

CORE7: Development of a Comprehensive Wellness Curriculum for General Surgery Residents at a Safety-Net Academic Medical Center

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Learning Objectives

1. Describe how to perform a resident wellness needs assessment and use the results to identify objectives for a wellness curriculum.
2. Define the domains of the six-dimensional model of wellness.
3. Discuss the importance of resident involvement in the development of a wellness curriculum.

Burnout: What is it and why does it matter?



Burnout: What is it?

Emotional exhaustion

Depersonalization

Decreased sense of efficacy

Burnout: Why does it matter?

Reduced patient satisfaction (Health Psych 12:93; Health Aff 30:202; Health Care Manage Rev 33:29)

Increased rates of medical and surgical errors (BMJ 336:488; Annals of Surgery 251:995)

Impaired professionalism (Annals IM 136:358; Ann Surg 251:995; JAMA 306:952)

Increased physician intent to leave the practice (Mayo Clin Proceed 92:1625)

Depression, anxiety, suicidal ideation (Med Teach 33:10)

Burnout in Surgery

70% of General Surgery Residents meet criteria for burnout



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17% of general surgery residents regret choosing surgery



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40-50% of practicing General Surgeons meet criteria for burnout

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17% of general surgery residents regret choosing surgery

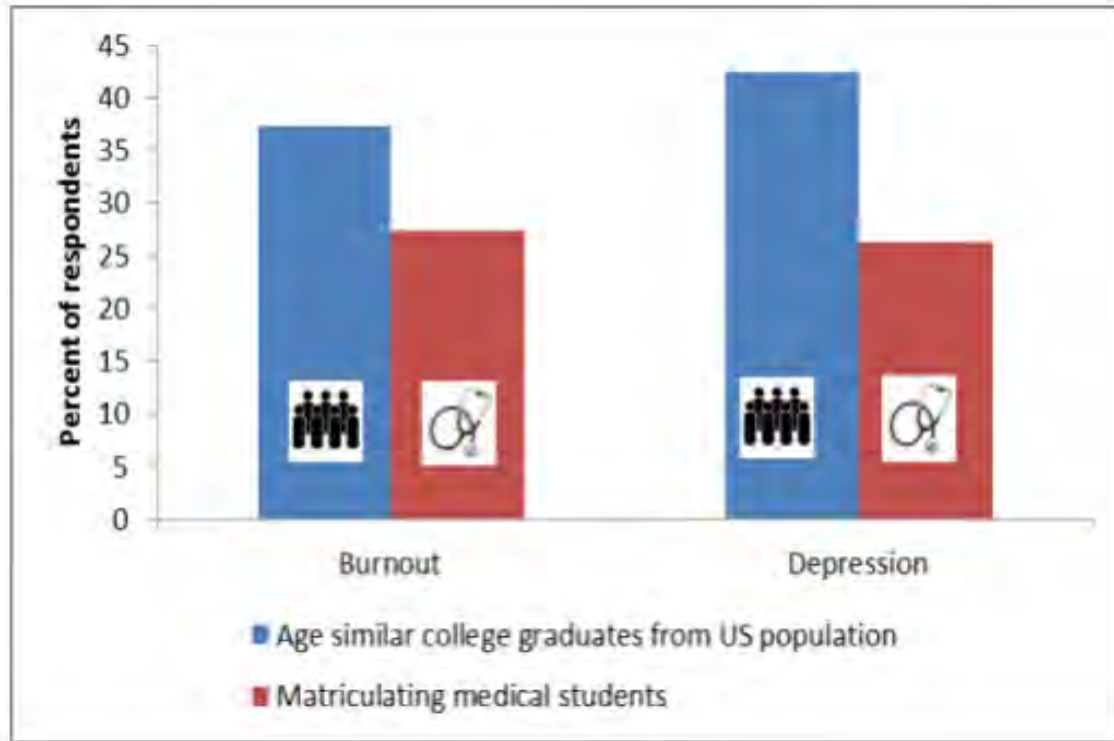
40-50% of practicing General Surgeons meet criteria for burnout

