Association of Pediatric Program Directors

How to Present a Journal Club

Pam Knight, GME Specialist, UT Austin Dell Medical School
Pediatric Residency Program

Friday, February 17, 2023

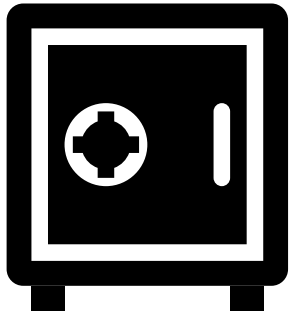
Format for Today

- Turn on video so we can see each other!
- Keep audio on mute, unless talking to avoid background noise
- If you would like to ask a question
  - Please use the Chat or Raise Hand feature
- This Virtual Café is being recorded
  - Will be available for viewing next week
- **Optional: *show us your children, partner, and pets*!**

Association of Pediatric Program Directors

Financial Disclosure

None



Why Present a Journal Club?

1. *ACGME CPR 11.C -…" *The Program Coordinator is a key member of the leadership team and is critical to the success of the program. As such, the program coordinator must possess skills in leadership and personnel management appropriate to the complexity of the program…."*

   - As part of the leadership team and personal growth, it is important to continue to develop your skills and participate in coordinator/program administrator development.

2. TAGME (Training Administrators in Graduate Medical Education) Certification – As part of being TAGME certified, presenting a Journal Club meets the personal professional growth experience requirement.

*ACGME Common Program Requirements

Why Present a Journal Club?

3. Gain experience/confidence in talking/presenting to groups.

4. Journal Club provides a venue for scholarly activity, growth and development for program coordinators/program administrators. It also provides a way for program coordinators and administrators to interact and network with each other.

Where Do I Start?

1. If there is interest, schedule a date/time for your Journal Club

2. Pick a Topic:
    a. Coordinator Burnout / Wellness
    b. Diversity
    c. Virtual vs. In Person Interviews
    d. Conflict Resolution
    e. Poll your staff and colleagues for areas of interest

Where Do I Start?

3. I have a topic; how do I find an article?
    a. Journal of Graduate Medical Education
    b. Specialty Publications
    c. Your institutions on-line library
    d. Ask your colleagues if any interesting articles have come their way

4. Once you have your article, send it out to those attending your Journal Club to ensure they have time to review prior to the meeting.

How do I put a Presentation Together?

To start putting your presentation together, draft an outline summarizing the key areas of the articles. This may help organize your thoughts and give you an idea of how your presentation will flow.

Residency and Fellowship Program Administrator Burnout: Measuring Its Magnitude

I. Introduction
   A. At the time of this article, a national study had not been done regarding the prevalence of burnout in Program Administrators (PAs), hence this study which is to assess the degree of burnout in PAs and the correlation between burnout and leaving work.

   B. Burnout is well documented for residents, fellows and physicians. But, what information do we have for program administrators? In our search for the answer to this, we found just a few articles, one of which we are discussing today.
   C. Burnout was initially defined by Maslach & Jackson as a syndrome comprised of three (3) elements:
      1. Emotional Exhaustion
      2. Cynicism/depersonalization (mentally and emotionally separated from one's work)
      3. Reduced personal accomplishment and feelings of ineffectiveness
   D. Burnout Definition was focused on those providing care for patients or underserved distressed persons.
   E. Clinician wise, burnout has been linked to
      1. A reduction in work productivity
      2. Poor sleep quality
      3. High turnover
      4. Increase in alcohol consumption and drug misuse

   F. What is Burnout - as defined by WHO?
      1. WHO
         -https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases. Burn-out is defined in ICD-11 as follows:

"Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

   G. 5 Stages of Burnout (https://vitrueremote.com/5-stages-of-burnout/)
      1. Stage 1 - Honeymoon Phase
      2. Stage 2 - Onset of Stress
      3. Stage 3 - Chronic Stress
      4. Stage 4 - Burnout
      5. Stage 5 - Habitual Burnout
   H. Burnout Test (https://www.mindtools.com/pages/article/newTCS_08.htm)
      Use this as a template to create our own anonymous test?

How do I put a Presentation Together?

Once your outline is done, including any activities you may want to do, start putting your presentation together.

