

Pediatric Resident Burnout and Resilience Study Consortium: Perspectives of Program Directors

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Introduction

- Burnout is associated with poor physician physical and mental health, increased error rates, poor communication, low adherence to guidelines, decreased quality of care, and low patient satisfaction with trainees
- Early intervention may provide long-term benefits
- Little is known about what strategies are being used to prevent/reduce burnout and improve resilience, empathy, and compassion in pediatrics trainees

Aim

- Determine the range of wellness activities and initiatives in pediatric residency programs participating in a national resident burnout and resilience consortium

Methods

- **Study Sample:** The Consortium (Figure 1) now consists of 39 pediatric residency programs dedicated to understanding the epidemiology and relationships between burnout, resilience, empathy, and confidence in providing calm and compassionate care in pediatric and medicine-pediatric residents
- **Study Design:** A secure electronic survey was distributed via REDCap to 31 program directors in the consortium at the time of the study period
- **Study Period:** 1/22/16 - 3/15/16
- **Analysis:** Counts and percentages for categorical variables

Results

Table 1: Demographics of Survey Participants

Program Characteristics n= 29	n (%)
Residency Program Region	
Northeast	5 (17.2)
Midwest	13 (44.8)
South	3 (10.3)
West	8 (27.6)
Size of Residency Program	
Small (<30)	2 (6.9)
Medium (30-60)	8 (27.6)
Large (>60)	19 (65.5)
Hospital Affiliation	
University based	27 (93.1)
Community based, University affiliated	1 (3.4)
Community based, University non-affiliated	1 (3.4)
Tracks/Pathways offered by Residency Program	
Global Health	23 (79.3)
Community Pediatrics and Advocacy	14 (48.3)
Integrated Research Pathway	16 (55.2)
Primary Care	14 (48.3)
Osteopathic Pediatrics	1 (3.4)
Other	6 (20.7)
No specialized tracks	5 (17.2)
Female Residents in Residency Program	
41-60%	1 (3.4)
61-80%	23 (79.3)
>80%	5 (17.2)
Underrepresented Minority Residents in Residency Program*	
<20%	26 (89.7)
21-40%	3 (10.3)

*African-Americans, Mexican-Americans, Native Americans, or mainland Puerto Ricans

- 29/31 (93.5%) programs responded to the survey
- Barriers to addressing resident wellness and burnout in a defined programmatic manner included: time (86.2%), money (69%), human resources (51.7%), space (27.6%), and lack of resident interest (13.8%)

Results

Figure 1: Map of Consortium Participants



Figure 2: Wellness Activities Offered to Residents

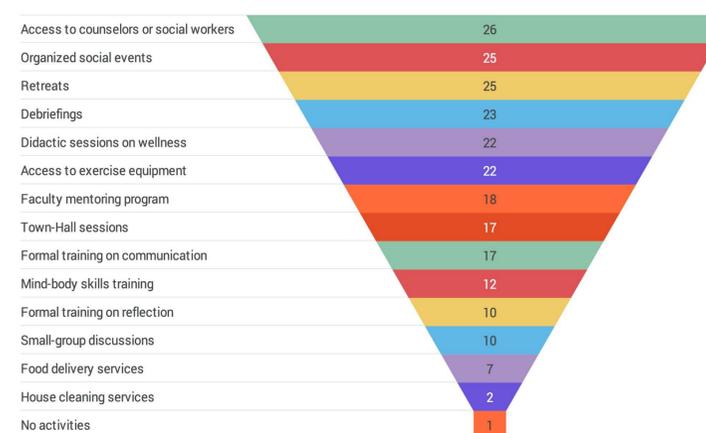
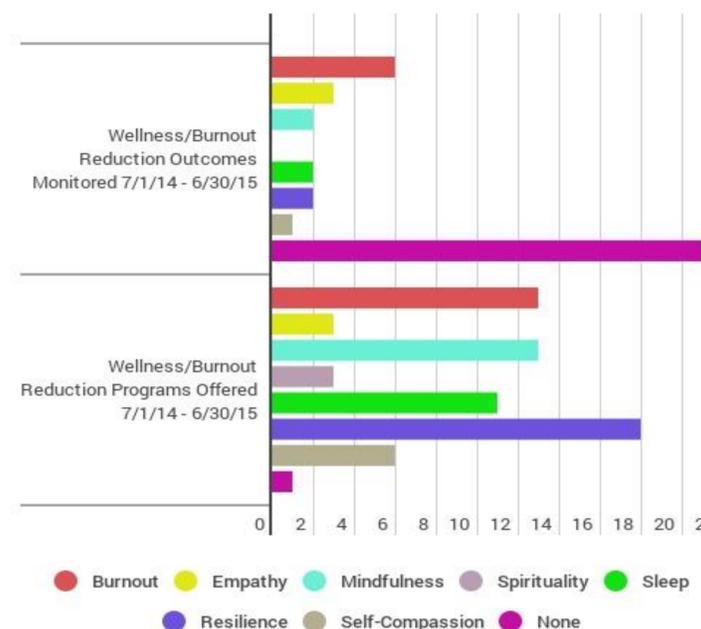


Figure 3: Programs Offered and Outcomes Monitored



Conclusions

- Resident wellness is critically important and this sample of residency programs are incorporating a number of methods to attempt to address resident wellness and burnout
- Though the majority of activities offered, are aimed at improving overall wellness, they did not actively educate/intervene in areas related to burnout/wellness
- The study population includes those programs that have a particular interest in promoting wellness and mitigating burnout and may not be representative of what is happening nationally

Future Directions of Consortium

- Longitudinal study of relationships between burnout, resilience, empathy, and confidence in providing compassionate care
- Identify modifiable factors that increase or decrease the risk of developing burnout and promote positive wellness factors
- Examine the association of performance (via milestone assessments) with burnout, resilience and empathy
- Develop and test interventions (e.g. in-person seminars, online mind-body skills training, individualized curricula) to improve wellness for all pediatric residents

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