

Resident-Led Wellness Retreat: A Model for Sustaining the Training Radiologist



ACR Annual Meeting 2020

NewYork-Presbyterian

Authors:

Blake Christianson, M.D.

Robert Min, M.D., M.B.A.

Hersh Patel, M.D.

Michelle Roytman, M.D.

Brendan LoGiurato, M.D.

Lily Belfi, M.D.

Authors declare no conflict of interest



Purpose



Physician burnout continues to be a pervasive issue amongst all physicians, particularly within radiology, and especially amongst residents who are particularly susceptible to burnout, fatigue, stress, and depression due to their arduous schedules. In 2015, the Accreditation Council for Graduate Medical Education held its first Symposium on Physician Wellbeing in response to multiple recent resident suicides. One of the suggested methods to promote resident well-being was instituting residency retreats. At New York Presbyterian - Weill Cornell, we have implemented an annual resident-developed wellness retreat as part of our larger wellness curriculum.



ACGME Involvement

- **2015 - Accreditation Council for Graduate Medical Education (ACGME)** launched a campaign to foster physician wellness, in response to the suicides of three residents in a short period during 2014. The campaign centers on:
 - Developing resilience
 - Identifying indications of problems
 - Promoting well-being
 - One of the suggested methods to promote well-being was a residency retreat
 - Levine MA, et al. from University of Vermont created a 14 page document outlining the benefits of a residency retreat and the nuts and bolts of designing a retreat (location, timing, duration, participants, curriculum, costs, coverage)
- » Retreats: “Periods of retirement or seclusion, especially for spiritual renewal”



Methods: 2018 vs. 2019 Residency Retreat

2018

- **Location:** Poconos (Scotrun, PA)
- **Timing and Duration:** Fri 9/28 - Sun 9/30
- **Transportation:** Rental cars
- **Attendees:** Open to all R1-R4 Cornell residents, schedule permitting
- **Objectives:**
 - Team-Building
 - Enhancing Communication Skills, Trust and Support
 - Problem Solving
- **Activities:**
 - Yoga
 - Hiking
 - Cooking
 - Team-Building Games
 - Wine Tasting

2019

- **Location:** Hamptons (Bridgehampton, NY)
- **Timing and Duration:** Fri 9/13 - Sun 9/15
- **Transportation:** Rental cars, Bus, Jitney
- **Attendees:** Open to all R1-R4 Cornell residents, schedule permitting
- **Objectives:**
 - Team-Building
 - Enhancing Communication Skills, Trust and Support
 - Problem Solving
- **Activities:**
 - Yoga
 - Running
 - Cooking
 - Team-Building Games
 - Beach

Methods: Attendance Rate

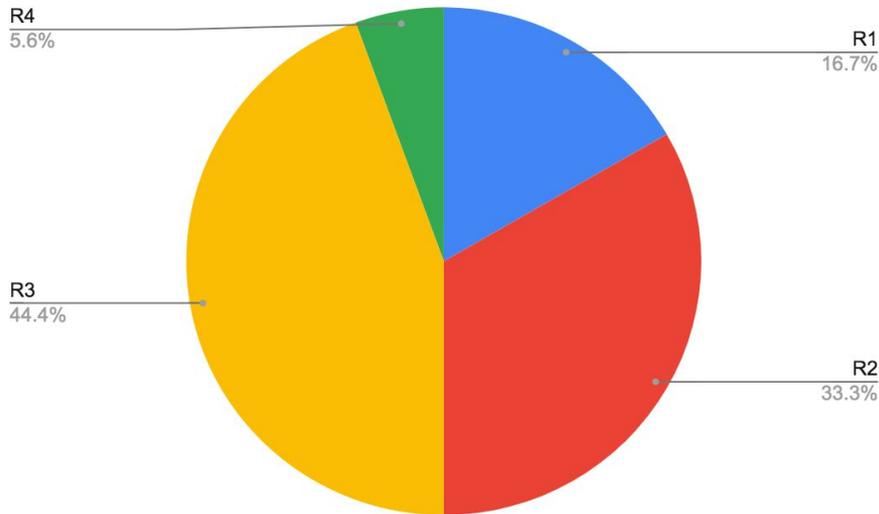
2018 Attendance Rate: **50%** (18 of 36)

R1 – 33% (3 of 9)

R2 – 66% (6 of 9)

R3 – 89% (8 of 9)

R4 – 11% (1 of 9)



