

Title: Assessing Satisfaction, Stress and Burnout in Clinical and Basic Science Faculty

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Background: Faculty stress and burnout are increasing at alarming rates and are associated with decreased job satisfaction, productivity, and retention. Review of the literature highlights that associate professors, women, and faculty who are Underrepresented in Medicine suffer the highest levels of stress and burnout. The financial burden to a system due to decreased productivity and replacement costs for one physician is estimated at \$500,000-1,000,000. Universities may incur over \$1,000,000 in expenses to replace one basic scientist, primarily in start-up expenditures.

Purpose: To gauge the current state of stress, burnout and satisfaction among both clinical and basic science faculty.

Approach: Review the literature to ascertain data needed to assess satisfaction, stress and burnout within medical school clinical and basic science faculty and then determine which survey should be sent to faculty. Once results are received, assess levels of stress/burnout and convene a committee to develop mitigation strategies.

Outcomes:

1. July 2022—A team from the Office of Faculty Affairs convened to ascertain data needed to assess satisfaction, stress, and burnout among clinical and basic science faculty.
2. September 2022—Several assessment tools were reviewed and the Association of American Medical Colleges (AAMC) Standpoint Faculty Engagement Survey chosen.
3. October 2022—Funding and contracts from the Dean's Office were requested and obtained.
4. November 2022-February 2023—Other hospital and university programs aiming to improve wellness were reviewed for potential implementation.
5. February 2023—Department chairs were informed of the survey plan. The Dean agreed to award incentives to departments with 100% completion rates.
6. March 7, 2023—The survey was delivered electronically to core faculty with a USF salary and continued for 6 weeks. AAMC reported the completion rate per department weekly. By end of week 3, 59% of surveys had been completed, 19% above the Standpoint average at this point. Additional incentives were approved to encourage further engagement.
7. April 11, 2023—The survey closed. Results are to be received in June 2023.

Discussion: Determination of a survey tool to assess stress, burnout and satisfaction in faculty proved easier than originally thought as the AAMC tool provided the raw data and analysis required. However, obtaining funding and contracting was more complex than anticipated, delaying the survey release and subsequent results review. Pursuing parallel work to keep the project moving forward was an important lesson learned.

Summary: I hypothesize that measuring satisfaction, stress and burnout are critical to maintaining the well-being of medical school faculty, safety and satisfaction of patients and engagement of learners. Using data to be obtained from the AAMC Standpoint Faculty Survey, a faculty committee will review responses and compare these to the last AAMC survey in 2014 and to national data from 2019. Mitigation strategies implemented to address faculty concerns reported in the survey will be announced college-wide to ensure awareness. Repeat surveys and monitoring of retention rates will be pursued to assess their effect.