30% screen positive for depression

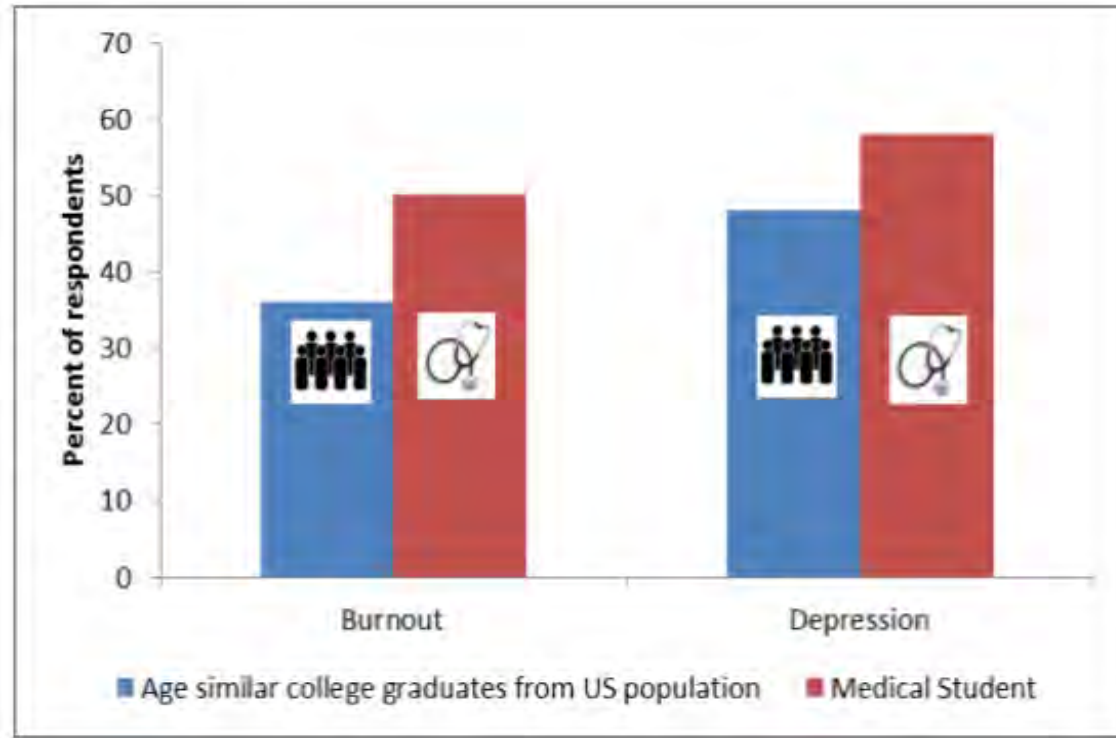
70% would chose surgery again

The opportunity to prevent burnout starts in training

Medical students and burnout



Medical students and burnout



The clinical learning environment and burnout

The clinical learning environment and burnout

Rating of impact of sources of demoralization.

- 0 = Not at all
- 1 = Somewhat
- 2 = Moderately**
- 3 = Quite a bit**
- 4 = Extremely

Sources of demoralization	Mean rating (SD)
Working with unhappy residents	2.7 (1.1)
Working with unhappy attendings	2.3 (1.2)
Being ignored by residents	2.2 (1.2)
Feeling incompetent	2.2 (1.2)
Getting an unfair evaluation by an attending	2.1 (1.4)
Getting an unfair evaluation by a resident	2.0 (1.4)

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Verbal mistreatment by nurses	0.8 (1.2)
Discrimination by attendings	0.5 (1.0)
Discrimination by residents	0.4 (1.0)
Discrimination by nurses	0.3 (0.8)
Sexual harassment by patients	0.3 (0.8)
Sexual harassment by residents	0.2 (0.8)
Sexual harassment by attendings	0.2 (0.8)
Sexual harassment by nurses	0.1 (0.6)

How do we move from burnout to wellness?



Institutional change is essential to wellness



What do surgical residents think about wellness?

