Research, Data, and Metrics Working Group

Steven Bird and Robert Harbaugh
July 14, 2017
# Working Group Participants

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Mission

To positively affect health care delivery by promoting the well-being of health care professionals at the individual, organizational, and systems level through critical analysis and synthesis of published research and the development of a research agenda to address evidence gaps.
Goals and Products

• Compilation of survey instruments with reasonable validity and reliability that can be used by investigators in the field to measure clinician burnout and well-being

• Annotated bibliography of the individual and organizational interventions examined in recent systematic reviews

• Research gap analysis that highlights what data is needed to effectively promote the well-being of healthcare professionals
Burnout Among Health Care Professionals: A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care

Lotte N. Dyrbye, Tait Shanafelt, Christine A. Sinsky, Pamela F. Cipriano, Jay Bhatt, Alexander Ommaya, Colin P. West, David Meyers

Burnout Among Health Care Professionals
A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care

Lotte N. Dyrbye, MD, MHP; Mayo Clinic; Tait D. Shanafelt, MD, Mayo Clinic; Christine A. Sinsky, MD, American Medical Association; Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN; American Nurses Association; Jay Bhatt, DO, MPH, MPA; American Hospital Association; Alexander Ommaya, DSc, Association of American Medical Colleges; Colin P. West, MD, PhD; Mayo Clinic; David Meyers, MD; Agency for Healthcare Research and Quality

July 5, 2017

The US health care system is rapidly changing in an effort to deliver better care, improve health, and lower costs while providing care for an aging population with high rates of chronic disease and co-morbidities. Among the changes affecting clinical practice are new payment and delivery approaches, electronic health records, patient portals, and publicly reported quality metrics—all of which change the landscape of how care is provided, documented, and reimbursed. Navigating these changes and resulting added pressures, many health care professionals (HCPs), whose daily work is critical to the success of health care improvement, unfortunately, as a result of these changes and resulting added pressures, many HCPs are burned out, a syndrome characterized by a high degree of emotional exhaustion and high depersonalization (i.e., cynicism), and a low sense of personal accomplishment, from work [1-2].

What Is the Extent of Burnout Among Health Care Professionals?

Physicians
More than half of US physicians are experiencing substantial symptoms of burnout. Physicians working in the specialties at the front lines of care (e.g., internal medicine, family medicine, general intern medicine, neurology) are among the highest risk of burnout. Burnout is nearly twice as prevalent among physicians as US workers in other fields after controlling for work hours and other factors [1-2]. Between 2011 and 2014, the prevalence of burnout increased by 9 percent among physicians while remaining stable in other US workers. Several studies have also found a high prevalence of burnout and depression among medical students and residents, with rates higher than those of age similar individuals pursuing other careers [3-9].

Nurses and Other Health Care Professionals
Studies of nurses report a similarly high prevalence of burnout and depression. In a 1996 study of more than 10,000 registered registered nurses, 43 percent had high degrees of emotional exhaustion [10]. A subsequent study of approximately 48,000 registered nurses in 2007 reported that 34 percent, 37 percent, and 22 percent of hospital nurses, nursing home nurses, and nurses working in other settings had high degrees of emotional exhaustion [11]. The prevalence
Looking Ahead

• Discussion paper outlining the action steps and resources necessary to conduct research on interventions to support and improve the well-being of health care professionals

• Develop ways to track the impact of the action collaborative