

**PHYSICIAN BURNOUT**

Vivek Chaturvedi, MD FASRS  
Section Director, Retina, Rush  
Wellness Director, Rush  
Partner, Illinois Retina

RUSH UNIVERSITY  
MEDICAL CENTER

50  
ANNIVERSARY  
Illinois Retina Associates  
CELEBRATING HISTORY - IMAGINING THE FUTURE

---

---

---

---

---

---

---

---

1

**BECOMING A RETINA  
SPECIALIST.  
THIS WAS SUPPOSED  
TO BE HARD.**

---

---

---

---

---

---

---

---

2

**BUT WHEN DOES "HARD"  
BECOME "BURNOUT"?**

---

---

---

---

---

---

---

---

3

## HISTORY OF 'BURNOUT'

1974 Psychologist Herbert J. Freudenberg, PhD, in psychiatric journal

2019 WHO added to 11th International Classification of Diseases

Freudenberger HJ, Richelson G. Burn-out: The High Cost of High Achievement. Anchor Press; 1980.



4

---

---

---

---

---

---

---

---

## BURNOUT DEFINED



Feelings of depleted energy or exhaustion



Mental distance or cynical feelings about one's job



Reduced professional efficacy



5

---

---

---

---

---

---

---

---

## SOURCES OF BURNOUT

- Administrative Burden
- Too many hours at work
- Lack of financial independence
- Insufficient compensation
- Lack of control (small to large)
- Lack of meaningful work

Source: Medscape 2024 Survey



6

---

---

---

---

---

---

---

---

## CONSEQUENCES OF BURNOUT

- Increased risk of alcohol abuse, depression, & suicide
- Higher risk of
  - medical errors
  - elevated financial burden
  - poor patient care
- Reduced physician productivity
- Increased physician turnover
- Increased malpractice suits

Oroshevich MR, Kauppi KL, Bakh OM, et al. Prevalence of alcohol use disorders among American surgeons. *Arch Surg*. 2012;147(2):168-174.

Dehnel F, Aubert C, Pereira B, et al. Suicide among physicians and health-care workers: a systematic review and meta-analysis. *PLoS One*. 2019;14(12):e0226361.

Shanafelt TD, Back CM, Bechamps G, et al. Burnout and medical errors among American surgeons. *Ann Surg*. 2010;251(6):995-1000.

Hall LH, Johnson L, Matti T, Toppa A, O'Connor OB. Healthcare staff well-being, burnout, and patient safety: a systematic review. *PLoS One*. 2016;11(7):e0159015.



7

---

---

---

---

---

---

---

---

---

---

Purpose  
Intensity  
Financial



Financial illiteracy  
Perfectionism  
Workaholic  
Patient Responsibility  
Lack of Autonomy  
Non-Physician Tasks  
Staff Turnover  
Reimbursement  
Patient Volume  
Toxic/Leadership  
Work Engagement  
\*Personal Stress\*



8

---

---

---

---

---

---

---

---

---

---

## WHAT DOES THE DATA SAY?



Physicians



Ophthalmologists



Retina Specialists



9

---

---

---

---

---

---

---

---


---

---

**PHYSICIAN DATA**

American  
Medical  
Association

Medscape



10

---

---

---

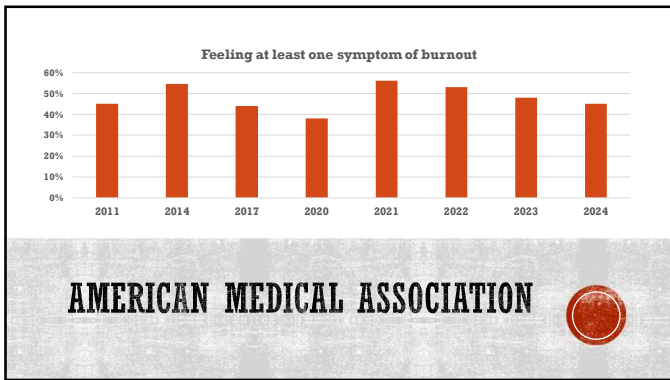
---

---

---

---

---



11

---

---

---

---

---

---

---


---

**MEDSCAPE**

- 9,226 physicians in 29 specialties (3 month) in 2023
- 49% said they were burnt out
  - Female 56% vs Male 44%