100% of General Surgery Residents supported a Wellness Curriculum

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86% felt Wellness half-days should be mandatory

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- Easier to explain to attendings
- Feel too guilty to leave otherwise
- Forces me to take care of myself

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Resident interests:

Administrative Efficiency

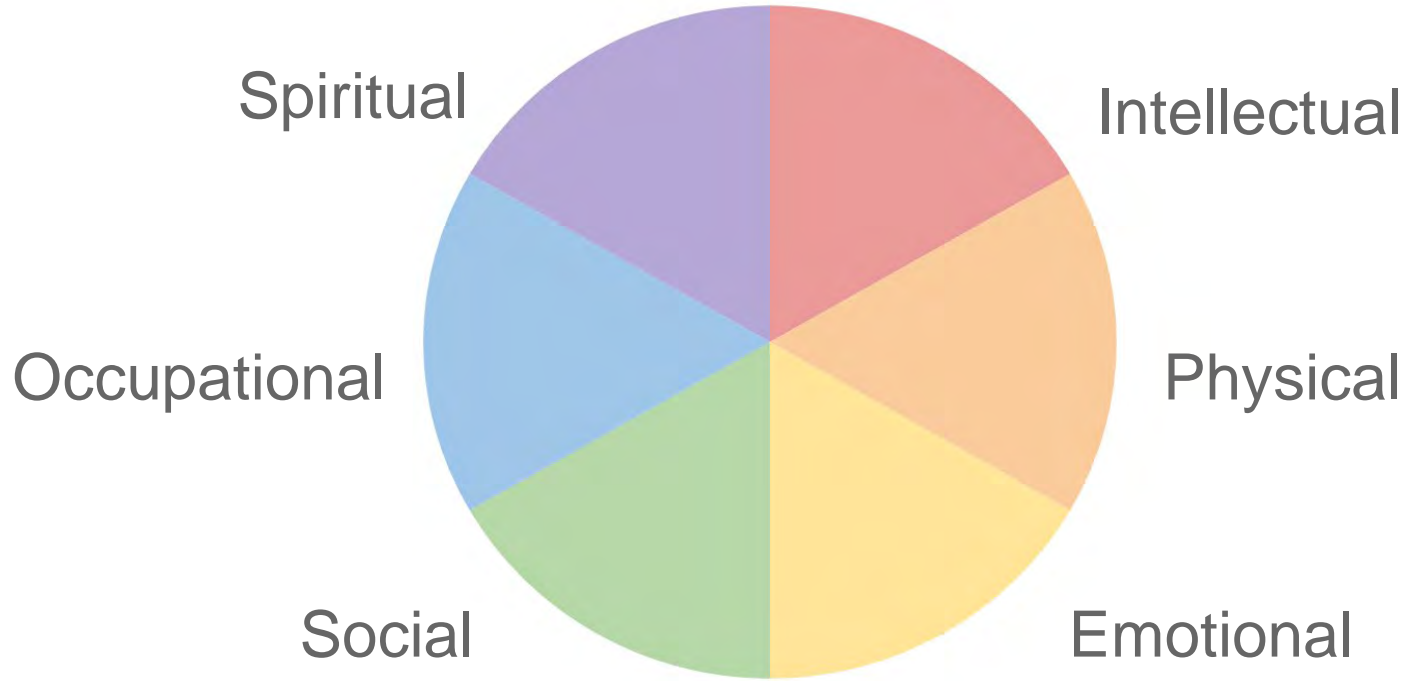
Mentoring

Counseling

Team Building / Social events

Physical Health

Six dimensional model of wellness



Example curricular components

Wellness Domain	<i>Physical</i>
Example Curricular Activities	Wellness ½ day
	Massage Therapy

Example curricular components

Wellness Domain	<i>Physical</i>	<i>Social</i>
Example Curricular Activities	Wellness ½ day	Work/life faculty panel
	Massage Therapy	Relationship strategies

Example curricular components

Wellness Domain	<i>Physical</i>	<i>Social</i>	<i>Emotional</i>
Example Curricular Activities	Wellness ½ day	Work/life faculty panel	Anger management
	Massage Therapy	Relationship strategies	Dealing with setbacks

Example curricular components

Wellness Domain	<i>Physical</i>	<i>Social</i>	<i>Emotional</i>	<i>Spiritual</i>
Example Curricular Activities	Wellness ½ day	Work/life faculty panel	Anger management	Patient memorial
	Massage Therapy	Relationship strategies	Dealing with setbacks	Mindfulness

