Stronger Together: A Regional Pediatric Collaborative’s Impact on Physician Burnout

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DISCLOSURES

• Our work is supported by a grant from The Duke Endowment.
BACKGROUND

• Physician burnout >50%*

• Physician burnout is BIG, BAD, and UGLY

• Previous research focused on individual-level behaviors and solutions
  – Mindfulness
  – Yoga

BACKGROUND

• A variety of factors contribute to physician burnout

What about **RESILIENCE**?

Resilience is the capacity to respond to stress in healthy ways such that goals are achieved at minimal psychological and physical cost.

Cultivating physician resilience is critical and may be a more effective, practical, and sustainable strategy for combatting burnout.
THE COLLABORATIVE

2 States
8 Pediatric Residency Programs
1 Team

COMMUNITY PEDIATRICS
TRAINING INITIATIVE
A program of the American Academy of Pediatrics

Medical University of South Carolina
UNC Health Care
ECU Brody School of Medicine
University of South Carolina School of Medicine

PRISMA Health
Wake Forest Baptist Health
Duke University School of Medicine
Atrium Health
American Academy of Pediatrics
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**OBJECTIVES**

- We examined the effects of participation in the Collaborative on provider resilience and burnout.
HYPOTHESIS

- Participation in a cross-institutional collaborative of like-minded pediatricians would protect against burnout through improved social support and community among participants.
**STUDY DESIGN**

- We assessed burnout, resilience, and the strength of the Collaborative through quantitative surveys and semi-structured interviews.
- The surveys assessed:
  - 1) engagement in community child health*
  - 2) faculty ability to accomplish advocacy work*
  - 3) self-reported burnout: *Maslach Burnout Inventory- Human Services Survey (MBI-HSS)*
  - 4) perceived resilience: *Connor-Davidson Resilience Scale-25 item*
  - 5) collaborative strength: *Wilder Collaboration Factors Inventory*
- Content analysis and logistic regression were used to analyze the relationship of resilience and community involvement on burnout among participants

## RESULTS

**Table 1.** Comparison of burnout scores amongst Collaborative participants, pediatricians at Collaborative-affiliated Institutions, and national population of healthcare professionals based on MBI-HSS.

<table>
<thead>
<tr>
<th></th>
<th>Collaborative Participants (n=20)</th>
<th>Institution A Pediatricians (n=155)</th>
<th>Institution B Pediatricians (n=24)</th>
<th>Healthcare Professionals© (n=11,000)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Mean, SD)</td>
<td>(Mean, SD)</td>
<td>(Mean, SD)</td>
<td>(Mean, SD)</td>
</tr>
<tr>
<td><strong>Emotional Exhaustion</strong>A</td>
<td>19.35 (4.66)</td>
<td>22.50 (1.71)</td>
<td>27.08* (5.86)</td>
<td>20.70</td>
</tr>
<tr>
<td><strong>Depersonalization</strong>A</td>
<td>4.10 (1.38)</td>
<td>5.50 (0.71)</td>
<td>6.17* (1.66)</td>
<td>8.50*</td>
</tr>
<tr>
<td><strong>Personal Accomplishment</strong>B</td>
<td>42.00 (1.93)</td>
<td>39.20* (1.01)</td>
<td>39.71 (2.29)</td>
<td>34.40*</td>
</tr>
</tbody>
</table>

*p<0.05, †p < 0.10

A Higher score indicates higher level of burnout
B Lower score indicates higher level of burnout

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## Results

Table 2. Effect of resilience and community involvement on extent of burnout amongst Carolina’s Collaborative members. (N=20)

<table>
<thead>
<tr>
<th></th>
<th>Emotional Exhaustion</th>
<th>Depersonalization</th>
<th>Personal Accomplishment</th>
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<tbody>
<tr>
<td></td>
<td>R (t)</td>
<td>R (t)</td>
<td>R (t)</td>
</tr>
<tr>
<td>Resilience</td>
<td>-0.40* (-2.40)</td>
<td>0.73 (1.94)</td>
<td>-0.42 (-0.70)</td>
</tr>
<tr>
<td>Community Involvement</td>
<td>0.62 (0.66)</td>
<td>-0.01 (-0.02)</td>
<td>0.02 (0.04)</td>
</tr>
</tbody>
</table>

*p<0.05
RESULTS

• 4 Major Themes:
  – Connectedness with individuals, the community, and a larger movement
  – Resource sharing
  – Increased meaning at work
  – A multi-level impact of the Collaborative on patients, trainees, the community, and home institutions.
RESULTS

- Sense of belonging
- Feeling supported as an individual
- Being energized and motivated
- Increasing one’s professional network
- Sense of connectedness with individual colleagues, the community, patients, and a broader advocacy movement
- Feeling supported by Collaborative colleagues and coaches to pursue this work.

- Collaborative offered an environment of trust and partnership
- Sharing of ideas and resources freely
- Able to pursue meaningful activities
- Sense of purpose
- Professional growth and contentment with career
- Personal mission alignment
- Impact on learners, community, patients, and provider
**Discussion/Conclusions**

- Carolinas Collaborative faculty demonstrated physician resilience, a known protective factor against burnout, by **increasing connectedness**.

- This supports the construct that **improved meaningful collaboration may prevent burnout**.

- This novel approach offers early evidence that **group strategies can be used to improve physician resilience**.
Thank You Funders and Collaborators!