**With symptoms going back at least 1, sometimes 2 years**

14%-16% considering leaving medicine altogether



12

---

---

---

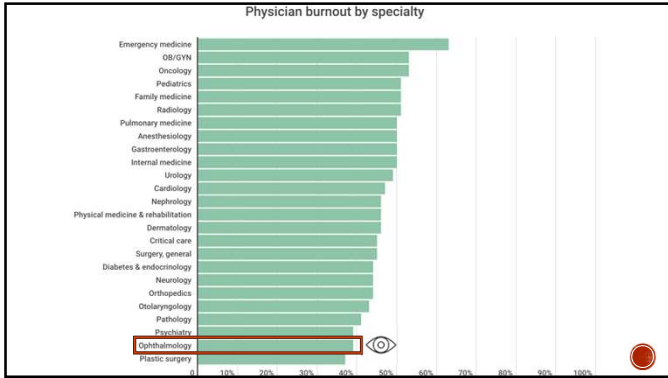
---

---

---

---

---



13

---

---

---

---

---

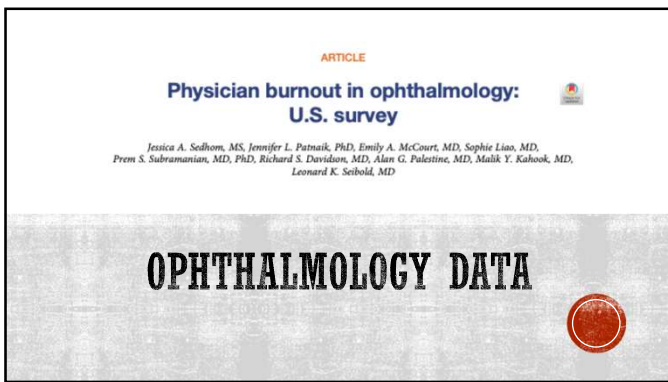
---

---

---

---

---



14

---

---

---

---

---

---

---

---

---

---

ARTICLE

**Physician burnout in ophthalmology:  
U.S. survey**

*Jessica A. Sedhom, MS, Jennifer L. Patnaik, PhD, Emily A. McCourt, MD, Sophie Liao, MD,  
Prem S. Subramanian, MD, PhD, Richard S. Davidson, MD, Alan G. Palestine, MD, Malik Y. Kahook, MD,  
Leonard K. Seibold, MD*

- List serve emails to the following societies:
  - ASCRS (6800 members)
  - ACS (1470 members)
  - AAPOS (1400 members)
  - ASOPRS (800 members)
  - NANOS (800 members)
- **11,270 members emailed**
- **592 member responses**
- **5.25% response rate**

15

---

---

---

---

---

---

---

---

---

---

ARTICLE

### Physician burnout in ophthalmology: U.S. survey

Jessica A. Seckman, MD, Jennifer L. Patnick, PhD, Emily A. McCarty, MD, Sophia Lian, MD, Praveen S. Subramaniam, MD, PhD, Richard S. Davidson, MD, Alan C. Palumbo, MD, Mark T. Kalkbrenner, MD, Leonard K. Seibold, MD

- 592 responses
- 224 reported symptoms of burnout (37.8%)
  - Mild (146/224)
  - Moderate (66/224)
  - Severe (12/224)
- Female 46.2% vs male 31.2%
- Employed 40.3% vs private 31.9%

16

---

---

---

---

---

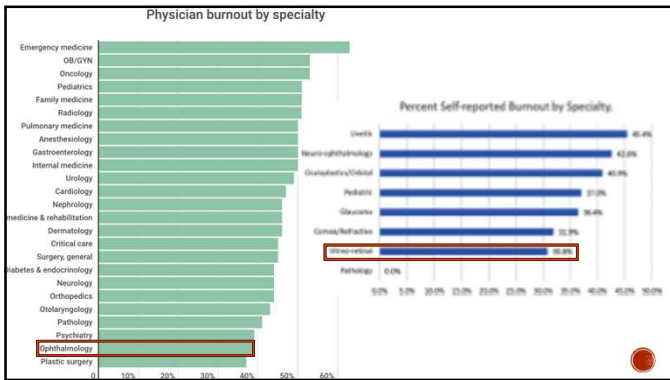
---

---

---

---

---



17

---

---

---

---

---

---

---

---

---

---

## RETINA SPECIALIST

- Very little data
- Previous study, 1/3 retina specialists feel some degree of burnout
- Opportunity:
  - Leverage societies with access to retina specialists
- **Identify Patterns and Trends**
  - Demographics
  - Employment Type
- With the data can come intervention