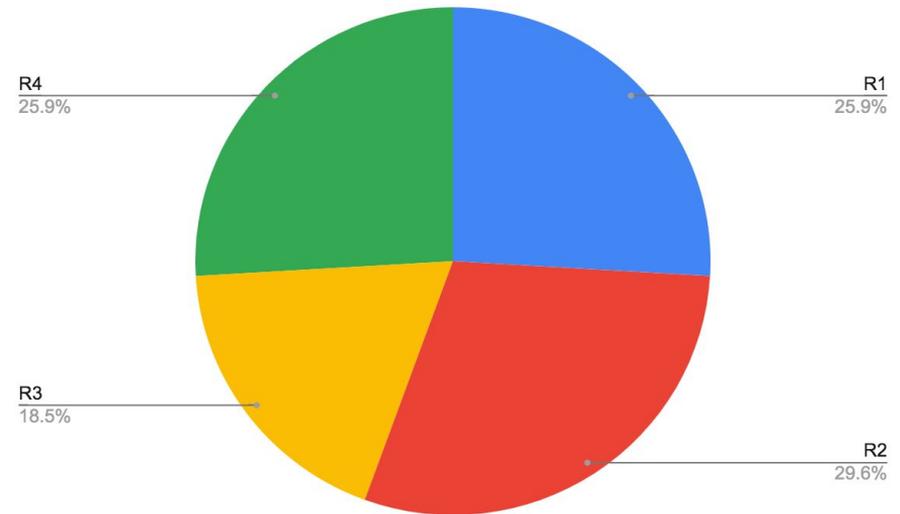
2019 Attendance Rate: **75%** (27 of 36)

R1 – 78% (7 of 9)

R2 – 89% (8 of 9)

R3 – 56% (5 of 9)

R4 – 78% (7 of 9)



50% increase in attendance from 2018 to 2019 with more equal class distribution

Methods: Pre and Post Retreat Survey

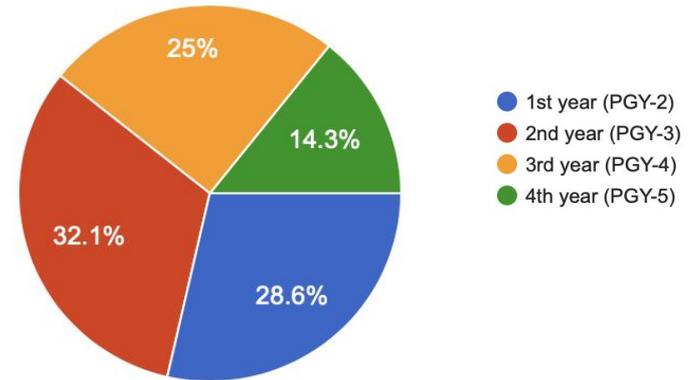
- To assess the effectiveness of our retreat, we surveyed residents with a pre and post-retreat questionnaire..
- Pre and Post Survey sent to the entire residency
 - Retreat attendees – experimental group
 - Retreat non-attendees – control group (in theory, however not enough responses)
- 46 questions throughout six sections included open-ended and likert scale questions relating to their individual residency and retreat experience, perceived stress scale and brief resilience scale
 - IRB approved protocol: Primary Investigator – Lily Belfi, M.D.

Methods: Pre and Post Retreat Survey

2019 Pre-Retreat Survey Response Rate: 78% (28 of 36) - 2018 67% → 16% increase

- R1 – 89% (8 of 9)
- R2 – 100% (9 of 9)
- R3 – 78% (7 of 9)
- R4 – 44% (4 of 9)

