



Baylor  
College of  
Medicine

# Innovative Changes in a Urology Residency Program can Lower Rates of Resident Burnout

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# Physician Burnout

## Background

- Burnout is a syndrome consisting of:
  - Emotional exhaustion (EE)
  - Depersonalization (DP)
  - Reduced personal accomplishment (PA)
- Over 50% of all physicians report burnout <sup>1,2</sup>
  - 1 of every 12 surgeons with SI
  - 40-80% of residents! <sup>3</sup>
- Worst for Urology residents... and worsening! <sup>4</sup>

\* References on last slide

## Objective

To measure the effect of implementing a purposeful Resident Wellness Curriculum on rates of burnout in our Urology program

# The Resident Wellness Curriculum

- **5 key initiatives:**

1. Faculty-supported Resident wellness fund
2. Faculty-resident social groups
3. 1-on-1 mentorship
4. Resident social outings
5. Wellness education

## Methods

- **Timeline:**

- Four timepoints from 2017 to 2019
- Resident Wellness Curriculum introduced 2017

- **Instrument used:**

- Maslach Burnout Index (MBI)
- Expanded Mayo Physician Well Being Index (WBI)
- Survey to rank interventions

- **Population:**

- All Urology residents at Baylor (PGY-1 to PGY-5)

# Results

- **Participants:**

- 35 unique residents
- 54 completed surveys over study period
- Longitudinal data from 11 residents

- **Initial data:**

- High levels of Emotional Exhaustion
- High levels of Depersonalization
- High levels of Personal Accomplishment

## Results

- **MBI**

- Decrease in Depersonalization by 28% ( $p=0.04$ )
- Decrease in Emotional Exhaustion by 20% ( $p=0.15$ )
- Preserved high Personal Accomplishment

- **WBI**

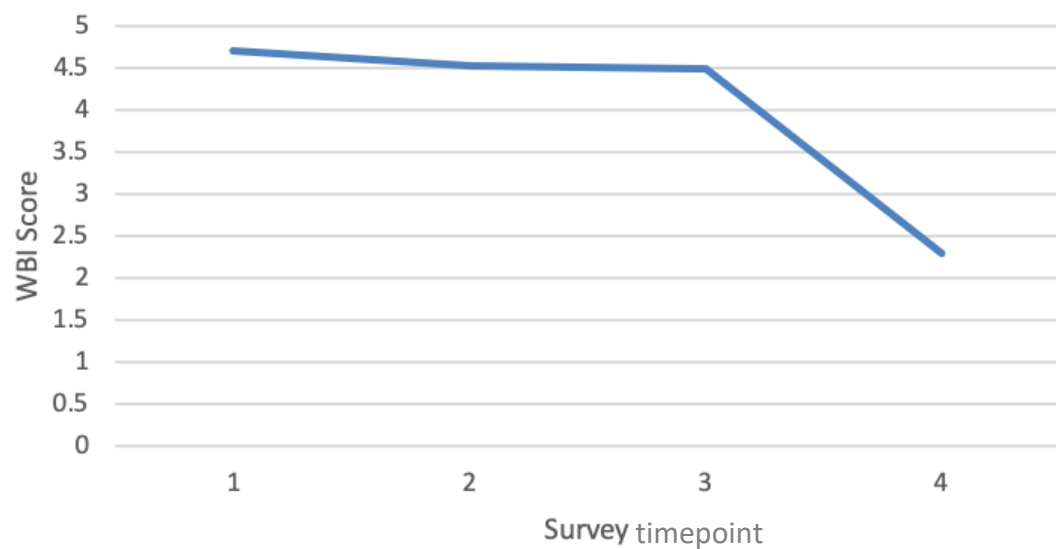
- Decrease in average WBI Burnout score by 52% ( $p=0.006$ )

- **Post-study Survey:**

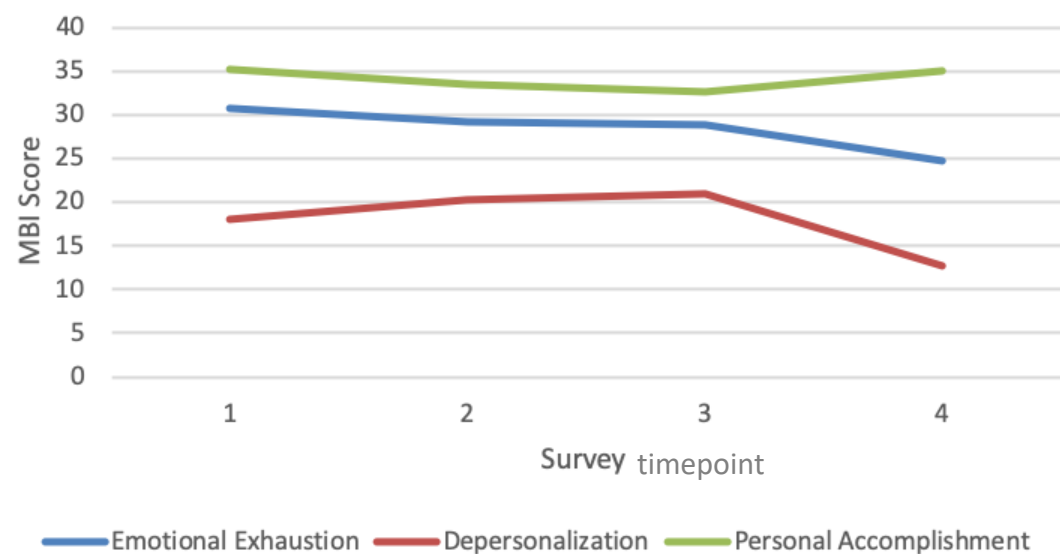
- 55% response rate
- Resident-driven social outings most meaningful

