

Burnout – Real or Imagined?

Jamie J. Coleman, MD FACS
Associate Professor of Surgery
Vice-Chair of Wellness
University of Louisville



Disclosures

- Dr. Joseph and I are actually friends...
- Even if it may not seem like it at the end of this debate



This isn't Dr. Joseph



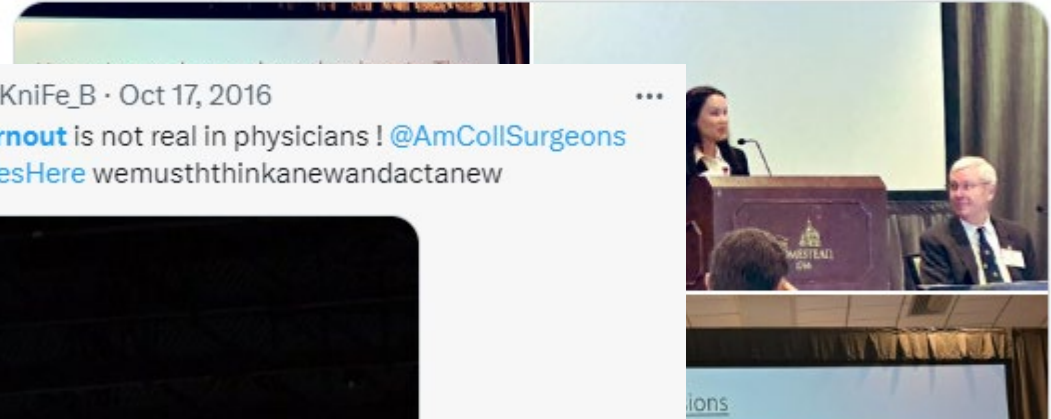
But this is



Bellal Joseph @TopKniFe_B · Dec 4, 2023

Sleep is not the only factor in Surgeon **Burnout**. Home call impacts sleep like in house call great work again. Going in to do a case protective to **burnout**

@JJcolemanMD breaking the ceiling on sleep as surgeons at the Southern Surgical #SS23



Bellal Joseph @TopKniFe_B · Oct 17, 2016

Tell me again how **#burnout** is not real in physicians ! @AmCollSurgeons #ACSCC16 #EnergyLivesHere wemusththinkanewandactanew



Bellal Joseph @TopKniFe_B · Dec 2, 2019

@AmerMedicalAssn #EHR like #Epic and @Cerner are making billions and not listening to the users

#Actions are more than words and tweets Healthcare Provider **#Burnout** and **#Exhaustion** from **#EHR** is real



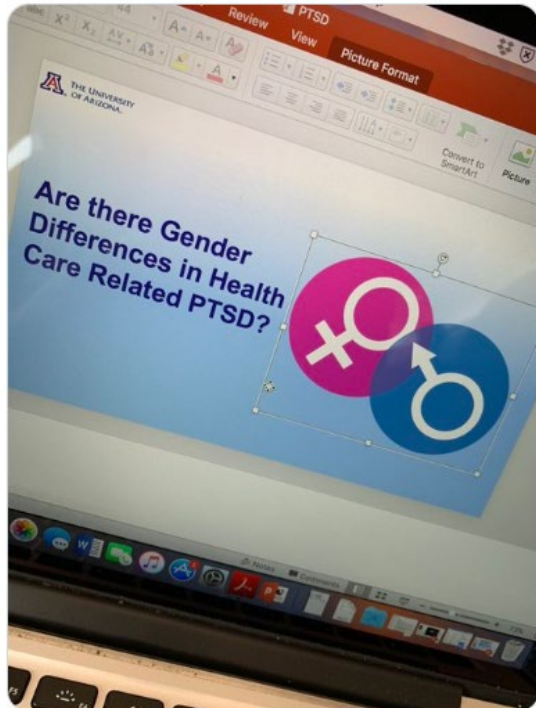
AMA @AmerMedicalAssn · Dec 2, 2019

Over the weekend, we deleted a tweet to an AMA News story on EHRs – the story missed the mark. We are listening, and will continue to do so, along with continuing our longstanding efforts to improve EHRs and remove the cumbersome burdens that get in the way of patient care.



Bellal Joseph @TopKniFe_B · Nov 5, 2018

Preparing my **#PTSD** in Trauma patients and providers **#Shocking** data we need more work! when u ask the right questions u learn! **#PTSD #Burnout #Wellness #Resiliency #GenderDifferences** need to be identified to focus on appropriate therapy **#DeteoitTraumaSymposium @JosephSakran**



You and 9 others

And... burnout is real.