Introduction

1. This study was done to assess the degree of burnout in Program Administrators (PAs) and the correlation between burnout and leaving work.
2. At the time of this article, a national study had not been done regarding the prevalence of burnout in (PAs).
3. # of PAs at the time of the article was unknown, but was estimated to be approx 10,205 (# provided by Thalamus rep)
4. This study was open to all PA's in residency or fellowship programs (regardless of accreditation status, experience, speciality and FT or PT status). Electronic solicitations were sent over a 2 month period via specialty associations (Assoc of Fam Med Admin, Assoc of Residency Administrators in Surgery, Coordinator Description Task Force), who were asked to forward the study information to their associations/specialty groups. Study information was also included in online forums (Assoc for Hospital Education, Linkedin). Those who were interested emailed the study team to be enrolled.
5. A baseline survey was sent out in July 2017 to all participants. Survey data collected were questions regarding demographics, wellness activities, as well as a 19-item questionnaire from the Copenhagen Burnout Inventory Tool (CBI). Participants had one (1) month to complete the questionnaire. Scoring was set at a low of 0 and went as high as 100. The higher the score, the higher the probability of burnout. Out of the estimated 10,205 PAs, 931 participates out of the 1084 who were emailed the survey participated in this study.
6. Lastly, the question was asked "In the last year, have you thought about resigning your position due to increased workload or work-related stressors?" in order to examine how burnout scores may relate to thoughts of resigning.

What is Burnout?

Maslach & Jackson described burnout as a syndrome comprised of three (3) elements:

1. Emotional Exhaustion
2. Cynicism/depersonalization (mentally and emotionally separated from one's work)
3. Reduced personal accomplishment and feelings of ineffectiveness

Burnout is also listed in the 11th Revision of the International Classification of Diseases (ICD-11)[1] as *an occupational phenomenon*. It is defined as "A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy."

Currently, burnout is not classified as a medical condition

Stages of Burnout [2]

