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# **Burnout in Academic Chairs of Radiation Oncology: The Society of Chairs of Academic Radiation Oncology Programs (SCAROP) Survey**

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# Disclosure

I have no conflicts of interest to disclose.

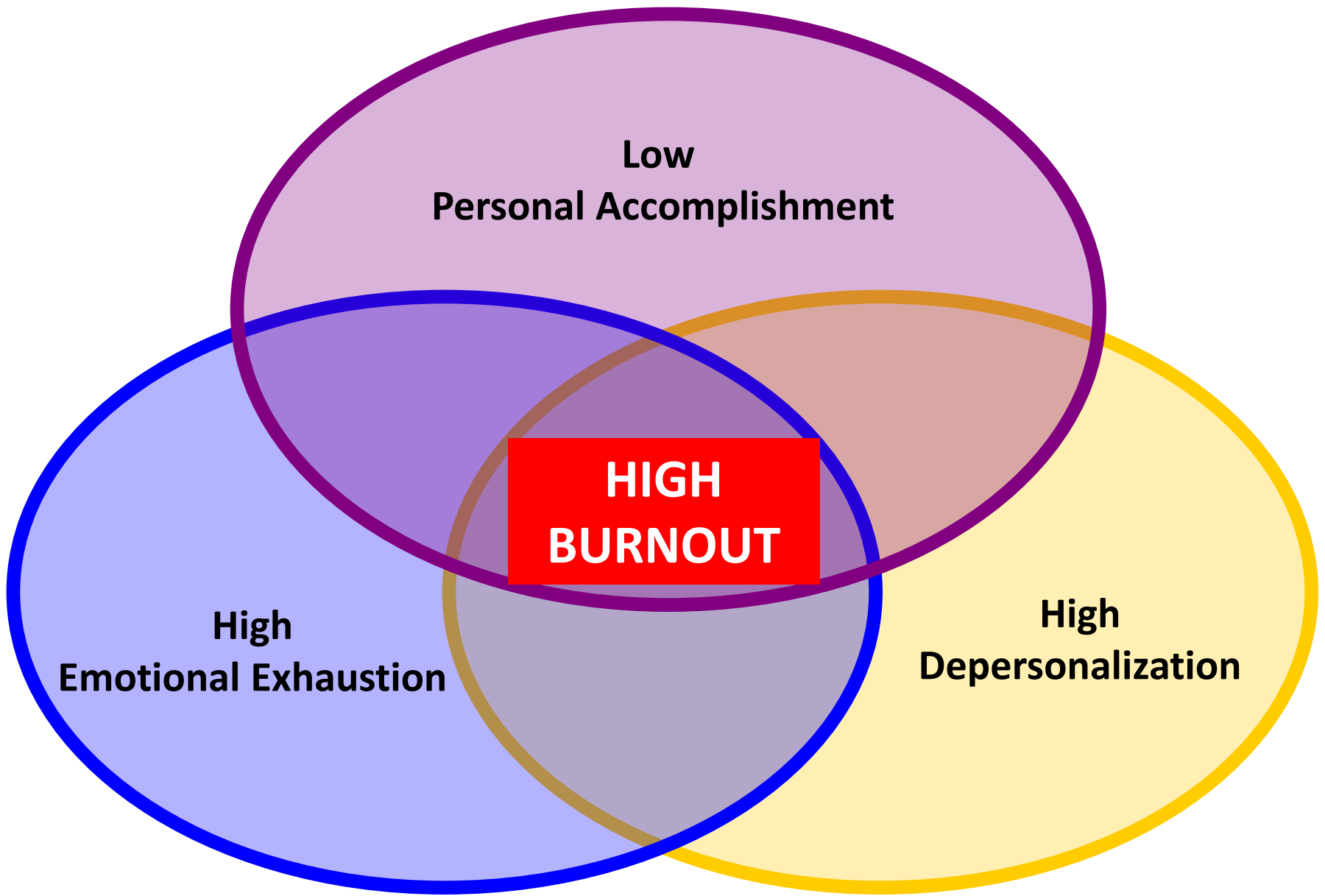


# Background

- Burnout: Work related syndrome
  - Depersonalization (DP)
  - Emotional exhaustion (EE)
  - Lack of personal accomplishment (PA)
- Burnout  $\neq$  Depression
- Potential for widespread effects
  - Individual, patients, department, institution
- Studies of other specialties have been performed, no data for chairs of radiation oncology

# Methods

- Cross sectional survey of SCAROP membership, Fall 2011
- Anonymous, online survey, IRB approved (OHSU #6940)
  - Demographics, stressors, job satisfaction, self-efficacy, support
- Maslach Burnout Inventory-Human Services Survey (MBI-HSS)
  - Validated tool with three subscale scores for DP, EE, PA
  - Sample: “I feel emotionally drained from my work.”
  - Each subscale scored and categorized into low, moderate and high