- Burnout
 - Concept late 1960's
 - "Staff Burnout" published 1974
 - Syndrome resulting from chronic workplace stress
 - Emotional exhaustion
 - Depersonalization
 - Low sense of personal accomplishment

Burnout

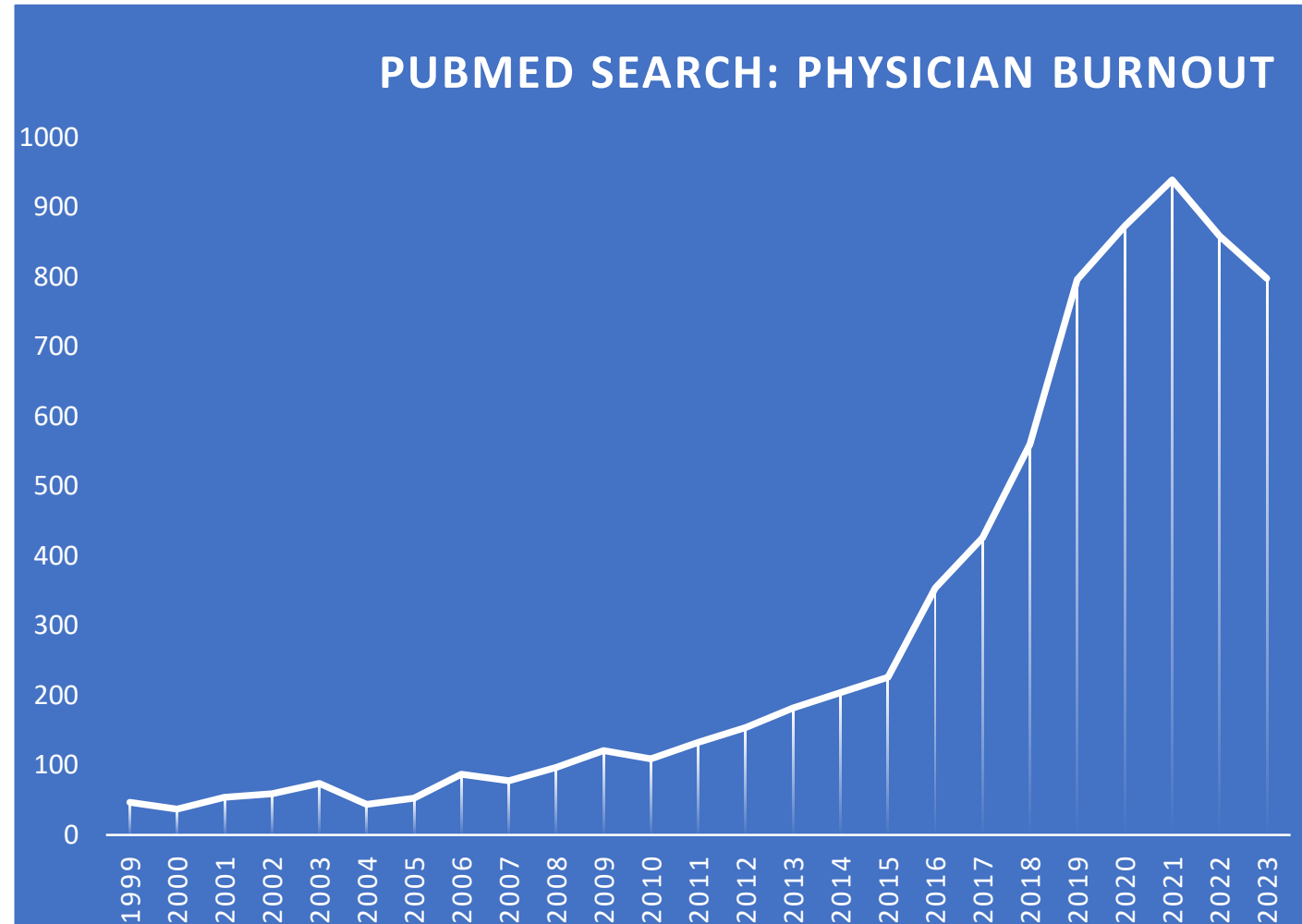
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Burnout - Prevalence

- Prevalence

- Physicians – 50-87%
- Nurses – 18-43%*
- Pre-hospital - ????

Is this a new problem?



What happened between 2010 – 2015?