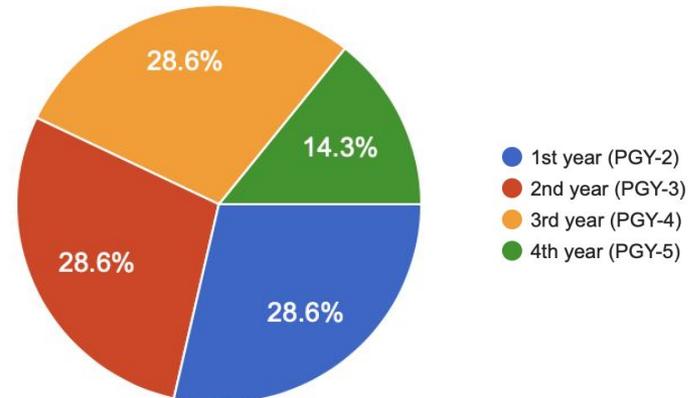
Male : Female – 15:13



2019 Post-Retreat Survey Response Rate: 58% (21 of 36) - 2018 50% → 16% increase

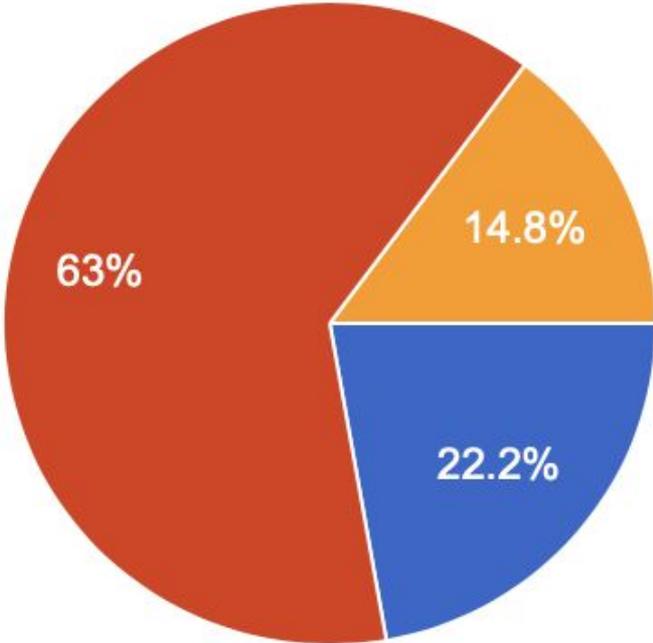
- R1 – 67% (6 of 9); 6 attended
- R2 – 67% (6 of 9); 6 attended
- R3 – 67% (6 of 9); 4 attended
- R4 – 33% (3 of 9); 3 attended

Male : Female – 11:10

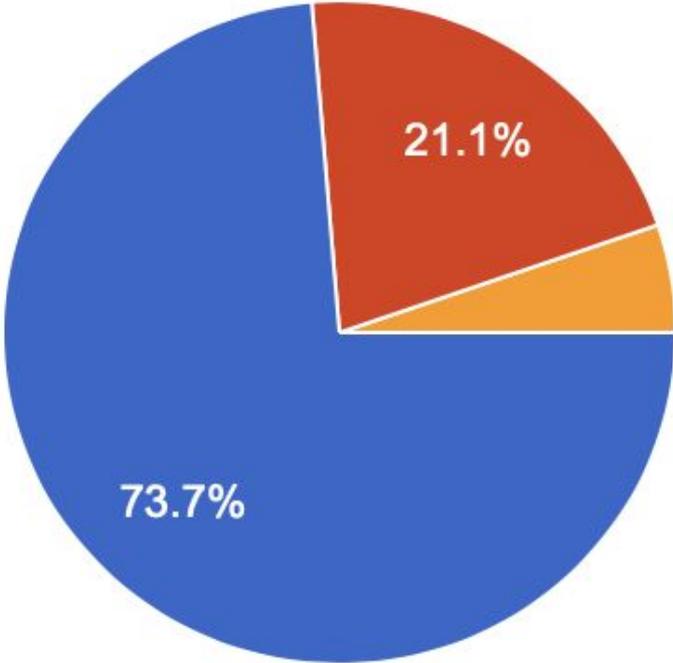


2019 Survey Results

I know my co-residents well in my class.



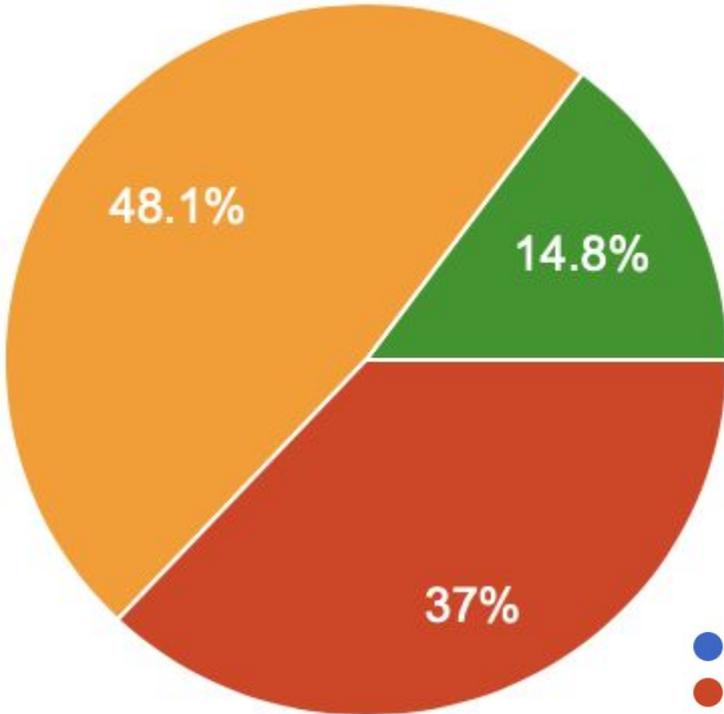
After attending the retreat, I feel I better know co-residents in my class.