# Results

# Descriptive Data

<b>Characteristic N=61</b>	<b>Number (%)</b>
<b>Age (mean, range)</b>	<b>54 (42-70)</b>
<b>Gender</b>	
Male	54 (88)
Female	7 (11)
<b>Race</b>	
Asian	9 (15)
Black/African American	4 (7)
White/Caucasian	47 (77)
Other	1 (2)
<b>Appointment Type</b>	
Permanent	59 (98)
Acting	1 (2)
<b>Institution Type</b>	
Private	31 (52)
Public	29 (48)

\*Response rate: 76%

# Professional Characteristics

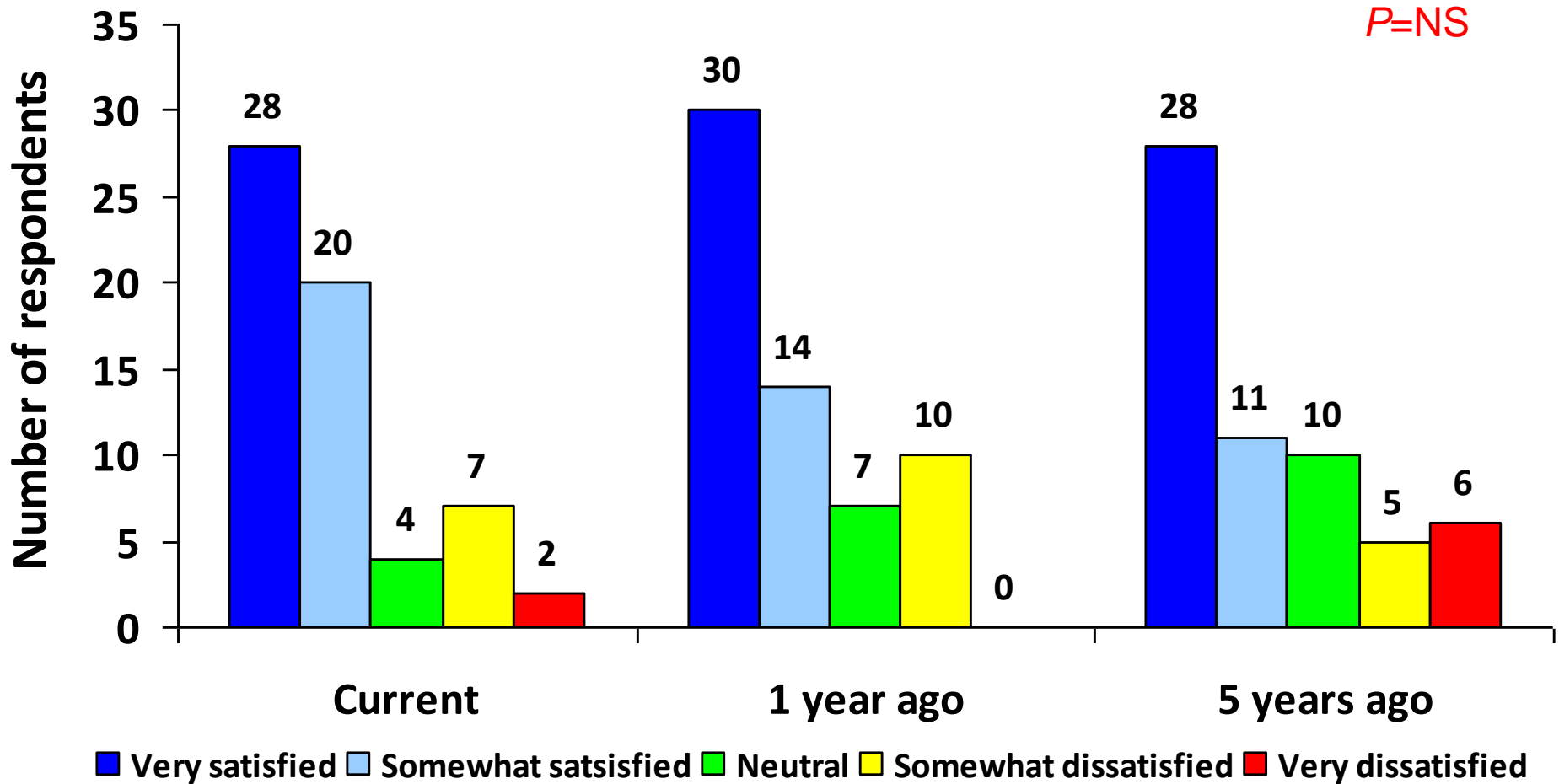
<b>Characteristic</b>	<b>Median</b>	<b>Mean</b>	<b>Range</b>	<b>Std Dev</b>
<b>Institutions worked</b>	<b>2</b>	<b>2.21</b>	<b>1-6</b>	<b>1.05</b>
<b>Years as chair</b>	<b>6.5</b>	<b>9.17</b>	<b>0-34</b>	<b>7.41</b>
<b>Predecessor Years</b>	<b>10</b>	<b>10.88</b>	<b>0-30</b>	<b>7.19</b>
<b>Total Faculty</b>	<b>14</b>	<b>19.52</b>	<b>2-60</b>	<b>13.81</b>
<b>Total Residents</b>	<b>7.5</b>	<b>7.93</b>	<b>2-24</b>	<b>3.33</b>
<b>Work Hours</b>	<b>60</b>	<b>62.34</b>	<b>50-90</b>	<b>8.28</b>
<b>Distribution of Work</b>				
<b>Administrative (%)</b>	<b>40</b>	<b>37.97</b>	<b>10-80</b>	<b>15.43</b>
<b>Patient care (%)</b>	<b>30</b>	<b>36.26</b>	<b>5-80</b>	<b>19.16</b>
<b>Teaching (%)</b>	<b>10</b>	<b>10.1</b>	<b>0-25</b>	<b>5.44</b>
<b>Research (%)</b>	<b>15</b>	<b>15.75</b>	<b>0-50</b>	<b>10.87</b>



