Thank You:

• 2017-18 Committee Members:
  Rabih Chaer, Omid Jazaeri, Max Wohlauer, Christopher Carsten, Niten Sigh, Andy Lee, Gregory Magee, Katherine Hekman, Christine Shokrzadeh

• Kellie Brown (2016 Ex Officio)

• Joanna Bronson 😊

• **APDVS Leadership** (and membership) for ongoing support
Interim Progress

• Annual Training Survey (validated last year’s revised survey findings)
  – VAM abstract accepted for plenary (Saturday)
  – Manuscript in progress

• Program Director Survey (to follow)
Demographics (N=174)

Survey sent to 241 vascular fellows and 261 vascular residents
30% Response Rate (2016: N=187; 30%)

Gender

- Male: 69%
- Female: 31%

Age

- ≤ 25y: 3%
- 25-29: 20%
- 30-34: 48%
- 35-39: 28%
- ≥40: 1%

2016: 67% MALE
Please select your current level in training:

- First Year Vascular Surgery
- Second Year Vascular Surgery
- Third Year Vascular Surgery
- Fourth Year Vascular Surgery
- Fifth Year Vascular Surgery
- Research Year Vascular Surgery
- Just Completed Vascular
- Other (please specify)
• 16% have MS; 7% have PhD
• 11% intent to pursue MBA AFTER training
Professional Goals
*(58% have academic ambitions)*

- Academic - Basic/Translational: 12%
- Academic - QI/health policy: 8%
- Academic - Educational: 6%
- Academic - Clinical: 17%
- 2017: 60% academic ambition

Only 35% are exposed to a curriculum that incorporates protected time (6-24mo) of academic development.
72% anticipate 50-70 hours/week
Enhanced Operative Entrustment, Focus on Business and Structured ADT - Could enhance satisfaction with training’
Competing Specialists and Burn-out = Top Threats
Family, Challenge and Learning = Top Motivators

- Family
- Challenge
- Learning
- Problem-solving
- Purpose
- Money
- Autonomy
- Excitement
- Teamwork
- Ownership
- Service
- Fun
- Creativity
- Impact
- Variety
W/L Balance, Work Hours and Admin - Negatively impact QOL
Level of Satisfaction with Training Program (94%)

2016: 4.36
Burn-Out Survey

*25-30% of trainees have features of burn-out on a weekly basis!!

