“I just feel so broken.” This sentiment expressed by a resident prior to the start of our chief year was eye-opening, however, not an atypical feeling in residency programs across the country. Literature reports an epidemic of physician burnout. At our institution, despite strict adherence to duty hour rules and supportive faculty, we discovered alarming rates of emotional exhaustion and depersonalization. As chief residents, we are the ideal individuals to shift resident culture from burnout to resilience. In less than a year, and spending only $35 per resident, we dramatically changed our program’s culture through the implementation of a comprehensive, yet practical, resilience curriculum. We began by conducting an extensive needs assessment. We then engaged key stakeholders to create an intervention based on ACGME recommendations for resident well-being. We incorporated evidence-based practices employed at residency programs across the country using well-researched business leadership implementation techniques. Examples of our interventions include: Wellness Wednesdays, End of Block Socials, Resilience Rounds, Celebratory Praise and Coffee with the Chiefs. After the curriculum was established, we began a novel mixed-methods evaluation. Our preliminary results indicate decreased rates of burnout and dramatically improved morale. Our program is innovative in that it is completely chief resident driven and has required little funding. Our method of using business leadership strategies to engage residents and key stakeholders in the change process is widely generalizable and useful for chief residents across the country. Our presentation
will provide learners with practical tools to implement similar
culture change at their home institutions.

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