

Resident Morale: Can it Make or Break a Program?

Resident: Alessandra Landmann

Program Coordinator: SuAnn White

Program Director: Jason Lees

Associate PD: Arpit Patel

University of Oklahoma Health Sciences Center

Oklahoma City, Oklahoma

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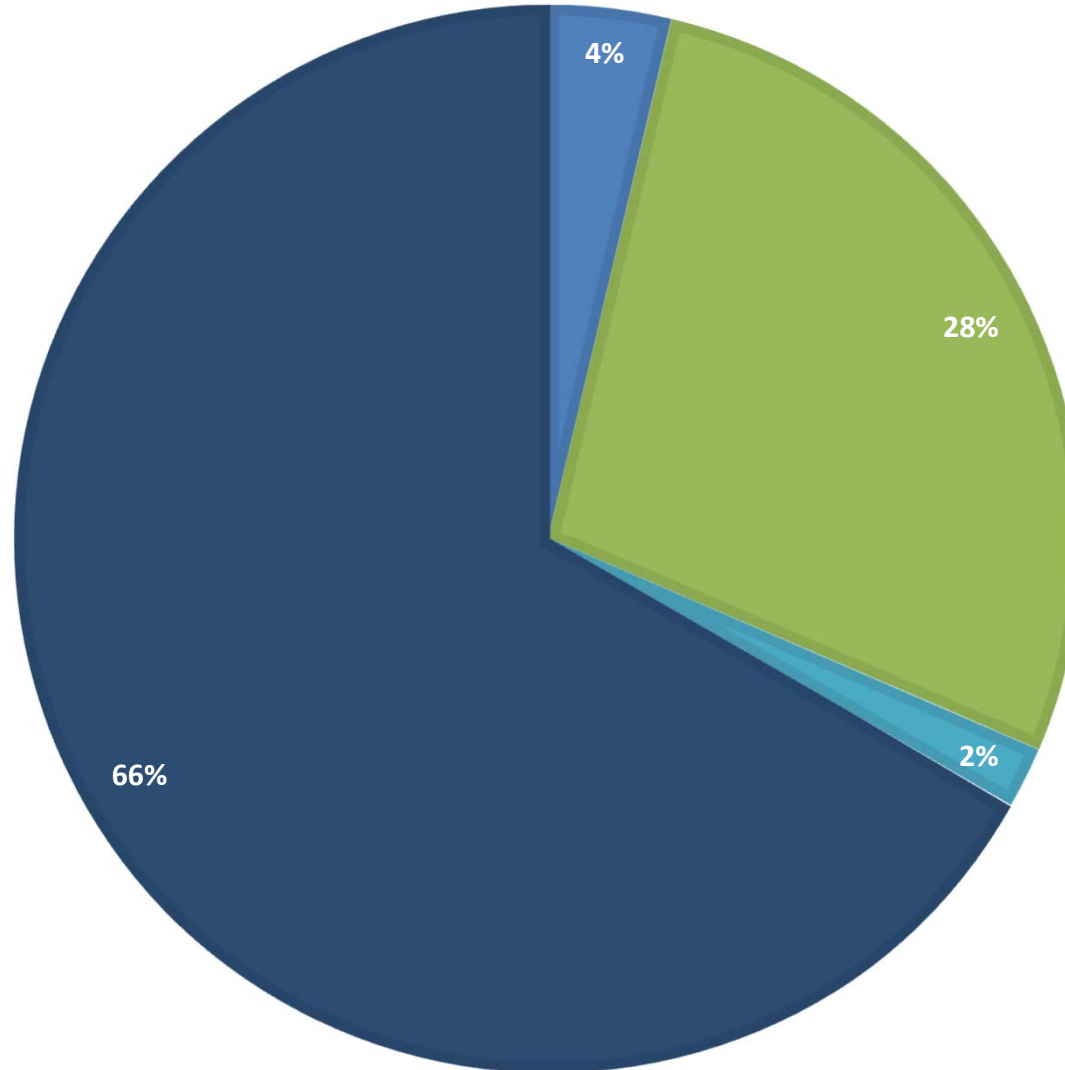
“Nothing To Disclose”

What is morale?