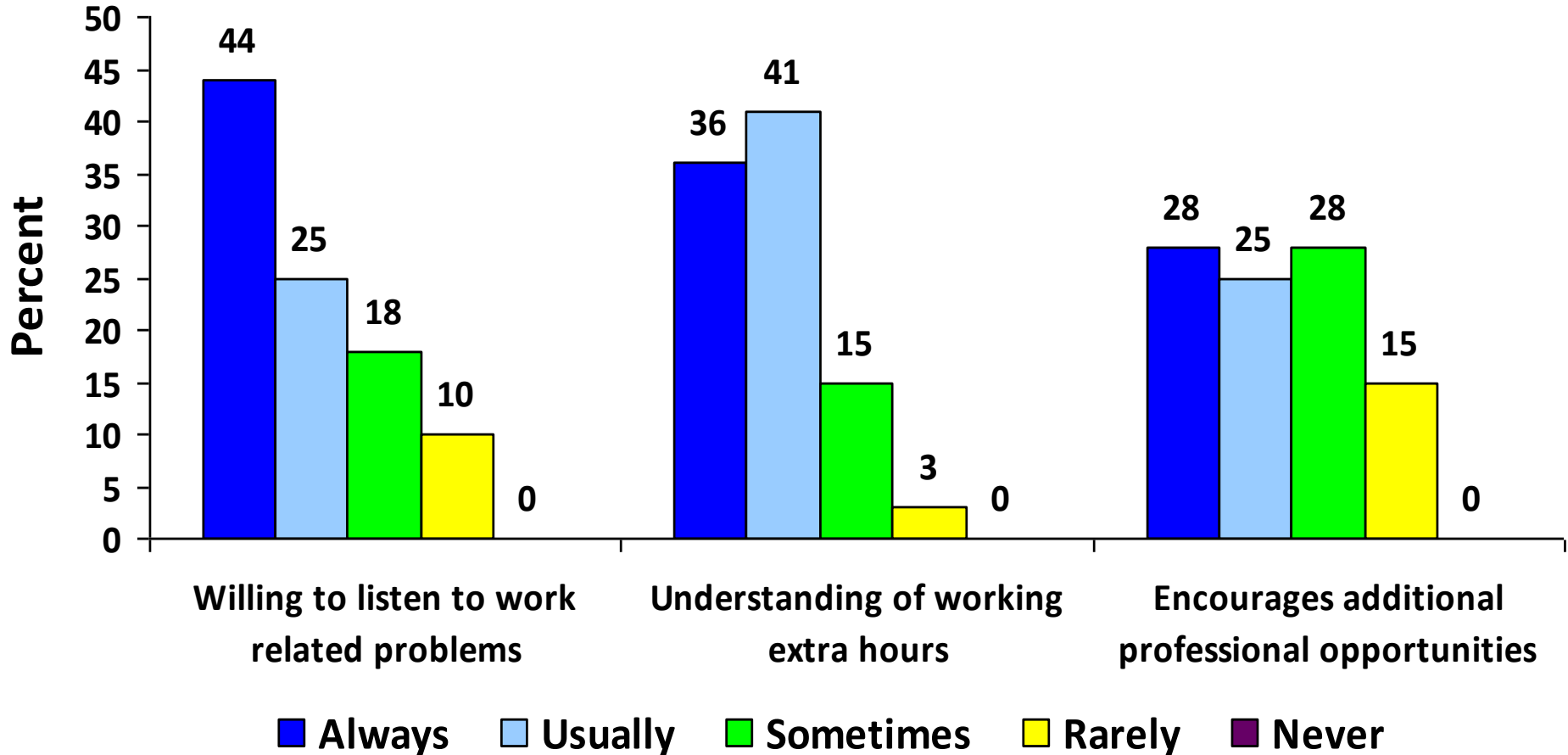
# Stress-Provoking Issues

Issue	Perceived Impact by Chairperson		
	Not at all or Slight no (%)	Moderate no (%)	Large or Extreme no (%)
<b>Hospital or Department Budget Deficits</b>	19 (31)	16 (26)	<b>26 (42)</b>
<b>Faculty Retention/Recruitment</b>	20 (33)	17 (28)	<b>23 (38)</b>
Staff Dismissal	34 (57)	15 (25)	11 (18)
Faculty/Resident Dismissal	42 (70)	11 (18)	7 (12)
Residency Review Committee/ACGME	38 (62)	17 (28)	6 (10)