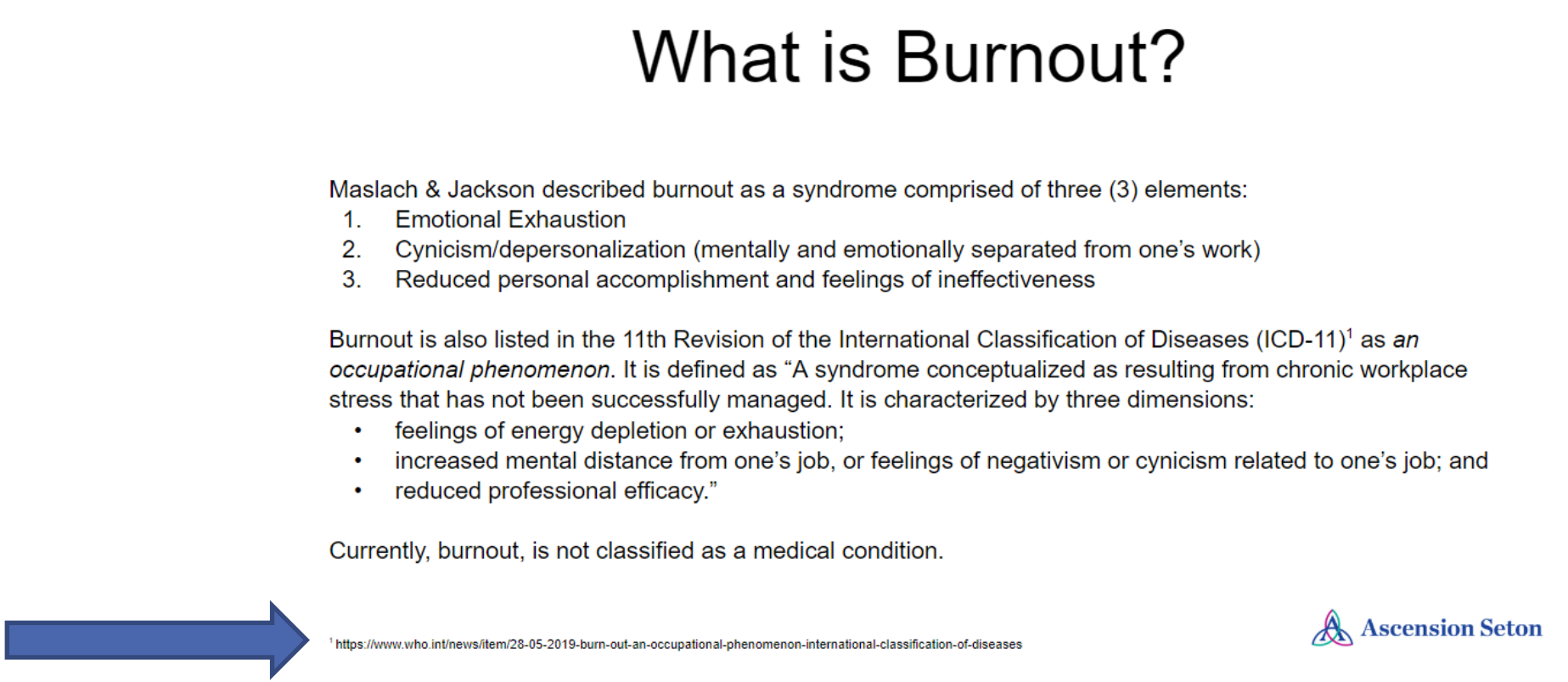
Stage 1 honeymoon phase	Stage 2 onset of stress	Stage 3 chronic stress	Stage 4 burnout	Stage 5 habitual burnout
• job satisfaction • accepting responsibility • sustained energy levels • unbridled optimism • commitment to the job • compulsion to prove oneself • free-flowing creativity • high productivity levels	• CV symptoms • inability to focus • irritability • reduced sleep quality • lack of social interaction • lower productivity • anxiety • avoidance of decision making • change in appetite • fatigue • headache • neglect of personal needs	• persistent tiredness • procrastination • resentfulness • social withdrawal • aggressive behavior • apathy • chronic exhaustion • cynical attitude • decreased sexual desire • denial of problems • feeling threatened • feeling pressured • alcohol/drug consumption	• obsession with problems • pessimistic outlook • physical symptoms • self-doubt • social isolation • chronic headaches • chronic GI problems • neglect of personal needs • escapist activities • behavioral changes	• **chronic sadness** • **chronic mental fatigue** • **chronic physical fatigue** • **depression**

[2] https://vitrueremote.com/5-stages-of-burnout/

Ascension Seton

How do I put a Presentation Together?

Don’t forget to cite sources in your presentation!



How do I put a Presentation Together?

Have a few questions prepared ahead of time to discuss the presentation.

Discussion

1. Demonstration was made that PAs are at risk for burnout. But, was the hypothesis too easily proved with the focus question “In the last year, have you thought about resigning your position due to increased workload or work-related stressors?” Should additional questions have been asked, if so, what ones?

2. High areas of burnout - neurology subspecialty fellowships, obstetrics and gynecology, neurology, ophthalmology, family medicine, internal med and otolaryngology - mirror specialty physician counterparts. Are you surprised by these findings?

3. Financial impact was not studied, but it was noted that hiring, onboarding and training is a significant burden for training program, trainees and faculty. Should additional points have been studied, such as rate of pay as well as financial impact on the institution?

4. Do you feel the study group was well enough represented? Suggestions for other ways to encompass a larger study group?

5. What do you think contributes to burnout at the department or institution level?

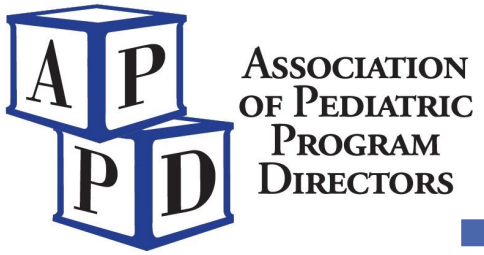
6. Does your department have any wellness activities? Do we need a Coordinator Wellness Advisory Group?

7. What will help reduce burnout? Additional wellness support or resources, additional training/support and/or an assigned buddy/mentor?

Association of Pediatric Program Directors

Discussion?