18

---

---

---

---

---

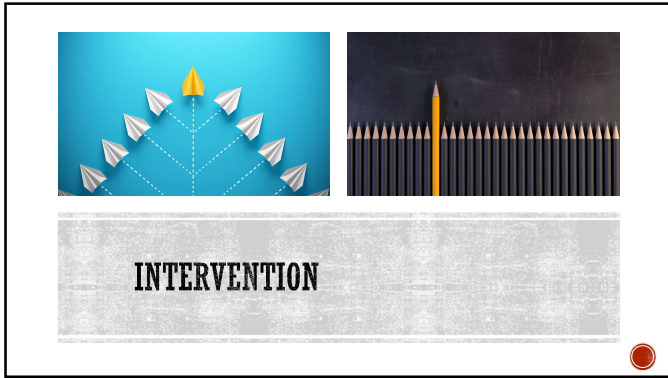
---

---

---

---

---



19

---

---

---

---

---

---

---

---

## TRADITIONAL INTERVENTION 2.0

|  |  |  |
|--|--|--|
| <p><b>Individual level</b></p> <ul style="list-style-type: none"> <li>Reduce Hours*</li> <li>Change Jobs*</li> <li>Exercise*</li> <li>Family/Friends*</li> <li>Spirituality*</li> </ul> <p>Therapy/PCP</p> <p>Coaching</p> <ul style="list-style-type: none"> <li>Time Management</li> <li>Resilience &amp; Gratitude</li> </ul> | <p><b>Training Level</b></p> <ul style="list-style-type: none"> <li>Financial Literacy</li> <li>Debt Management</li> </ul> | <p><b>Organizational Level</b></p> <ul style="list-style-type: none"> <li>Leadership</li> <li>Protect</li> <li>Mentorship</li> <li>Reduce burden</li> <li>Culture</li> <li>Schedules</li> <li>Compensation</li> <li>Provide Purpose</li> </ul> |
|--|--|--|

Physician Well-being 2.0: Where Are We and Where Are We Going? Shanabati, Tali D. Mayo Clinic Proceedings, Volume 96, Issue 10, 2021 - 2022

20

---

---

---

---

---

---

---

---

Journal of  
**Vocational  
Behavior**

**Burnout and work engagement:  
Independent factors or opposite poles?**

Vicente González-Romá <sup>a,\*</sup>, Wilmar B. Schaufeli <sup>b</sup>,  
Arnold B. Bakker <sup>b</sup>, Susana Lloret <sup>a</sup>

<sup>a</sup> University of Valencia, Department of Methodology of Behavioral Sciences,  
Av. Blasco Ibañeta, 21, 46100 Burjassot, Spain  
<sup>b</sup> Utrecht University, Department of Social and Organizational Psychology, The Netherlands

(2006) 165-174

21

---

---

---


---

---

---

---

---



**Create Meaningful Work**  
Meet physicians where they are

70% of employees said their sense of purpose is defined by their work

Those employees who say that they live their purpose at work are:  
 5X more likely to report higher **resilience**.  
 4X more likely to report better **health**.  
 6X more likely to want to stay at the **company**.  
 5X more likely to go **above** and **beyond** to make their company successful.