Medicare/Medicaid Billing Audits	49 (80)	10 (16)	2 (3)
Union Disputes	54 (92)	4 (7)	1 (1)
Defendant in Malpractice Case	58 (95)	3 (5)	0 (0)
Disputes with Dean	56 (92)	5 (8)	0 (0)
Tenure/Promotion Dispute	52 (87)	8 (13)	0 (0)

# Self Reported Level of Job Satisfaction



# Support from Spouse or Significant Other



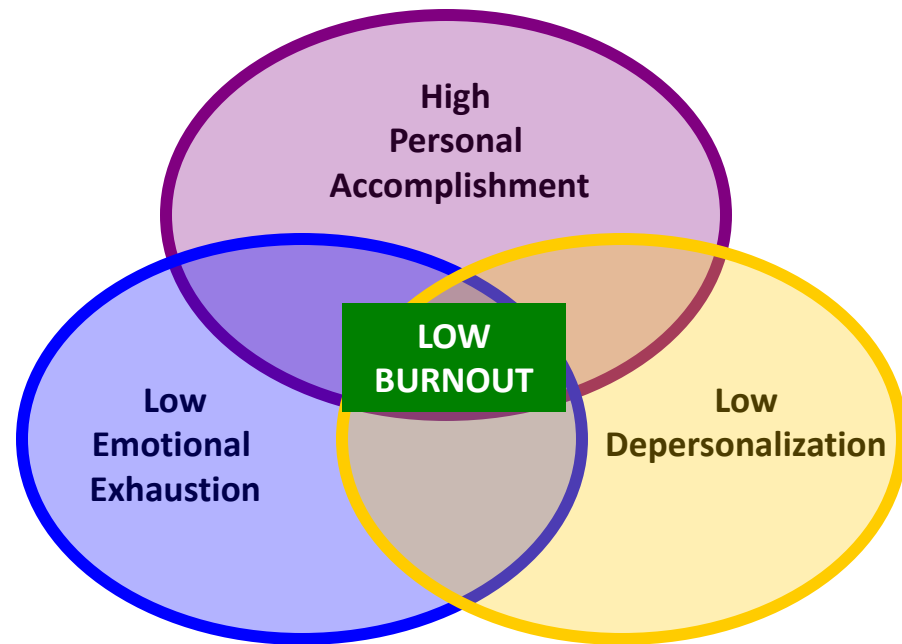
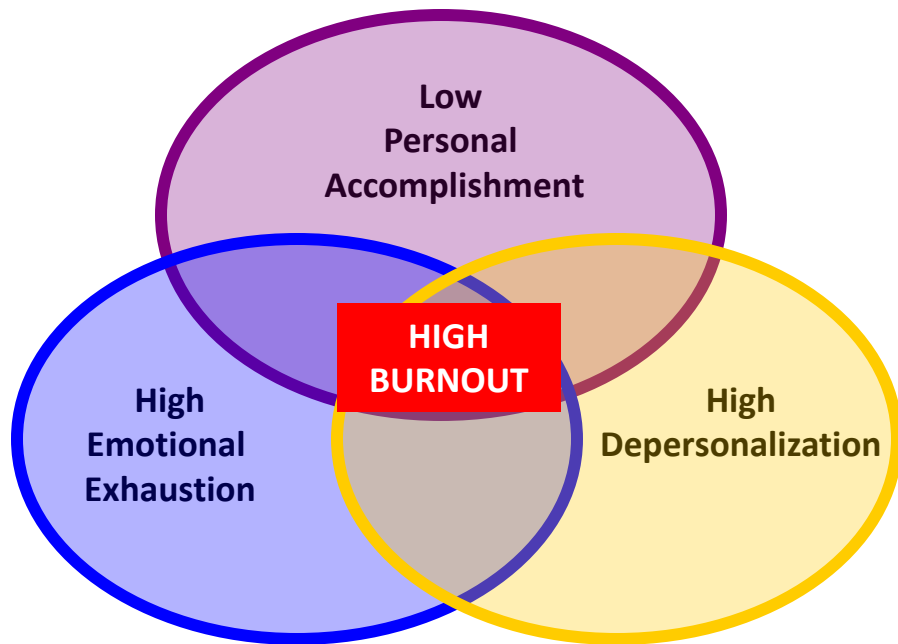
# **MBI-HSS Results**