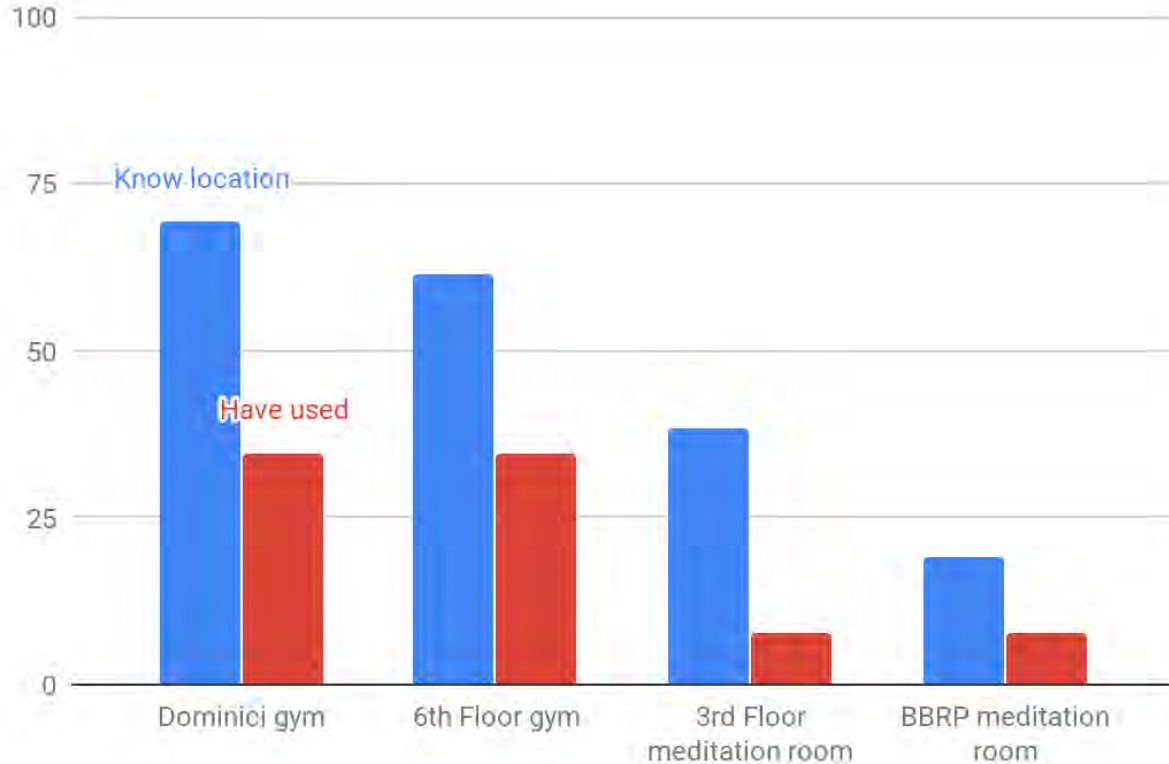
Example curricular components

Wellness Domain	<i>Physical</i>	<i>Social</i>	<i>Emotional</i>	<i>Spiritual</i>	<i>Occupational</i>
Example Curricular Activities	Wellness ½ day	Work/life faculty panel	Anger management	Patient memorial	EMR efficiency
	Massage Therapy	Relationship strategies	Dealing with setbacks	Mindfulness	Time management