1. Moral principles, teachings, or conduct
2. The *mental and emotional condition* (as of *enthusiasm, confidence or loyalty*) of an individual or group with regards to the *function or tasks at hand*
3. *A sense of common purpose* with respect to the group
4. The level of individual psychological *well-being* based on such factors as a sense of purpose or confidence in the future.

What do coordinators think morale is?

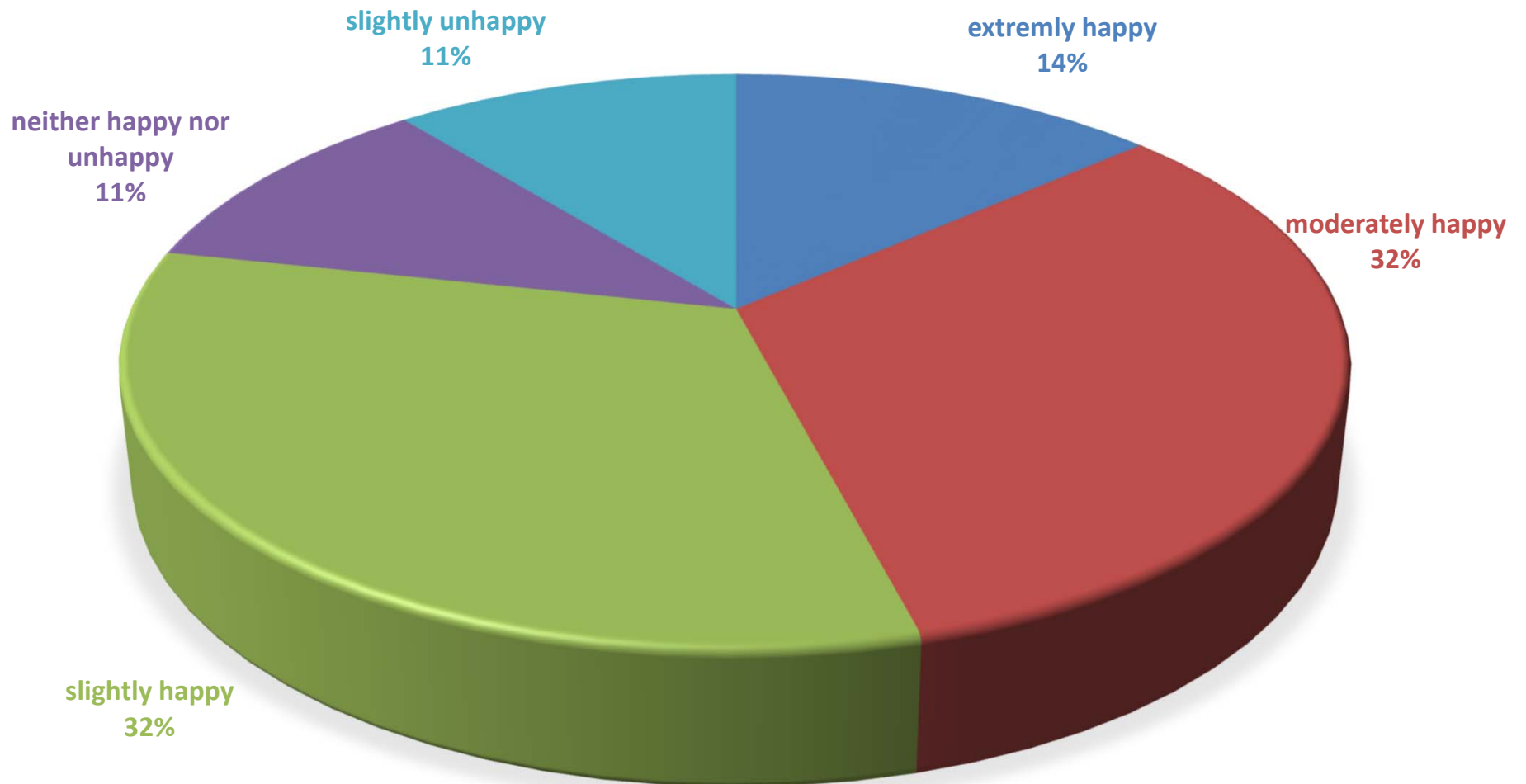
■ confidence ■ enthusiasm ■ discipline ■ cohesiveness