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>A few times a year</th>
<th>Once a month or less</th>
<th>A few times a month</th>
<th>Once a week</th>
<th>A few times a week</th>
<th>Every day</th>
<th>Total</th>
<th>Weighted Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have felt burned out from my work.</td>
<td>11.59%</td>
<td>35.37%</td>
<td>10.98%</td>
<td>17.68%</td>
<td>6.10%</td>
<td>14.02%</td>
<td>4.27%</td>
<td>164</td>
<td>3.30</td>
</tr>
<tr>
<td></td>
<td>19</td>
<td>58</td>
<td>18</td>
<td>29</td>
<td>10</td>
<td>23</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have worried that my work is hardening me emotionally.</td>
<td>21.34%</td>
<td>23.17%</td>
<td>12.20%</td>
<td>15.24%</td>
<td>12.20%</td>
<td>7.93%</td>
<td>7.93%</td>
<td>164</td>
<td>3.29</td>
</tr>
<tr>
<td></td>
<td>35</td>
<td>38</td>
<td>20</td>
<td>25</td>
<td>20</td>
<td>13</td>
<td>13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have felt bothered by emotional problems (such as feeling anxious, depressed, or irritable).</td>
<td>34.76%</td>
<td>27.44%</td>
<td>9.76%</td>
<td>10.37%</td>
<td>7.93%</td>
<td>6.71%</td>
<td>3.05%</td>
<td>164</td>
<td>2.62</td>
</tr>
<tr>
<td></td>
<td>57</td>
<td>45</td>
<td>20</td>
<td>17</td>
<td>13</td>
<td>11</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have felt that all things I had to do were piling up so high that I could not overcome them.</td>
<td>29.88%</td>
<td>28.66%</td>
<td>17.07%</td>
<td>10.37%</td>
<td>6.71%</td>
<td>5.49%</td>
<td>1.83%</td>
<td>164</td>
<td>2.59</td>
</tr>
<tr>
<td></td>
<td>49</td>
<td>47</td>
<td>28</td>
<td>17</td>
<td>11</td>
<td>9</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have felt bothered by feeling down, depressed, or hopeless.</td>
<td>39.63%</td>
<td>24.39%</td>
<td>10.98%</td>
<td>9.15%</td>
<td>6.71%</td>
<td>7.32%</td>
<td>1.83%</td>
<td>164</td>
<td>2.48</td>
</tr>
<tr>
<td></td>
<td>65</td>
<td>40</td>
<td>18</td>
<td>15</td>
<td>11</td>
<td>12</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My physical health has interfered with my ability to do my daily work at home and/or away from home</td>
<td>64.02%</td>
<td>20.12%</td>
<td>6.71%</td>
<td>4.27%</td>
<td>1.22%</td>
<td>1.83%</td>
<td>1.83%</td>
<td>164</td>
<td>1.71</td>
</tr>
<tr>
<td></td>
<td>105</td>
<td>33</td>
<td>11</td>
<td>7</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have fallen asleep while stopped in traffic or driving.</td>
<td>62.20%</td>
<td>23.17%</td>
<td>6.71%</td>
<td>3.66%</td>
<td>3.05%</td>
<td>1.22%</td>
<td>0.00%</td>
<td>164</td>
<td>1.66</td>
</tr>
<tr>
<td></td>
<td>102</td>
<td>38</td>
<td>11</td>
<td>6</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3.13  3.23  2.4  1.8  2.44  2.62  1.8
Free Text – Other Issues

• Less Core Surgery/GS
• ‘There is a lot of burn out in this speciality. Strongly advise medical students not to pursue it.’
• ‘Everybody agrees that your training was more intense, longer, and more thorough. We actually did not participate in designing this new training paradigm. We are participants in it. But please take a moment and realize that the hospitals we work in now are not as they were when you were a resident. We have more administrators watching us and asking us to do, track, log, assess, teach, and reflect on everything under the sun. If I go "outside my comfort zone" and "get the job done" I will likely end up in front of some kind of root-cause analysis committee and be pleading for my job.’
Conclusions:

• While overall, most vascular trainees are satisfied with their training program, burn-out is a major issue that challenges vascular surgery trainees and threatens recruitment.

• Further large-scale study is warranted with the specific aim to investigate and ultimately improve the overall wellness of vascular surgery trainees.

• PDs should aim to foster an academic environment for their learners.

• Placing emphasis on features that motivate trainees may help optimize career satisfaction.
PD Survey: 38% response rate (of 120)

83% male
Do you have adequate resources in the form of:

- FTE of program coordinator: 71%
- Additional administrative: 33%
- An APD: 56%
- None of the above apply: 11%

Answered: 45    Skipped: 0
37% describe BAD overall QOL

- As bad as it can be: 4%
- Somewhat bad: 33%
- Neutral: 13%
- Somewhat good: 36%
- As good as it can be: 16%
58% NOT SATISFIED with the balance between personal & professional life
• 89% describe conflict between personal and professional life in the past week
  – 61% resolved in favor of work

Q12 During the past month, have you often been bothered by feeling down, depressed, or hopeless?

Answered: 45  Skipped: 0
1 in 4 PDs – Daily features of Burn-out (exclusive of patient care)