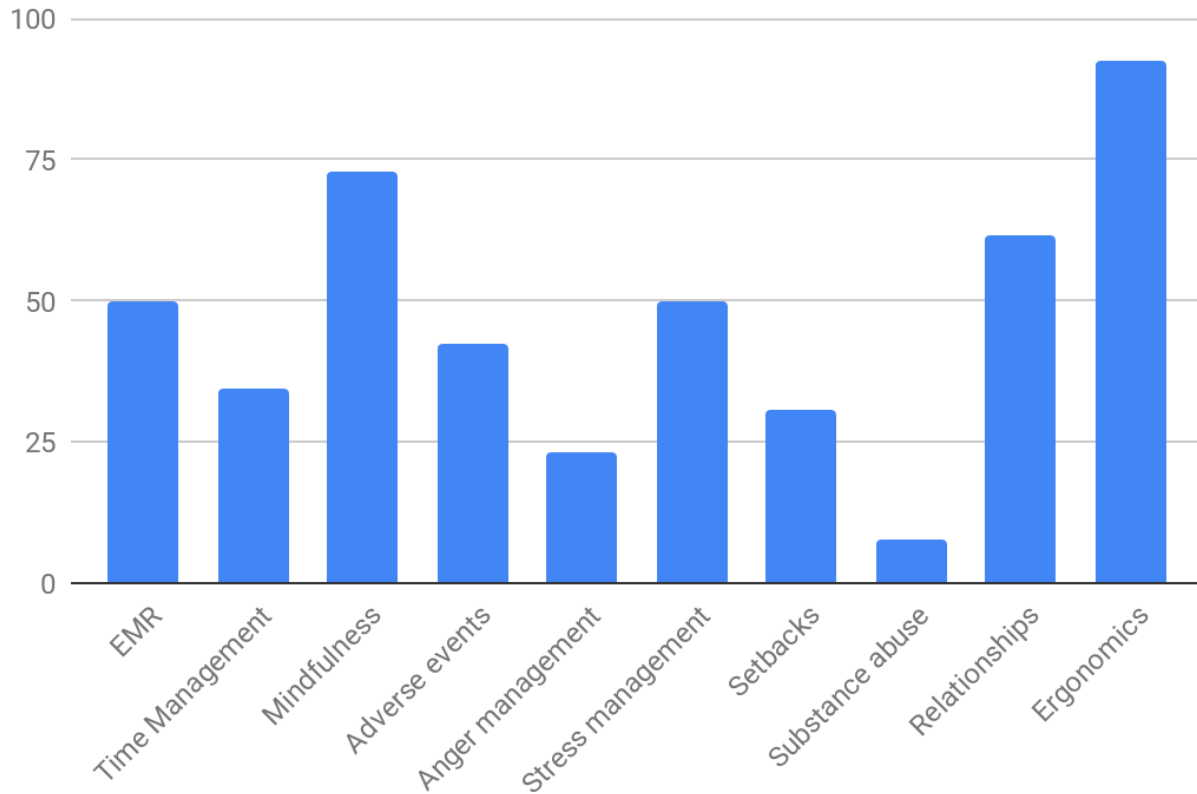
Yearly Survey - Current Academic Year

100% of General Surgery Residents support **continuation** of Curriculum

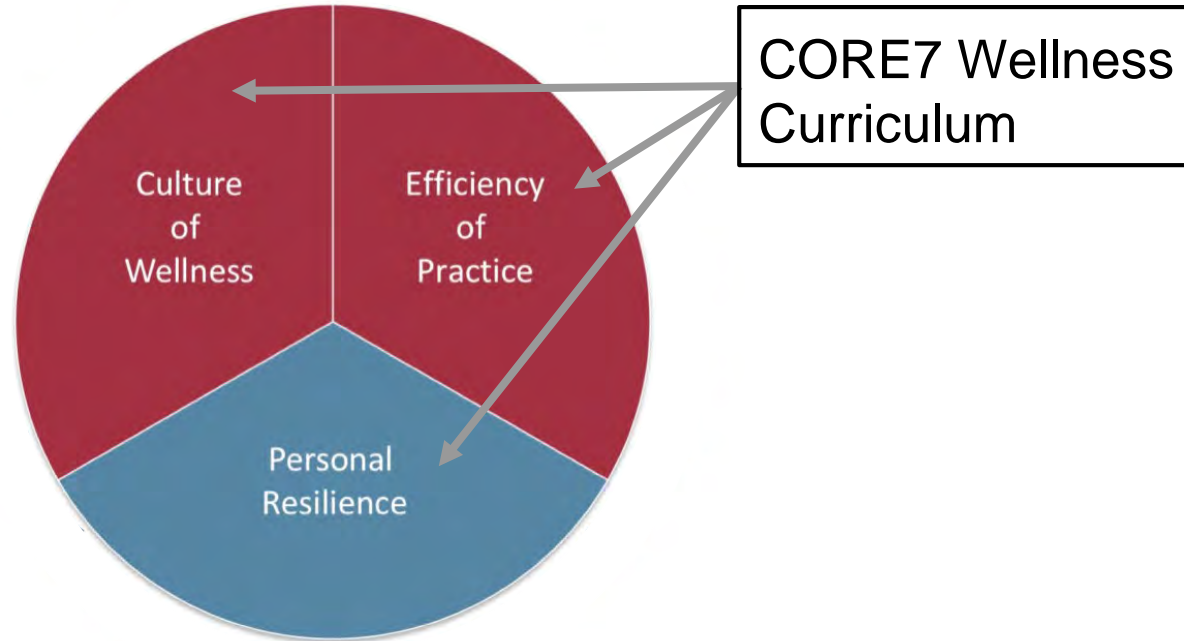
Yearly Survey - Utilization of Available Resources



