What Is a "Responsive" Residency Program?

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THE SECOND TRIAL
Surgical Education Culture Optimization through targeted interventions based on National comparative Data (SECOND) Trial

INTRODUCTION

- **Organizational interventions** are known to be more effective at reducing burnout than individually focused interventions, as various aspects of the learning environment are associated with burnout.

- While autonomy and flexibility are core elements of wellness, the unique structural issues inherent to surgical training have not supported conceptualizing residency as a time for flexibility

- **How programs can be responsive to residents to address concerns and allow flexibility is poorly understood**
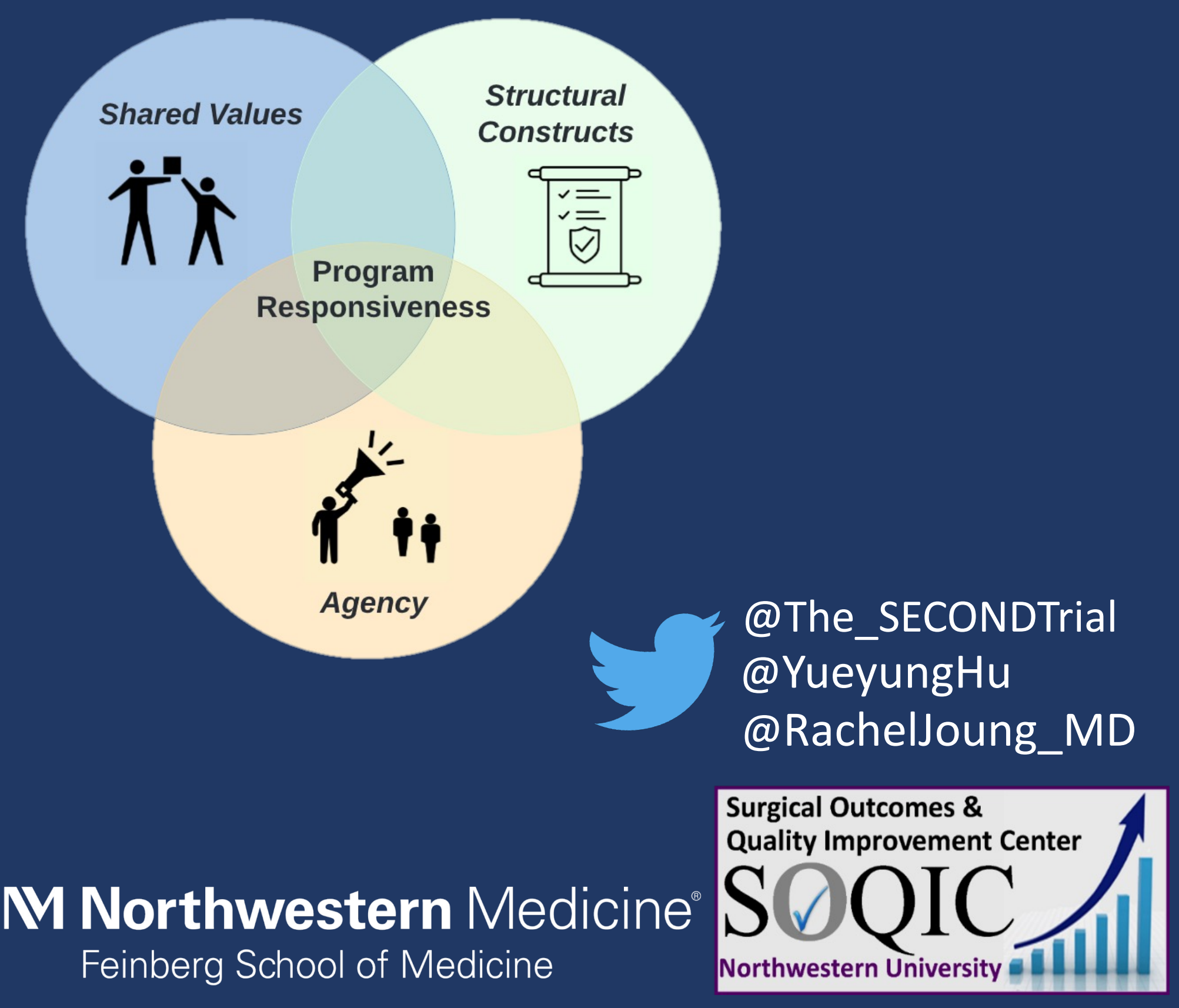
OBJECTIVES

