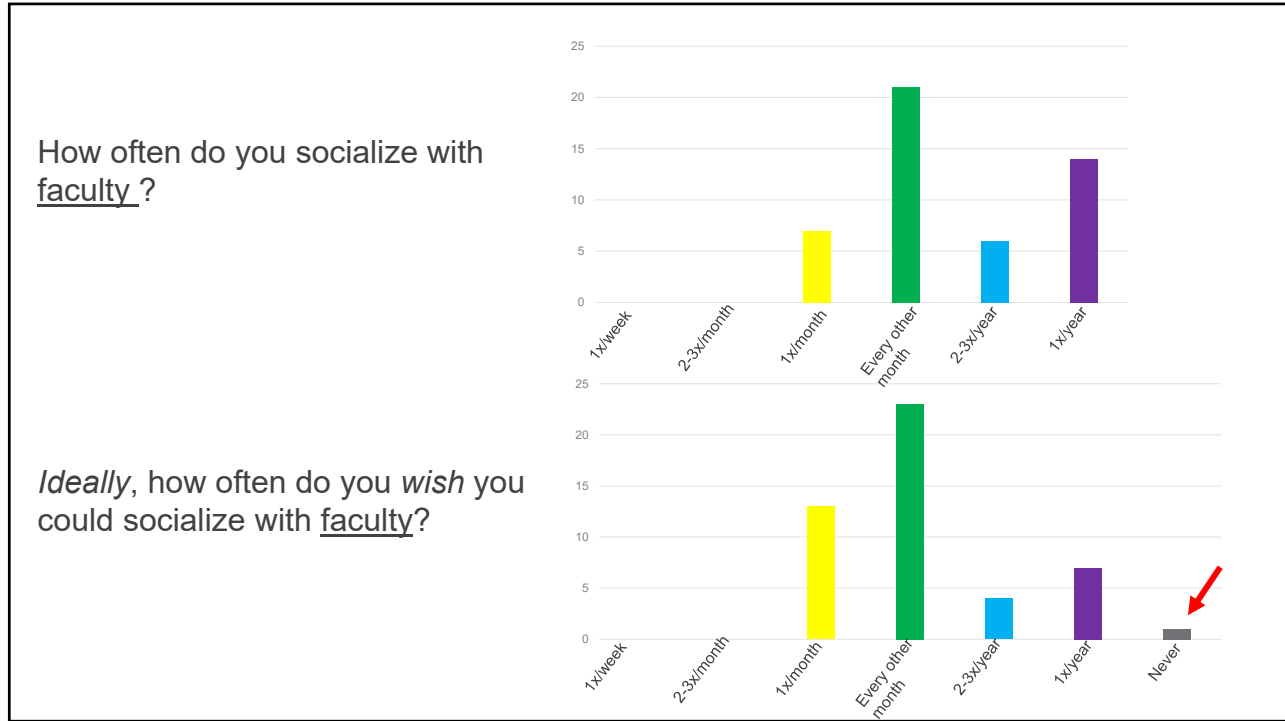
How often do you socialize with coresidents?



Ideally, how often do you wish you could socialize with coresidents?



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Summary

- Resident socializing (outside of clinical hours) improves work satisfaction and reduces burnout
- Social events tied to academic activities may be burdensome for residents
- Faculty should recognize that program-organized social events, even if attendance is optional, may be perceived by residents as a mandatory work obligation



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