Yearly Survey - Needs Assessment



Measuring Outcomes



Measuring success

Rates of burnout

Measuring success

Rates of burnout

Impact of work on sleep

Impact of work on relationships

Measuring success

Rates of burnout

Impact of work on sleep

Impact of work on relationships

Rates of medical student mistreatment

Measuring success

Rates of burnout

Impact of work on sleep

Impact of work on relationships

Rates of reported medical student mistreatment

Resident feedback

Summary: CORE7 Curriculum

Institutional support is essential:

Implemented during existing didactic time

Leverages existing institutional resources

Individual support is essential:

Resident supported, Resident lead

Tailored to resident-specific needs

What questions do you have?

* Full list of references available upon request



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EXTRA SLIDES

Ideas for Resources

Emotional - Anger Management, Relationships

Behavioral Health or Psychiatry

Occupational - Ergonomics

Occupational Health, Alexander Technique

Spiritual - Mindfulness, Patient memorial

Community counselors, MBSR, Office of Chaplaincy

Ideas for Resources

Social

Faculty panels, Peer-to-peer Mentoring, ½ day retreat

Physical

On-site gym, Protected quiet spaces, Mandatory time-off

Ideas for Funding

Departmental

Institutional

Health and Wellness Initiatives

Graduate Medical Education

The opportunity to prevent burnout starts in training

ACGME 6 core competencies:

Practice based learning and Improvement

Patient care and Procedural skills

Systems-Based practice

Medical knowledge

Interpersonal and Communication skills

Professionalism



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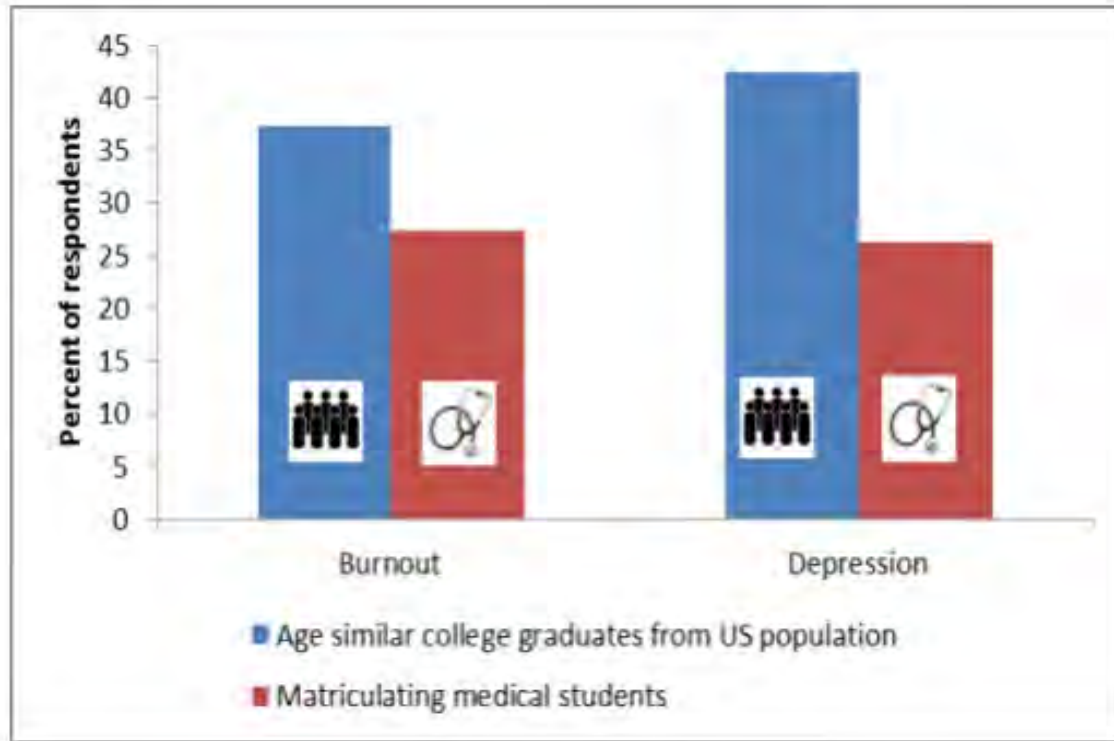
What is wellness?