<table>
<thead>
<tr>
<th></th>
<th>EVERY DAY</th>
<th>A FEW TIMES A WEEK</th>
<th>ONCE A WEEK</th>
<th>A FEW TIMES A MONTH</th>
<th>ONCE A MONTH OR LESS</th>
<th>A FEW TIMES A YEAR</th>
<th>NEVER</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>I deal very effectively with the problems of my patients</td>
<td>82.22%</td>
<td>15.56%</td>
<td>2.22%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>45</td>
</tr>
<tr>
<td>I feel I treat some patients as if they were impersonal objects</td>
<td>2.22%</td>
<td>8.89%</td>
<td>11.11%</td>
<td>11.11%</td>
<td>2.22%</td>
<td>31.11%</td>
<td>33.33%</td>
<td>45</td>
</tr>
<tr>
<td>I feel emotionally drained from my work</td>
<td>20.00%</td>
<td>26.67%</td>
<td>11.11%</td>
<td>8.89%</td>
<td>8.89%</td>
<td>17.78%</td>
<td>6.67%</td>
<td>45</td>
</tr>
<tr>
<td>I feel fatigue when I get up in the morning and have to face another day on the job</td>
<td>22.22%</td>
<td>22.22%</td>
<td>8.89%</td>
<td>24.44%</td>
<td>0.00%</td>
<td>13.33%</td>
<td>8.89%</td>
<td>45</td>
</tr>
<tr>
<td>I've become more callous towards people since I took this job</td>
<td>11.11%</td>
<td>15.56%</td>
<td>11.11%</td>
<td>13.33%</td>
<td>4.44%</td>
<td>13.33%</td>
<td>31.11%</td>
<td>45</td>
</tr>
<tr>
<td>I feel I'm positively influencing other people's lives through my work</td>
<td>44.44%</td>
<td>33.33%</td>
<td>6.67%</td>
<td>13.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>2.22%</td>
<td>45</td>
</tr>
<tr>
<td>Working with people all day is really a strain for me</td>
<td>9.09%</td>
<td>18.18%</td>
<td>9.09%</td>
<td>4.55%</td>
<td>15.91%</td>
<td>18.18%</td>
<td>25.00%</td>
<td>44</td>
</tr>
<tr>
<td>I don't really care what happens to some patients</td>
<td>2.22%</td>
<td>4.44%</td>
<td>0.00%</td>
<td>2.22%</td>
<td>11.11%</td>
<td>4.44%</td>
<td>75.56%</td>
<td>45</td>
</tr>
<tr>
<td>I feel exhilarated after working closely with my patients</td>
<td>24.44%</td>
<td>24.44%</td>
<td>11.11%</td>
<td>15.56%</td>
<td>13.33%</td>
<td>4.44%</td>
<td>6.67%</td>
<td>3</td>
</tr>
</tbody>
</table>
PD Interest

• 91% interested/concerned with resident/fellow burn-out and wellness
• 64% have a program in place to monitor wellness

Q16 Do you perceive your residents/fellows suffer from burn-out:

- Daily: 4%
- A few times/week: 13%
- Multiple times/week: 7%
- A few times/month: 33%
- Multiple times/month: 42%
- A few times/year: 2%
- Never: 2%

Answered: 45   Skipped: 0
Programs in place:

• ‘As needed’ – ‘if they look tired’
  – ‘sleep deprivation lectures’
  – ‘Back-up support’
• Informal discussions – scheduled meetings
• Annual lecture – scheduled curriculum
• Institutional/GME
• Frequent questionnaires + surveys
• Coaching (shared with GS) and online modules
Additional Suggestions (spectrum):

• ‘Don’t give residents so much power and compassion. Fear is a great motivator and the generation above me over empowered the millennials.’

• ‘Stop sending surveys...just adds to work – this is a problem as people are always polling PDs’
‘I have a hard time worrying about their well being when mine is so low’

‘I am worried more about my partners than my trainees’

‘Everyone is so worried about trainee burnout. What about those that train the trainees’
Fix the overall problem of progressive de-valuing of Vascular Surgeons…

Improve primary provider education (ie: PAD) – reduce unnecessary time-consuming referrals

Blunt the rise of non-qualified interventional providers who get well compensated for procedures and abandon the overall care of the patient dumping on the vascular surgeon

Correct inequality in ACGME-eval of fellowships
Next Steps

• Ongoing collaboration with SVS Wellness Task Force – gather data (learner survey)

• What’s next for the Issue’s Committee?
  – Role to support wellness – Well-being ‘best practices’? Qualify the administrative burden on trainees. ID areas for targeted interventions.
  – Other issues (training environment)