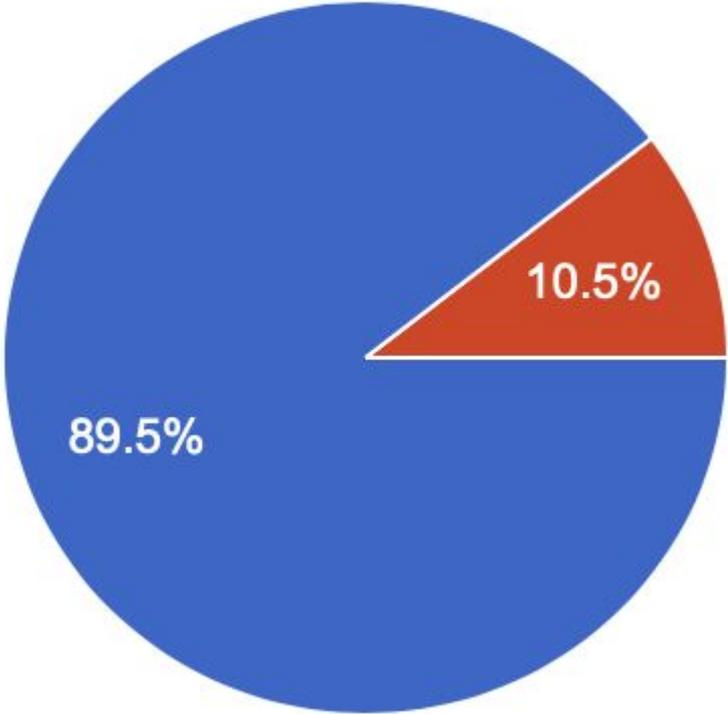
- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

2019 Survey Results

I know my co-residents well in other classes.



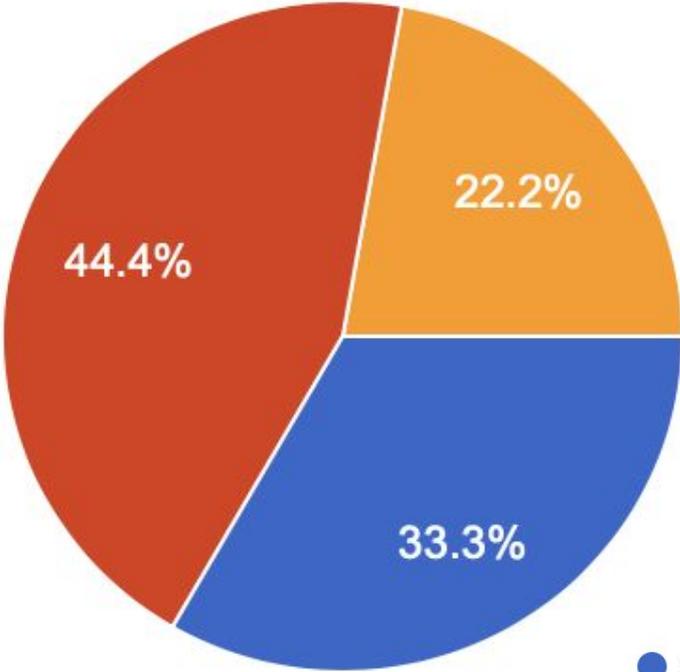
After attending the retreat, I feel I better know co-residents in other classes.