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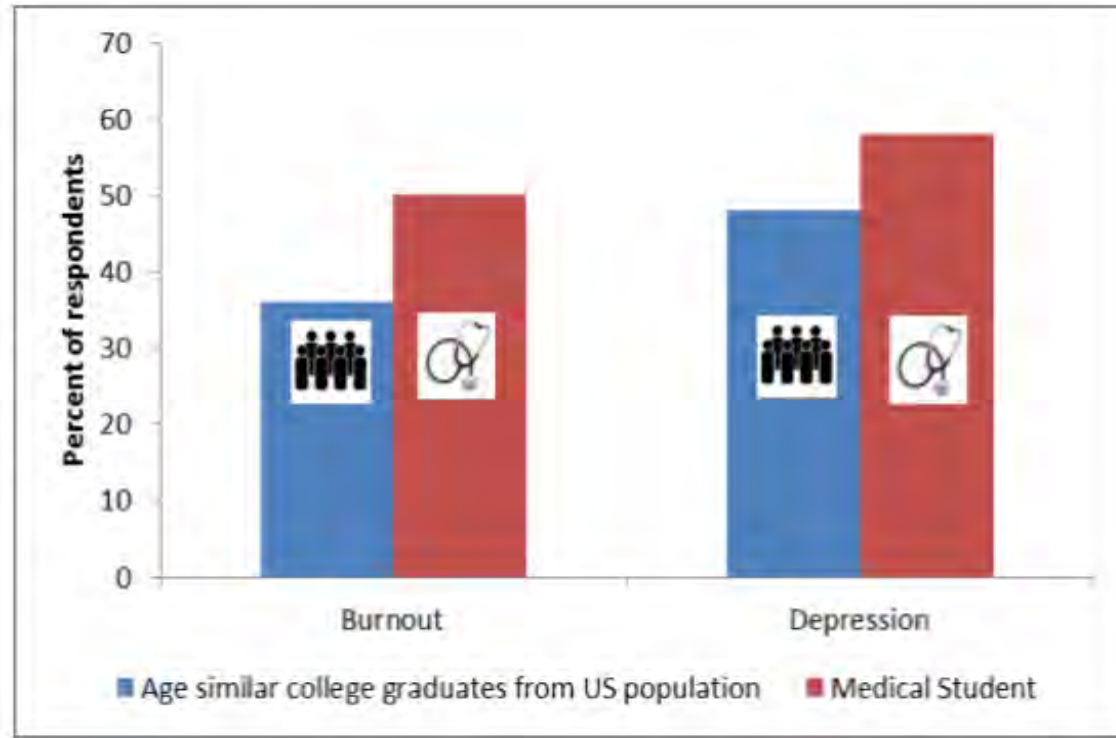
An active process that involves becoming aware of, and making choices towards, a more successful existence.

- National Wellness Institute

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References

Elmore LC et al. “National survey of burnout among US general surgery residents.” J Am Coll Surg 2016; 223(3):440-451.

Lebares CC et al. “Burnout and distress among US surgery residents: Psychological distress and resilience” J Am Coll Surg 2018; 226(1): 80-90

Shanafelt TD, et al. “Burnout and career satisfaction among American surgeons” Ann Surg 2009;250(3):463-471.

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