1. Describe national resident perceptions of program responsiveness
2. Assess the associations between program responsiveness and resident wellness
3. Identify factors associated with program responsiveness

CONVERGENT MIXED-METHODS

Quantitative

Data Source
National, voluntary survey following the 2020 ABSITE exam
Survey response: 85.5%

Outcomes
"My program is responsive to resident concerns"

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

Job Demand | Work-life Integration | Burnout

Cluster-adjusted multivariable logistic regression models

Qualitative

Data Source

15 general surgery residency program tours

366 semi-structured interviews
27 focus group interviews

Qualitative Analysis

Codebook developed deductively and inductively

4 study members independently coded and reconciled differences

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Resident perception of program responsiveness was significantly associated with reduced burnout, duty hour violations, and improved career satisfaction and wellness

Shared Values, Structural Constructs, and Agency are important components of program responsiveness

Shared Values — Structural Constructs — Program Responsiveness — Agency

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RESULTS - QUANTITATIVE

- **72.1%** (n=3,791) reported satisfaction with program responsiveness

80-hr violation: OR 0.2
Finish work at home: OR 0.6

Satisfaction with
Career choice: OR 3.2
Personal life: OR 2.8
Health maintenance: OR 3.1
Time for healthy habits: OR 2.6

Burnout: OR 0.5
Thoughts of attrition: OR 0.3
Thoughts of suicide: OR 0.5

	Rate (%)	OR (95% CI)
Sex		
Male	73.4	1.00
Female	70.6	0.94 (0.81-1.10)
Race/ethnicity		
Non-Hispanic White	73.1	1.00
Non-Hispanic Black	74.9	1.62 (1.08 - 2.43)
Hispanic	72.9	1.04 (0.77 - 1.40)
Asian	71.9	1.17 (0.95 - 1.44)
Other/Prefer not to say	63.6	0.94 (0.72 - 1.23)
Clinical postgraduate year		
Intern (PGY 1)	73.3	1.00
Junior (PGY 2-3)	69.1	0.55 (0.44 - 0.68)
Senior (PGY4-5)	74.7	0.52 (0.41 - 0.65)

	Rate (%)	OR (95% CI)
Program size (total number of residents)		
Quartile 1 (<23)	71.3	1.00
Quartile 2 (24-34)	71.6	1.16 (0.83 - 1.63)
Quartile 3 (35-49)	74.0	1.46 (1.02 - 2.07)
Quartile 4 (50+)	71.6	1.48 (1.01 - 2.19)
Having a faculty mentor	83.8	2.64 (2.22 - 3.14)
Having input into call and vacation	83.1	3.31 (2.74 - 4.00)
Feels comfortable speaking up	83.6	4.20 (3.47 - 5.09)
Resident camaraderie	79.2	2.93 (2.32 - 3.71)

RESULTS - QUALITATIVE

Shared Values: Trust and Openness, Transparency, Unity

Program director "…Honestly, the biggest hurdle was just getting residents to trust the system and people's motivations. There was kind of this fear they were asking for something that was going to create backlash"

Faculty "…I think there was a lot of residents' suggestions, which then would be squashed because it just couldn't be done. And sometimes, the tension was the lack of clear communication.

Structural Constructs: Policies and Schedules

Resident, PGY-5 "…We get to rank where we want to go every year…And I have found that the program tries to give you your top five picks. It's a very responsive program."

Agency: Faculty Mentors, Resident Leadership & Representation

Resident, PGY-5 "…[Our] resident council will bring [topics of importance] to the Program Directors to put some weight behind it, and so you're not just one voice speaking up, being singled out. It's sort of the residents as a whole bringing an agenda."

Program director "…I have learned over time that the residents having a say in their residency is even more important. We have a pretty good structure for them to have input, and, honestly, most of the things we do were their ideas."