1. How do you feel today's Journal Club went?
2. Would you like to see an APPD Journal Club for Coordinators/Managers/Administrators?
3. Are you interested in partnering for a Journal Club? If so, please reach out to Pam Knight at: pamela.knight@ascension.org
4. Are there topics of interest for a Journal Club?



Thank You!

Questions?

Your CEC : 2022-2023



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At-Large Member Year 3



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Last Virtual Café 2022-2023

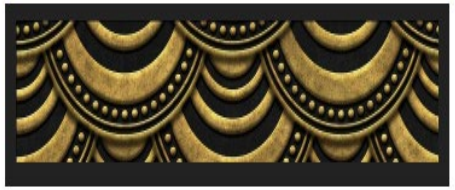
- Diversity and Inclusion
  - Anti-Racism programs
  - LGBTQA+ projects
  - Gender issues in the workplace
  - Generational learner needs
- Career advancement / development
  - How to create scholarship – writing an abstract, creating a poster, submitting a publication
  - Professionalism
  - Communication techniques – difficult conversations, dealing with conflict, active listening
  - Year in the Life of a PC
  - Career Trajectory
  - Experiences with APPD Learning Communities – how to get involved
- Recruitment best practices
- Creating a budget – excel/PeopleSoft/etc
- Creating usable and relevant evaluations and assessment tools
- Technology
  - New Innovations IRIS report
  - EPIC/EMR online training
  - New and useful Apps
  - Learning Management Systems (Canvas, Blackboard, etc)
  - ERAS – filters, stats, etc
  - New Innovations – creating CCC teams or completing semi-annual reviews
  - Microsoft Word Programs (excel, outlook, word, publisher, Teams)
  - ITE prep
- Creating a Program Community
  - Hosting Social Events
  - Retreats
  - Wellness programs
  - Team building Activities - PC to PC, PD to PC, etc
- ACGME PREP
  - Self-Study
  - Site Visit
  - WebADS updates

Seeking speakers! Please email:
cshorter@bcm.edu

APPD CoorCOMM

January 2022







"How To Be More Tree" by Essential Life Lessons for Perennial Happiness

APPD CoorCOMM

April 2022





It has been a pleasure these last 12 months producing the CoorCOMM with the help of an amazing team **Melissa Bales, Rachel Bills, Pamela Carpenter, Nancy Draffen Brown, Francisco Hernandez, Charlene Larson Rotandi, Brooke Steinbronn and our newest member Lisa Mercado-Foster.** I wouldn't have been able to do this without them, so I want to say **THANK YOU** to each and every one of you for your support and dedication.

I would also like to say **THANK YOU** to those that contributed with your pictures, recipes, tips for well-being, etc. It is you that makes the CoorCOMM so spectacular. I am going to miss communicating with each of you via CoorCOMM but remember I am just an email away - **cshorter@bcm.edu** please feel free to reach out to me at anytime.

I will continue to be part of the APPD Family once you have been with someone over 7 years, it's hard to get them out of your system, so you haven't seen the last of me yet. This is only the beginning of new opportunities with APPD.

This is not Good Bye - But See You Soon - Love You All
Cassandra Shorter, BS
Lead, CEC Communications Workgroup

APPD CoorCOMM

August 2022

Introducing the New CEC for 2022-2023

Francisco A. Hernandez, MBA



Chair (2022 - 2023)
System Director, GME
Tower Health
Francisco.Hernandez@towerhealth.org

Cassandra Shorter, BS



Chair-Elect (2022 - 2023)
Program Manager Pediatric Residency
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Melissa Bales, C-TAGME



Past Chair (2022 - 2023)
Fellowship Coordinator, Pediatric Clinical Care; Fellowship Coordinator, Pediatric Cardiac Intensive Care; Program Coordinator, Morris Green Physician Scientist Development Program
Indiana University School of Medicine
MelBales@iupui.edu