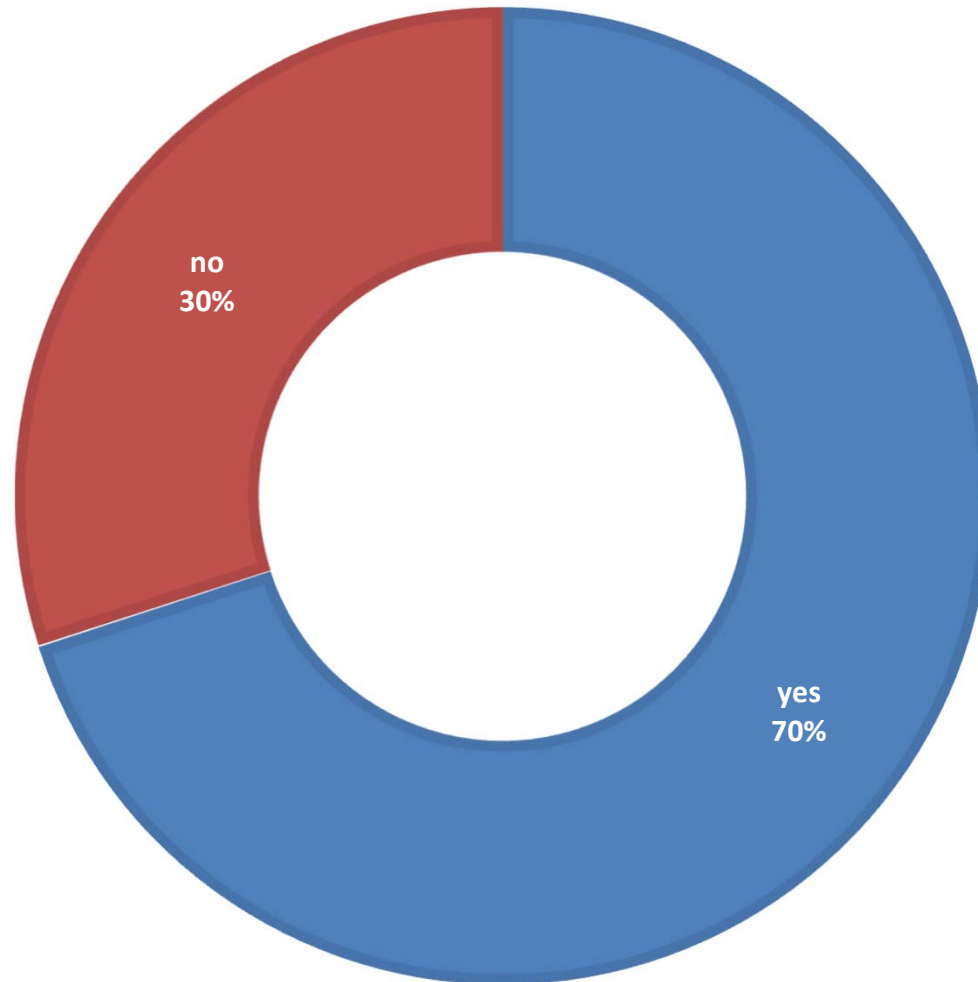
Describe your department's culture

- Open, friendly, collaborative
- Welcoming, supportive, driven
- Friendly, tight-knit encouraging
- Passionate, compassionate, gritty
- Family, united, dedicated
- Laid-back, progressive, respectful
- Supportive, proficient, reliable
- Intense, grueling, unforgiving
- Punitive, ego-driven, un-supporting
- Unsympathetic, malignant, depressing
- White, Norwegian, Protestant
- Not resident friendly

Are your residents happy?