# Results

Change in WBI Final Score over study duration



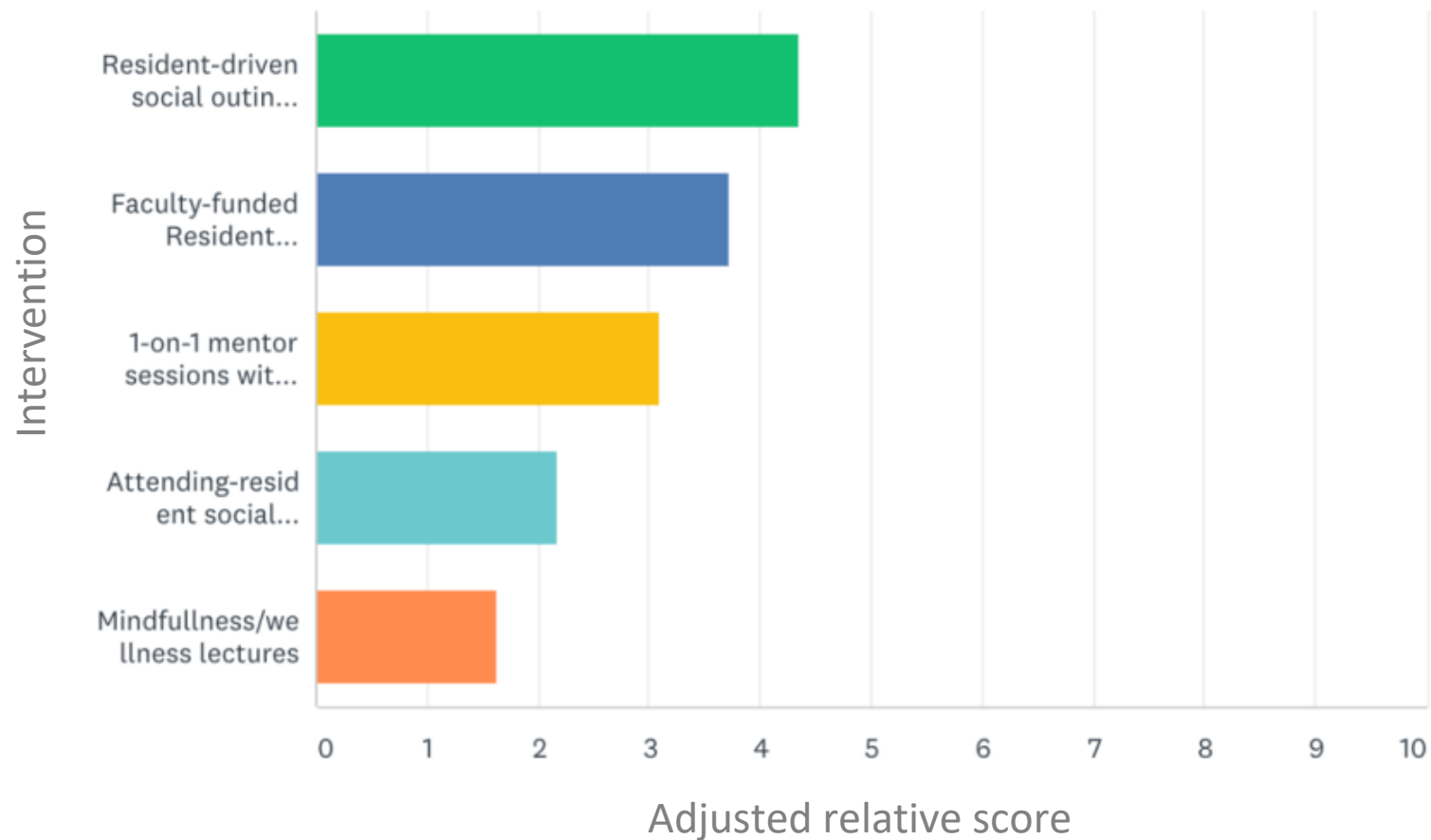
Change in MBI scores over study duration





# Results

## Most meaningful interventions, ranked



# Results





# Results



Our Program Director  
(Not harmed in the making of this photo)



## Conclusion

- Rates of burnout still high, as expected
- Resident wellness interventions may lead to tangible improvements in burnout
- More research needed!





Thank you!



## References

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2. Shanafelt TD, Balch CM, Dyrbye L, Bechamps G, Russell T, Satele D, et al. Special report: suicidal ideation among American surgeons. Arch Surg. 2011;146(1):54-62
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