## MBI-HSS Subscale Score Categorization

	Low	Moderate	High
Emotional Exhaustion	0-16	17-26	≥27
Depersonalization	0-6	7-12	≥13
Personal Accomplishment	≥39	32-38	0-31

## Comparison of Mean MBI-HSS Subscale Scores by Chair Group

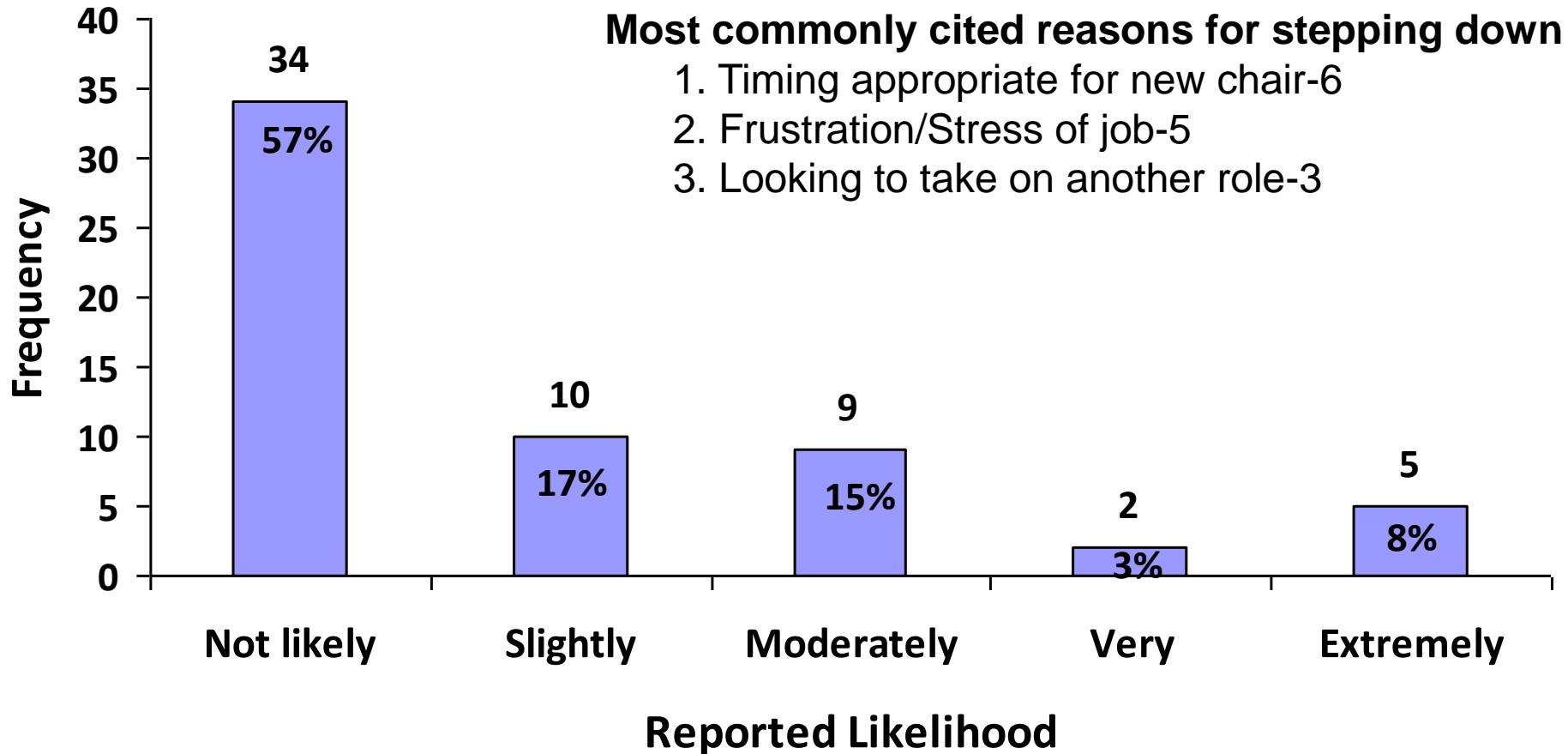
	Rad Onc	ENT	OB/GYN	Ophtho	Anesthesia
Emotional Exhaustion	<b>21</b>	17.5	29.9	21.3	32.3
Depersonalization	<b>5.3</b>	4	9.1	4.3	12.2
Personal Accomplishment	<b>38.5</b>	32.8	41.5	29.8	34.7