Do you have a formal mentoring program?



Why are you happy? (Residents)

- Satisfaction
- Enjoy the work
- Challenging and meaningful
- Excellent experience
- Great colleagues
- Supportive group
- Surgery is fun
- Rewarding
- Accomplishment
- Fulfilling
- “My program optimizes my learning and respects me”

If you are unhappy, why?

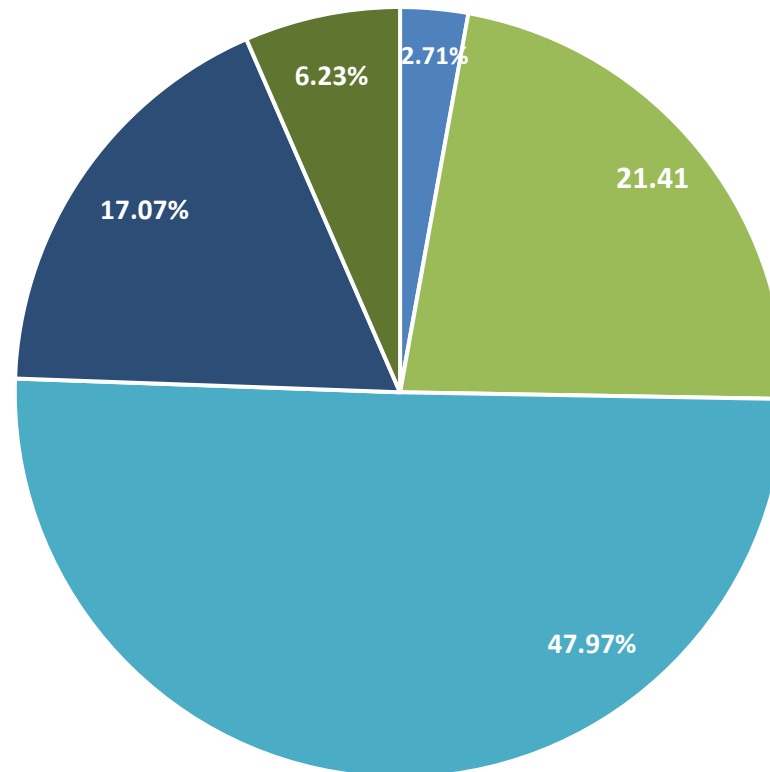
- Poor educational environment
- Workload
- Burnout
- Overwhelming
- Turnover
- Poor patient care
- Work hours
- Intimidation
- Lack of support from program
- Feeling of doing secretarial/janitorial work
- “This isn’t my chosen career”
- “I have to figure out time consuming tasks the hard way”

What would make you quit?

- Not sustainable workload
 - Work/life balance
 - Stress
 - “to enjoy life”
 - Location
 - Poor educational environment
 - Complications
 - Hospital politics
 - Winning the lottery
-
- Only if I had a terminal illness or both my arms were amputated

Problem signs...