<https://www.mckinsey.com/featured-insights/mckinsey-guide-to-getting-unstuck/how-centering-purpose-in-the-workplace-fosters-empowerment>

22

---

---

---

---

---

---

---

---

---

---



23

---

---

---

---

---

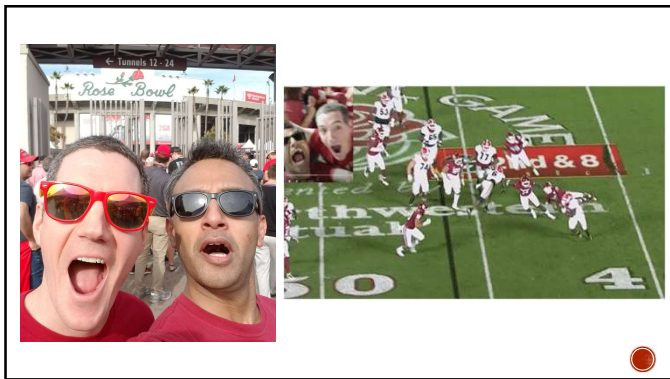
---

---

---

---

---



24

---

---

---

---

---

---

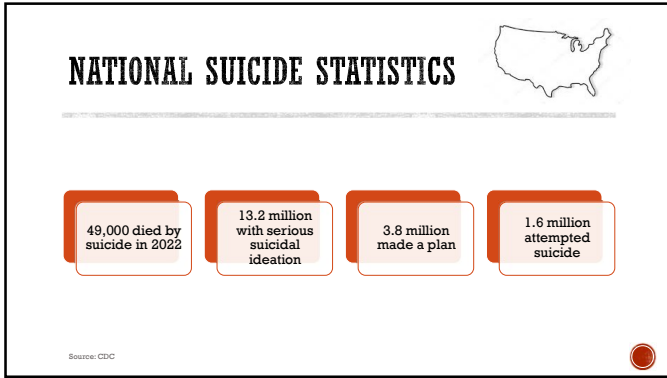
---

---

---

---





25

---

---

---

---

---

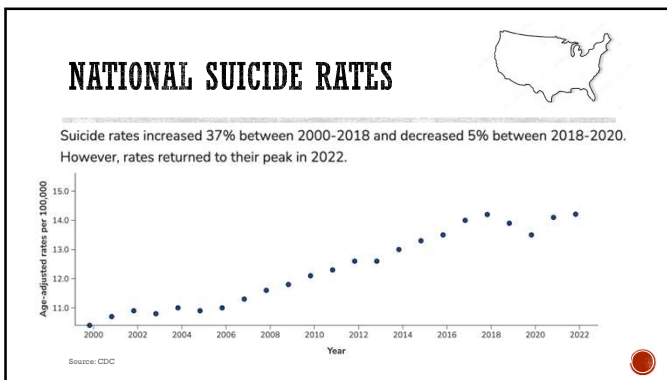
---

---

---

---

---



26

---

---

---

---

---

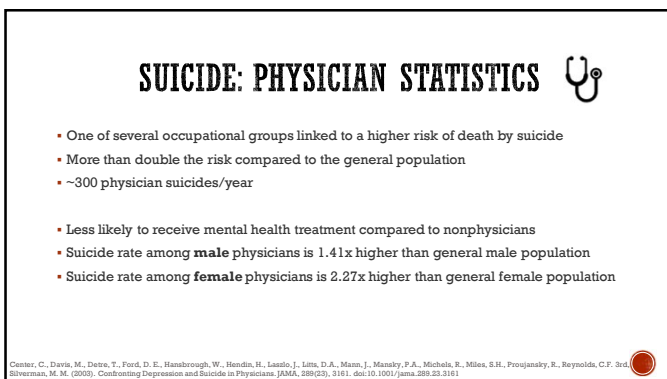
---

---

---

---

---



27

---

---

---

---

---

---

---

---

---

---

# AMERICAN FOUNDATION OF SUICIDE PREVENTION



28

---

---

---

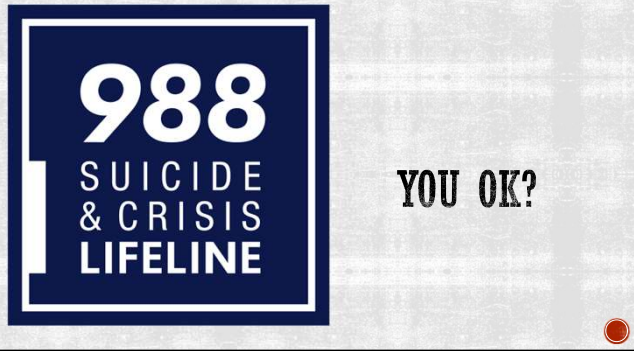
---

---

---

---

---



29

---

---

---

---

---

---

---

---