## Comparison of Burnout Risk Groups by Chair Group

	Rad Onc	ENT	OB/GYN	Ophtho	Anesthesia
High Burnout	0%	3%	4%	9%	28%
Moderate Burnout	75%	81%	88%	82%	62%
Low Burnout	25%	16%	8%	9%	10%

# Likelihood of Stepping Down in 1-2 years



# Conclusions

- Relatively high rates of job satisfaction among SCAROP membership
- Budget issues a key common stressor
- Prevalence of burnout favorable/comparable to that seen in chairs of other specialties
- Anticipate fair turnover in next 1-2 years
- Interventions/prevention



# Acknowledgements

## •SCAROP Executive Committee

- **Charles R. Thomas, Jr., MD** – Oregon Health and Sciences University
- Bharat B. Mittal, MD – Northwestern University
- Theodore S. Lawrence, MD, PhD - University of Michigan
- Silvia C. Formenti, MD - New York University
- Stephen M. Hahn, MD - University of Pennsylvania
- James Bonner, MD - University of Alabama
- Theodore L. DeWeese, MD - Johns Hopkins University

## •SCAROP Membership

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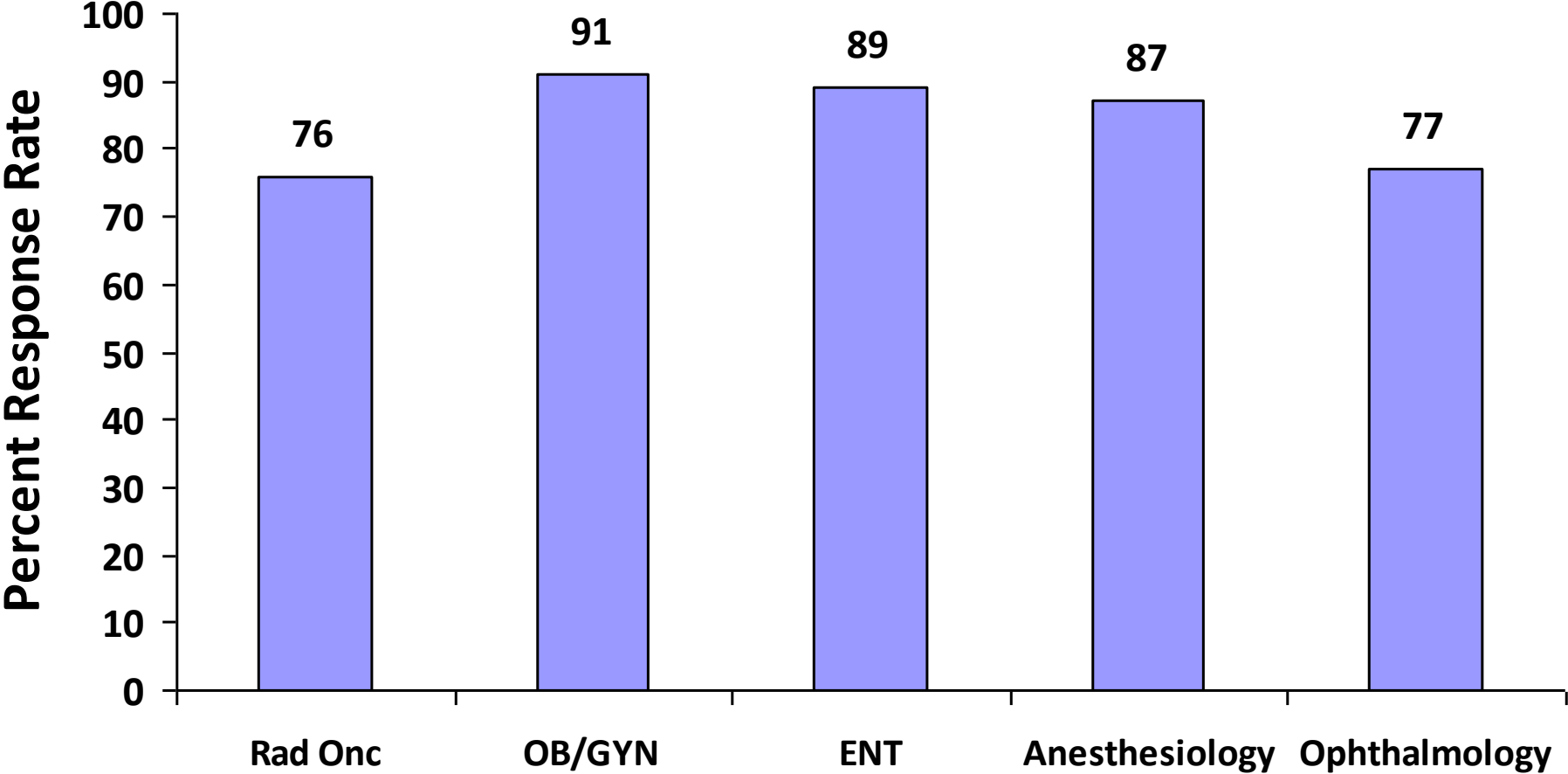