Burnout

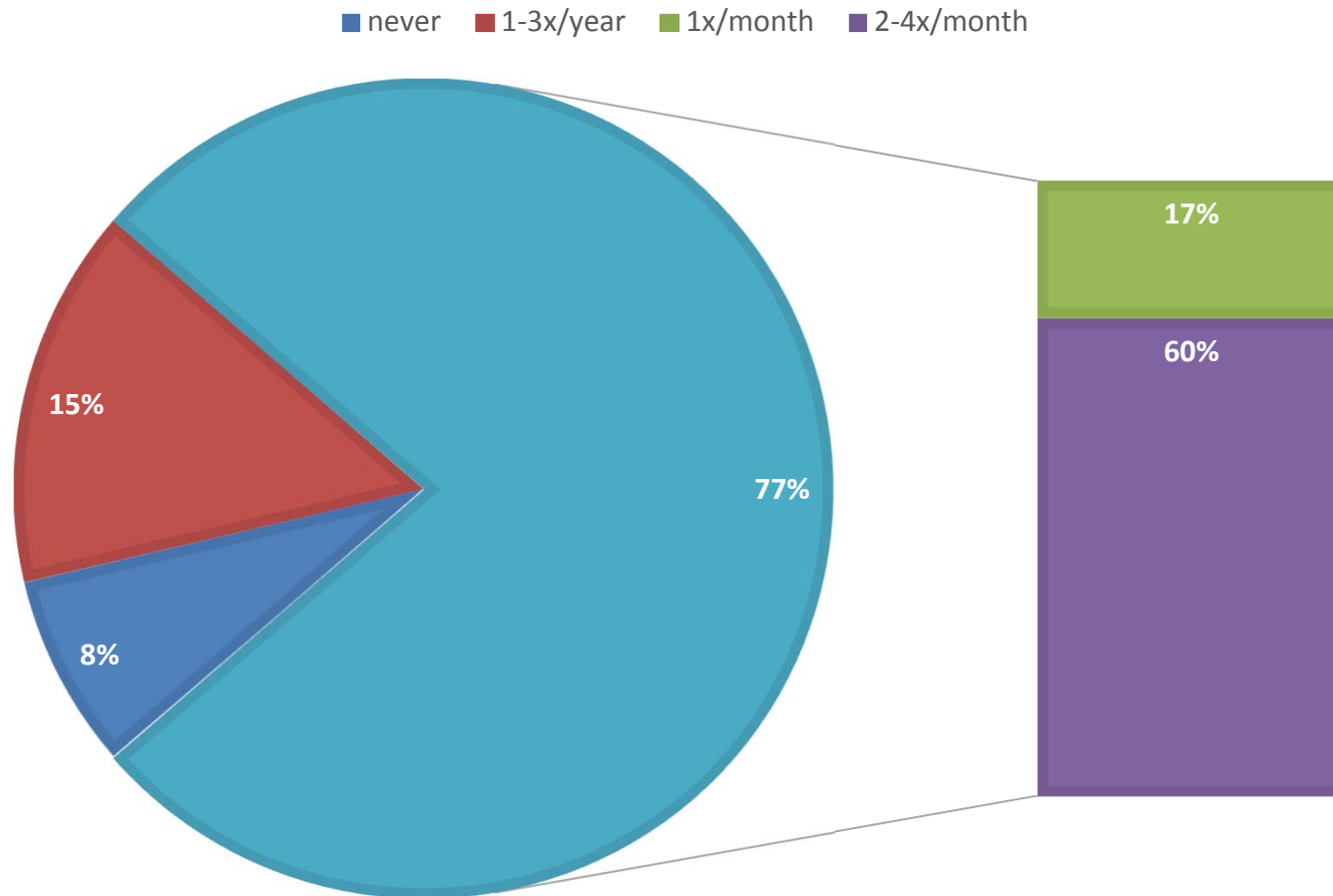


■ Never ■ Rarely ■ Sometimes ■ Usually ■ Always

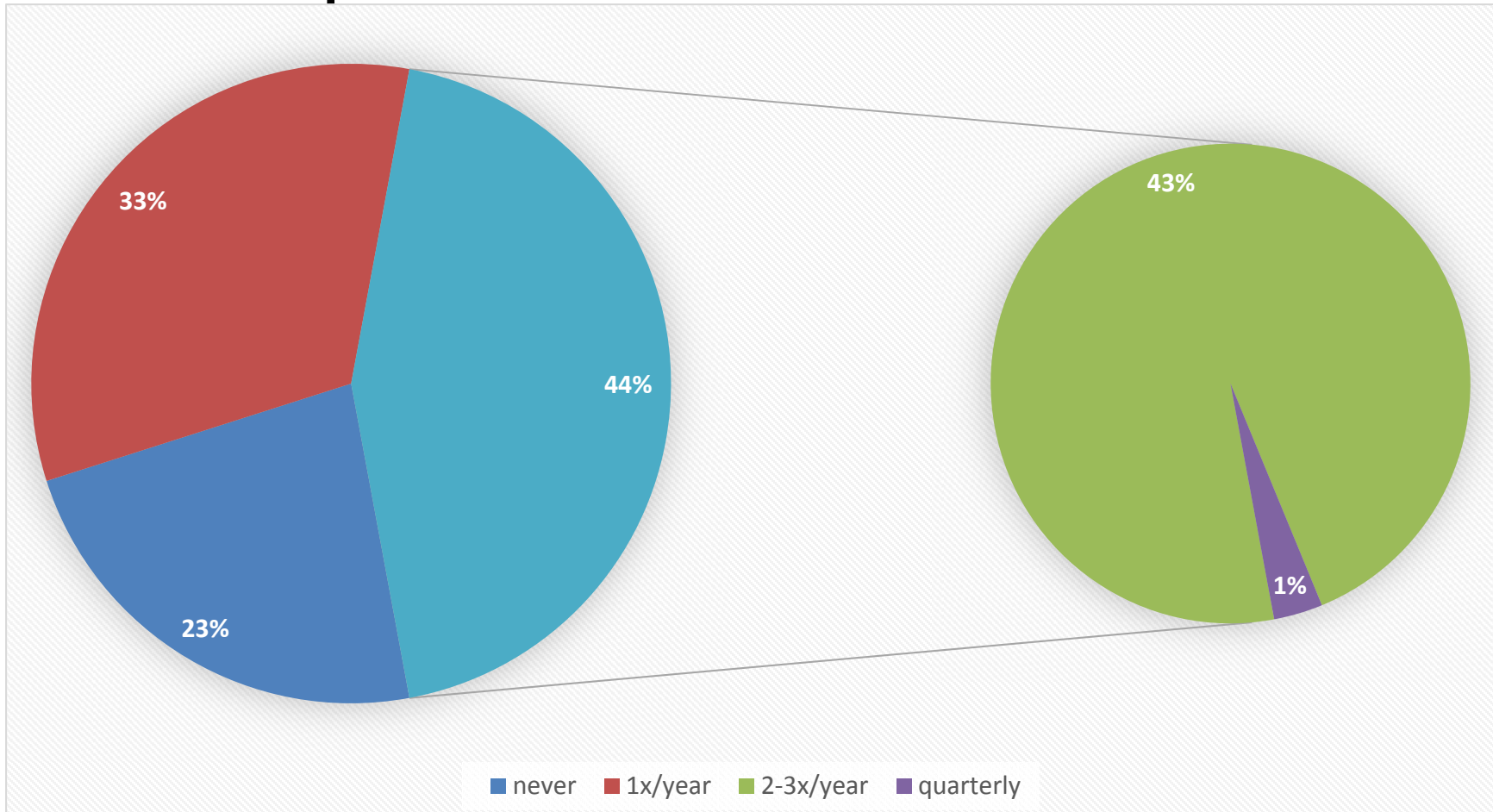
And suicide is a real thing...

- Have you ever considered or attempted suicide?
 - Yes: 3.25%
 - No: 92%
- Results from wellness survey sent to all PG2 residents and above at OUCOM in 2015

How often do you spend time together?



How often does your department sponsor resident events?



Morale Boosters VS Morale Busters

Morale

Boosters

- Recognition
- Feedback
- Food
- Comradery
- (What else?)

Busters

- Lack of funds
- Lack of time
- Lack of resources
- Lack of motivation
- (What else?)

What did y'all have to say

- More mentoring
- Protected budget
- More residents
- More feedback
- Improve faculty morale
- More faculty support
- More faculty attendance
- Improve communication
- More team building

What works

- Conferences
- SCORE
- Books
- Didactics
- Animal labs
- Simulation centers
- Mentor meetings
- Skills curriculum
- Visiting professors
- Protected time
- Quality improvement projects
- PD that is open to change

Breakout session

- Please see instructions at individual tables regarding topics for discussion

Breakout Session

Toxic Resident

Faculty Morale

Institutional/Dept
Resources

Work/Life Balance

Team Building
Activities

Detached Chair or
Department

No plan fits all programs

- Find your niche and run with it!



- THANK YOU



THANK YOU