APPD CoorCOMM

October 2022



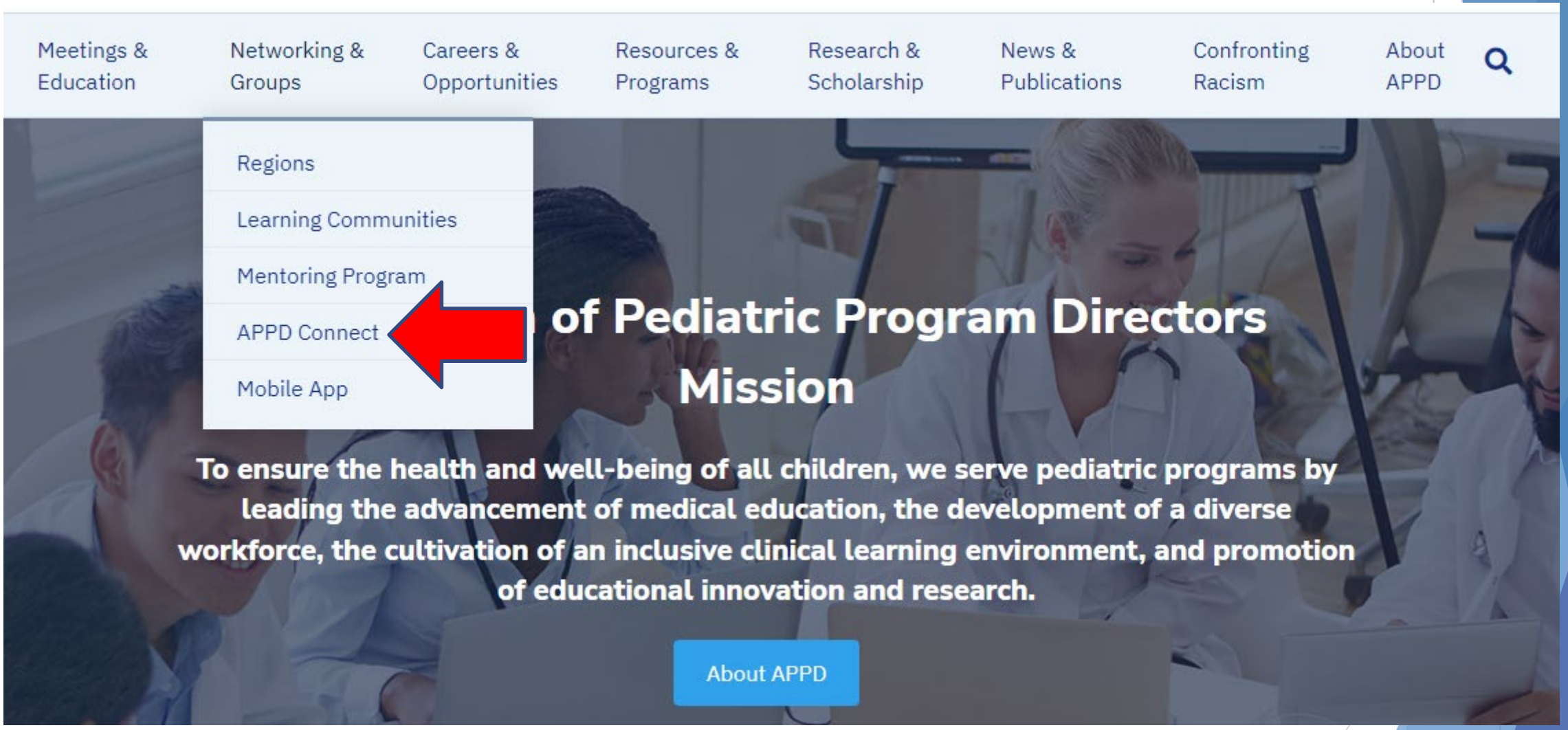
988 Suicide & Crisis LifelineThe resources and information on this page are designed to help states, territories, tribes, mental health and substance use disorder professionals, and others looking for information on understanding the background, history, funding opportunities, and implementation resources for strengthening suicide prevention and mental health crisis services.

Source: SAMHSA

CoorCOMM Content

APPD Connect | APPD Fall Meeting | ACGME | ABP
AAMC | Creative Corner | Diversity, Equity & Inclusion
Encouragement | In The News! | Medical Alphabet Soup
Mentor Workgroup | NRMP | Nutrition | Public Holidays
Share Warehouse | Technology | Virtual Café
We Want To Hear From You | Well-Being | Special Thanks

APPD Connect



Association of Pediatric Program Directors

Reminder!