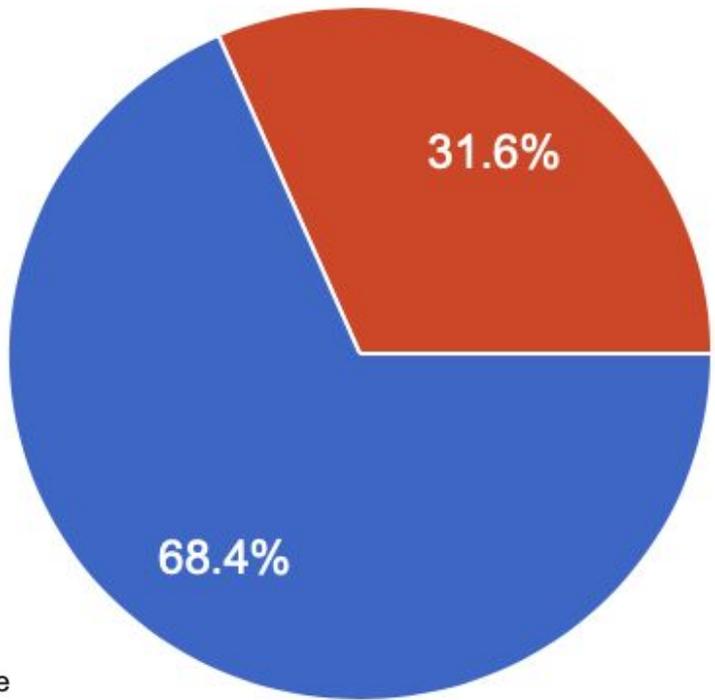
- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

2019 Survey Results

I feel comfortable discussing stress/stressors with my co-residents.



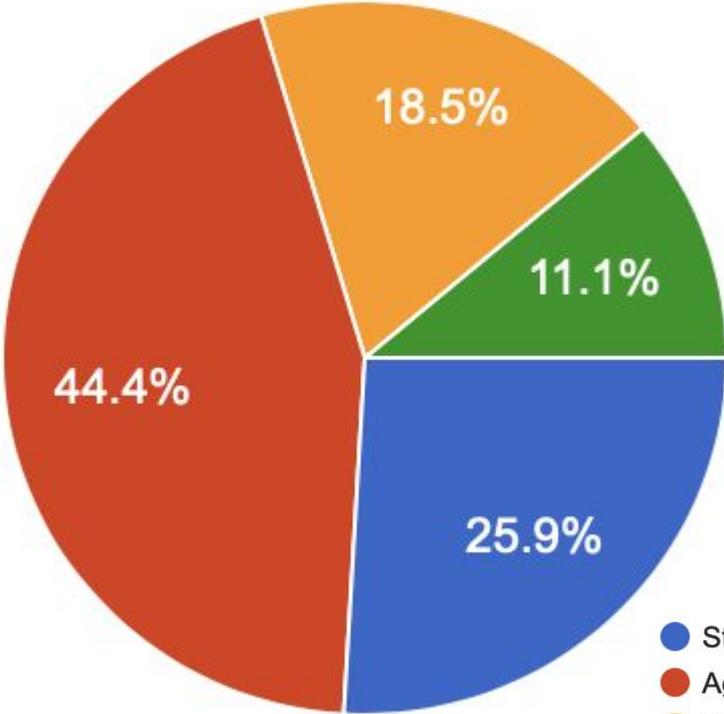
After attending the retreat, I feel more comfortable discussing stress/stressors with my co-residents.



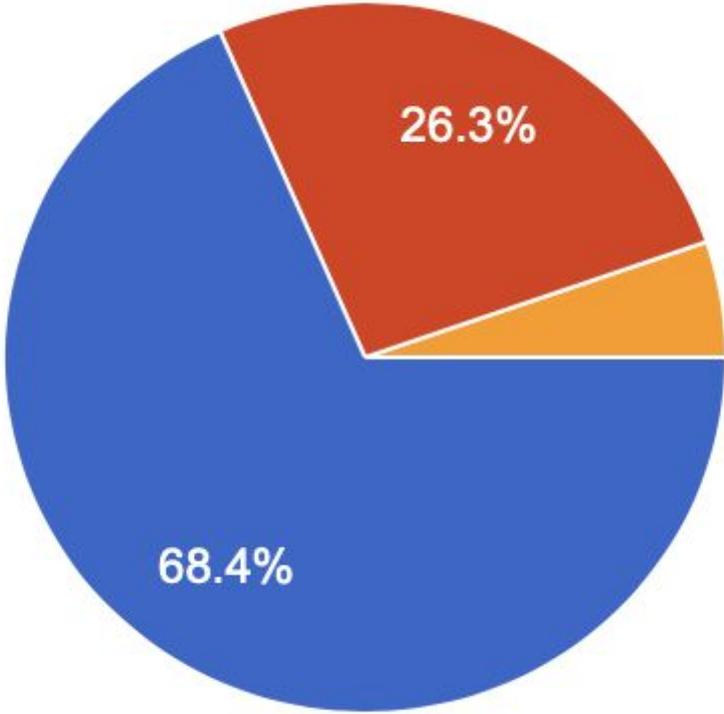
- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

2019 Survey Results

I have a mentor(s) that I can rely on amongst my co-residents.