- American Recovery and Reinvestment Act
 - 2009
 - Focused on economy recovery
 - Included EHR with the goal of creating an entirely new sector of the American Economy
 - 2011-2016 – meaningful use = incentive payments
 - 2015 – if no meaningful use = penalties begin

This started happening... more and more



Burnout is a buffer problem

- When there are buffers or barriers between healthcare workers and their purpose.....

Burnout

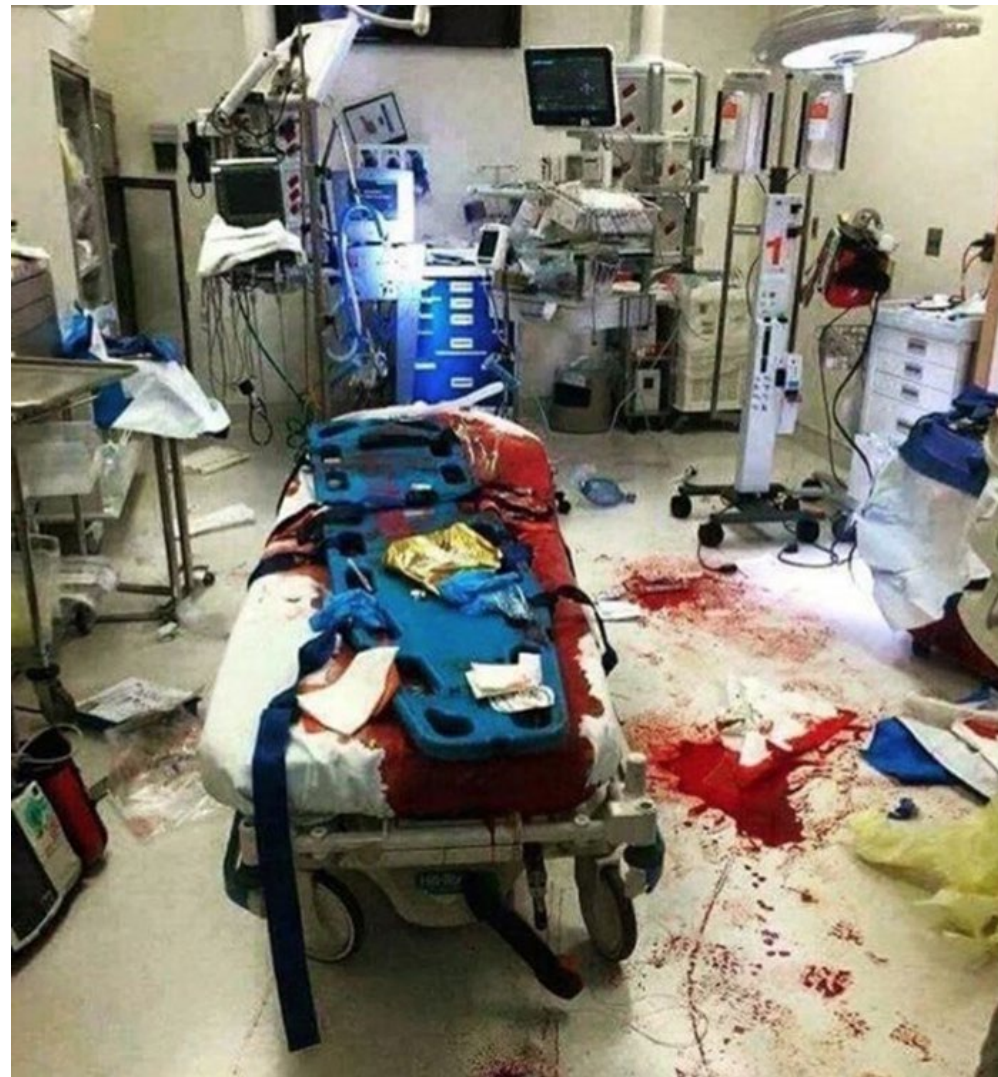
EMR

- HIT related stress common – 70%
- Poor/marginal time for documentation
 - 2.8 times the odds of burnout
- Moderately high/excessive time at home
 - 1.9 times the odds of burnout
- Agreed “add to daily frustration”
 - 2.4 times the odds of burnout

Burnout – Not just EMR

- Excessive workloads
- Sleep deprivation/Circadian rhythm disruption
- Inefficient work processes
- Clerical burdens
- Work-home conflicts
- Lack of input, control
- Physicians
 - More prevalent in younger, female

Reality



Thank you

Jamie.Coleman@Louisville.edu

