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

- Responder 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.

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

RESULTS - QUALITATIVE

- Resident, PGY 5: "...We get to rank where we want to go every year... And I have found that..."
- Faculty: "I think there was a lot of residents’ suggestions, which then would be..."
- Program director: "...Honestly, the biggest hurdle was just..."

Structured Constructs: Policies and Schedules

- Resident, PGY 5: "...[Our] resident council bring will..."
- Agency: "Faculty Mentors, Resident Leadership & Representation"