APPD 2023 Annual Spring Meeting

Association of Pediatric Program Directors

March 28-31, 2023

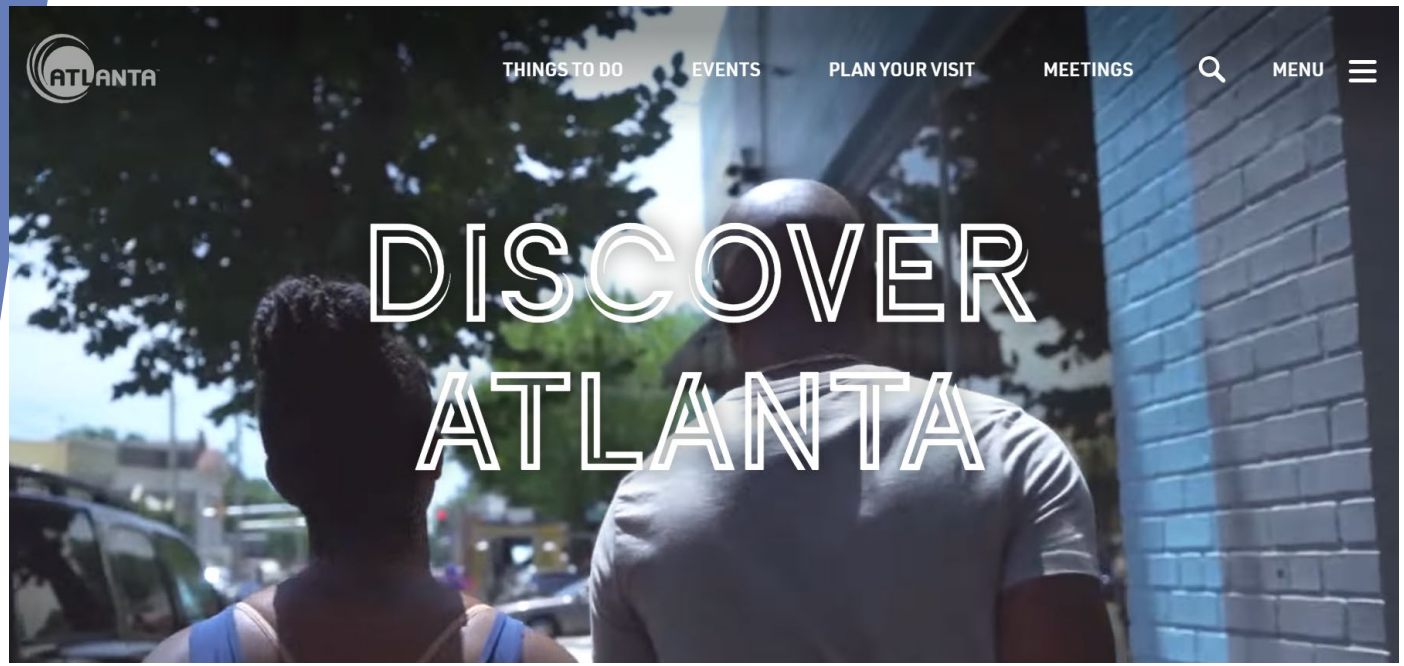
Atlanta Marriott Marquis

Atlanta, GA



Association of Pediatric Program Directors

https://discoveratlanta.com/



Association of Pediatric Program Directors

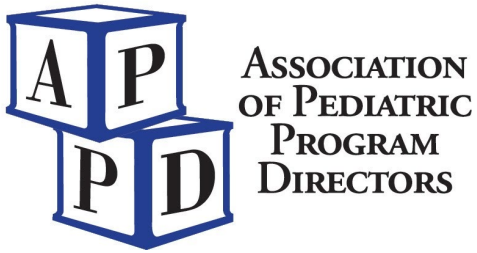
Spring Meeting 2023 Service Project

The APPD Coordinators' Executive Committee invites you to participate in an association wide, national service project!

Join us as we give back to our conference host city of Atlanta, by enriching and improving the lives of children in this community.

Stay tuned for more details!

Help Us Give Back to Atlanta!



ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS

Thank You!