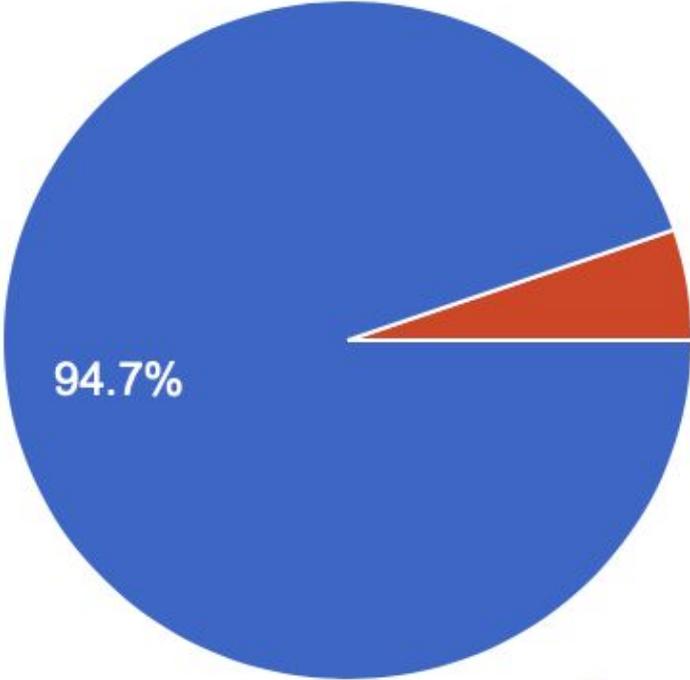
After attending the retreat, I have more mentor(s) that I can rely on amongst my co-residents.



- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

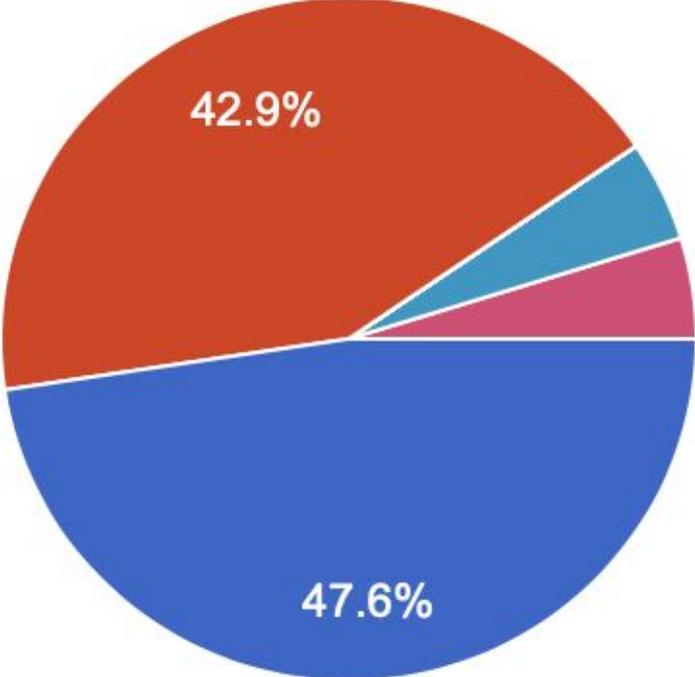
2019 Survey Results

I felt the retreat was an effective method of facilitating residency bonding



- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Did the retreat meet your expectations?



- Far exceeded
- Exceeded
- Met Expectations
- Disappointed
- Far disappointed
- na
- on call

Survey Results

“I left the retreat with a lot of positive feelings, predominantly gratefulness for the work put in by all the retreat planners and generosity of the department for sponsoring. I feel a lot closer with all my co-residents and feel very proud to be part of this residency. Getting to know everyone outside of work has made me feel more socially “well” with a sense of belonging, and I think this has been a big contributor toward my overall wellness. I can’t wait for next year’s retreat.” - R1 Response (2019)



Conclusion



A resident-led wellness focused retreat is an effective method to support individual resident wellness, as well as facilitate residency bonding and camaraderie. With other wellness initiatives, we believe that a yearly resident-led retreat can promote mentorship and support amongst coresidents, sustaining resident well-being throughout their training.