# Additional Slides

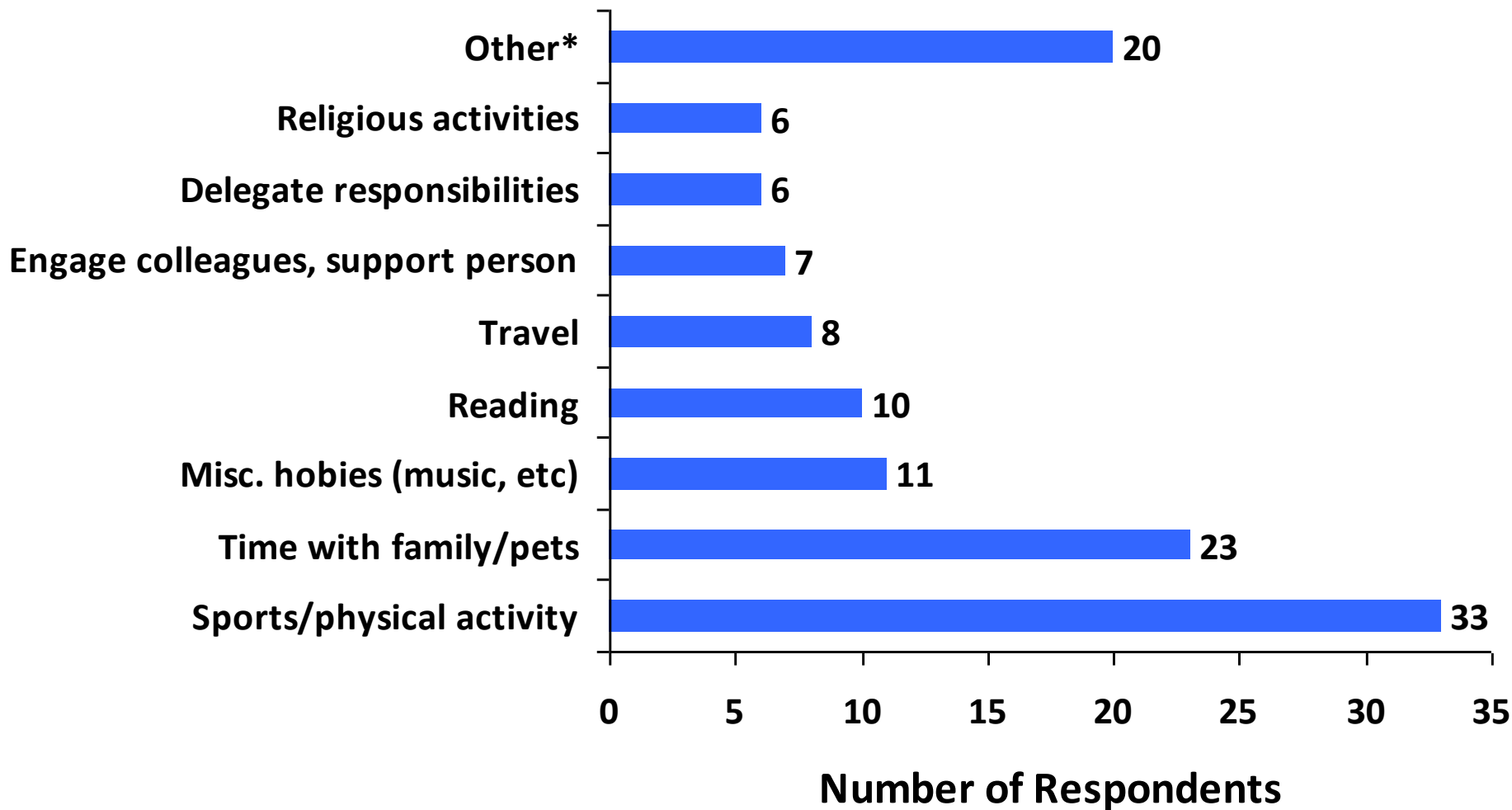
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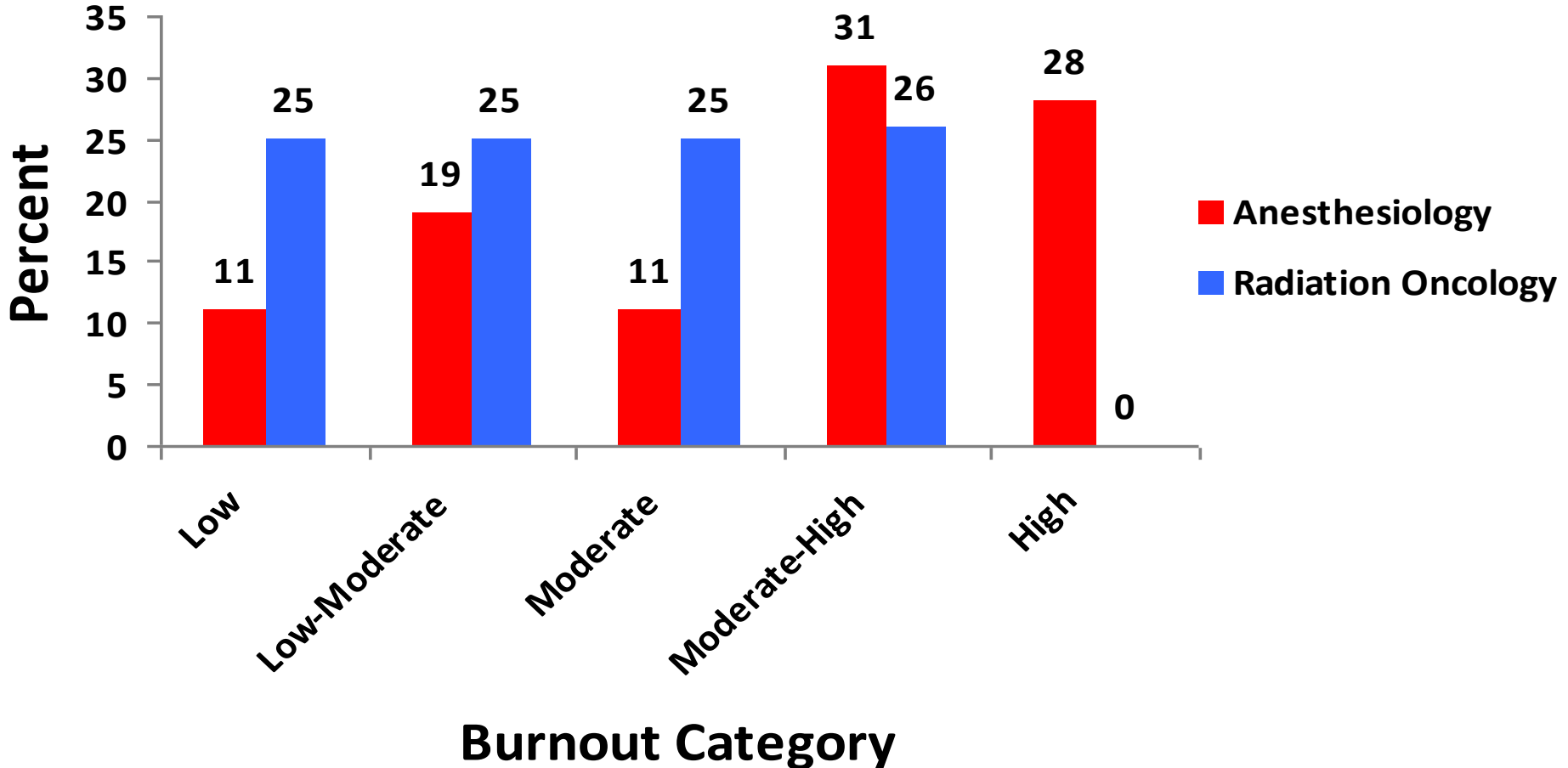
# Response Rates of Chair Burnout Studies



# Describe 3 ways in which you manage stress.



# Modified Groupings of MBI-HSS Scores



# MBI-HSS Subscale Risk Groupings

