MEDICAL STAFF CONCERNS ARE BEING HEARD

The results of our first Stanford Physician Wellness Survey with over 800 participants are in the final stages of analysis. This survey examined aspects of personal and professional experience at Stanford, including perceived control over professional life, appreciation, peer support, schedule, sleep-related impairment, mission alignment, inefficiency hassles, job satisfaction and burnout.

In the next few months, a report of results will be shared with leadership and then with all of the medical staff. In addition, individual departments will receive their own de-identified data. Some early findings are that the odds of burnout are 3 times higher with working >64 hrs/wk, and the most important predictor of positive emotional state at work is perceived appreciation.

In December Dr. Mark Linzer, a national leader in physician satisfaction research, was asked to make a return visit to consult with our committee and members of leadership. He discussed some of our preliminary survey findings, comparing them to his internal and published data, and made suggestions based on early results from a national research study he is conducting on best practice interventions and strategies to decrease burnout and improve professional satisfaction.

We are paying attention to what matters to physicians, and will use the upcoming report to inform projects in the coming year. As problems are identified, we will develop answers.

Recent Research:


In a large sample of US physicians from all specialties, early career physicians (less than 10 years in practice) had the lowest satisfaction with career choice, and the highest work-home conflicts; middle career physicians (10-20 years) had the lowest satisfaction with work-life balance, and the highest rates of emotional exhaustion and burnout. "Middle career appears to be a particularly challenging time."


For partners of orthopedic residents and faculty: "Decreased satisfaction correlated with excessive mate irritability and fatigue that precluded their mate's involvement in family activities. A gratifying sex life, full-time work outside the home, and spending more than ninety minutes a day with their mate correlated significantly with marital satisfaction."


For a group of academic faculty over age 50, major concerns were balancing work and personal time, maintaining health, and planning for retirement. The majority wanted to continue teaching and mentoring in retirement; 47% desired their own mentor/guide during this transition.

Calendar:

For details of these and more events/classes, plus CME wellness courses, see WellMD Calendar

1/1 – Race to End World Hunger
1/8 – Electronic Abuse/Cyberbullying
1/8 – What Matters to Me and Why – Yvonne Maldonado
1/8 – Hot Topics in Global Health
1/13 – The Science of Willpower
1/13 – Sustainable Happiness
1/13 – How Emotions Affect the Practice of Medicine
1/14 – American Detective Fiction
1/16 – Intro to Acoustic Guitar
1/18 – Wilderness First Aid
1/18 – Beethoven’s Great Fugue
1/24 – Organ Recital
1/25 – Women Leaders: Mastering Influence, Authenticity & Power

Winter quarter registration:
- Stanford Cont. Studies – Dec 2
- Rec Classes – Jan 6
- HIP Classes – early Jan

Resolutions that stick
During the holidays, recognizing elder self-neglect or abuse

News Item:

Have relatives visiting? New campus interactive art maps showcasing architecture and public art