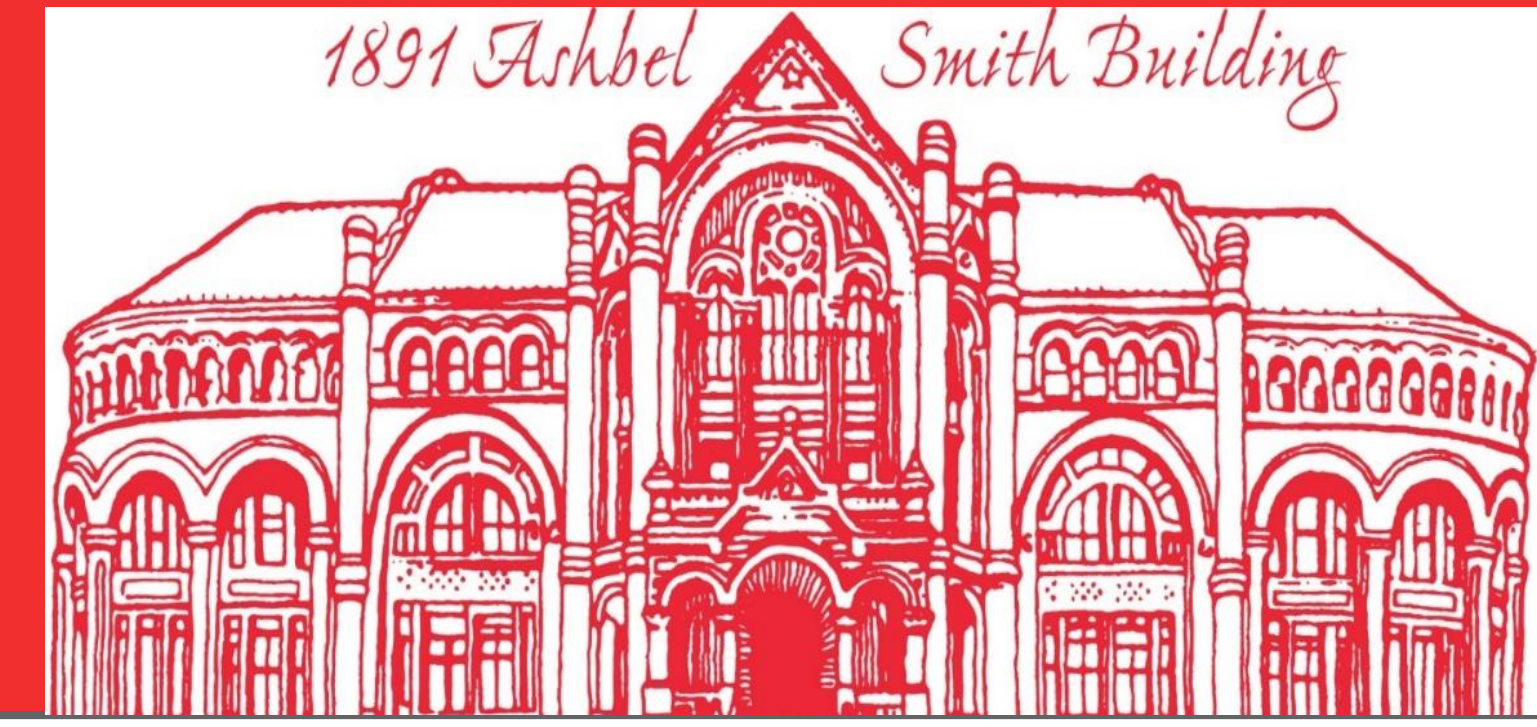


2021 TMA Physician Health and Wellness Exchange – Poster Session Winners

Category	Title	Authors	Learning Center
Most Engaging	The Effects of COVID-19 on Orthopedic Surgery Training Programs in the United States	Shivan N. Chokshi, BBA; Tsola Efejuku, BSA; Jie Chen, MD; Daniel Jupiter, PhD; Jeremy Somerson, MD; Vinod K. Panchbhavi, MD, FACS	UTMB Health
Best Demonstration	BCM’s Wellness 5K Over the Years: Continuity of Health and Wellness Initiatives During a Global Pandemic	Brianna Etoria, MBA, MA Suzette Roldan, B.S.	Baylor College of Medicine
Most Adaptable and Multimodal	Supporting the People Who Support the Mission: The Interactive Screening Program Launch at The University of Texas Southwestern	Susan A. Matulevicius, MD, MSCS; Jaime Harry, LCSW; Sean Mayberry, LPC LCDC; Laquita Cooper, LCSW; Julian Longiria, BA, MBA	UT Southwestern Medical Center
Best E-Poster	Working Parents and Perceived Stress: The Intersectionality of Parenting and Gender with Wellness During the COVID Pandemic in Academic Faculty	Susan A. Matulevicius, MD, MSCS; Kimberly Kho, MD, MPH, MSCS; Joan Reisch, PhD; Helen Yin, PhD	UT Southwestern Medical Center
Most Original	BCM’s COVID -19 Support Task Force: How the community and Baylor came together to care for frontline workers during the pandemic	Peggy H. Yang, PhD; Jesse Gavin,; Katherine Holtman; Toi B. Harris, MD	Baylor College of Medicine

The Effects of COVID-19 on Orthopedic Surgery Training Programs in the United States



Background

- The negative impact of the COVID-19 pandemic has been widespread and unprecedented, particularly on in-person activities.
- In response to the pandemic, surgical programs across the country implemented shifts to online didactics, distancing protocols for safety, and stricter guidelines for surgical opportunities.¹
- While there is an established body of literature detailing specific effects of COVID-19 on surgical residency programs, a majority of it examines other countries such as India, Algeria, and Pakistan, or focuses on general surgery residents.²

Study Objective

This study investigates the effects of COVID-19 on medical education, research opportunities, and mental health in orthopedic surgical training programs

Methods

- A survey was sent to the 177 Electronic Residency Application Service participating orthopedic surgery training programs, targeting postgraduate years 1 through 5 and first- and second-year fellows.
- The survey contained 26 questions covering demographics, examinations, research, academic activities, work settings, mental health, and educational communication. Participants were asked to assess their difficulty in performing activities relative to COVID-19

Results

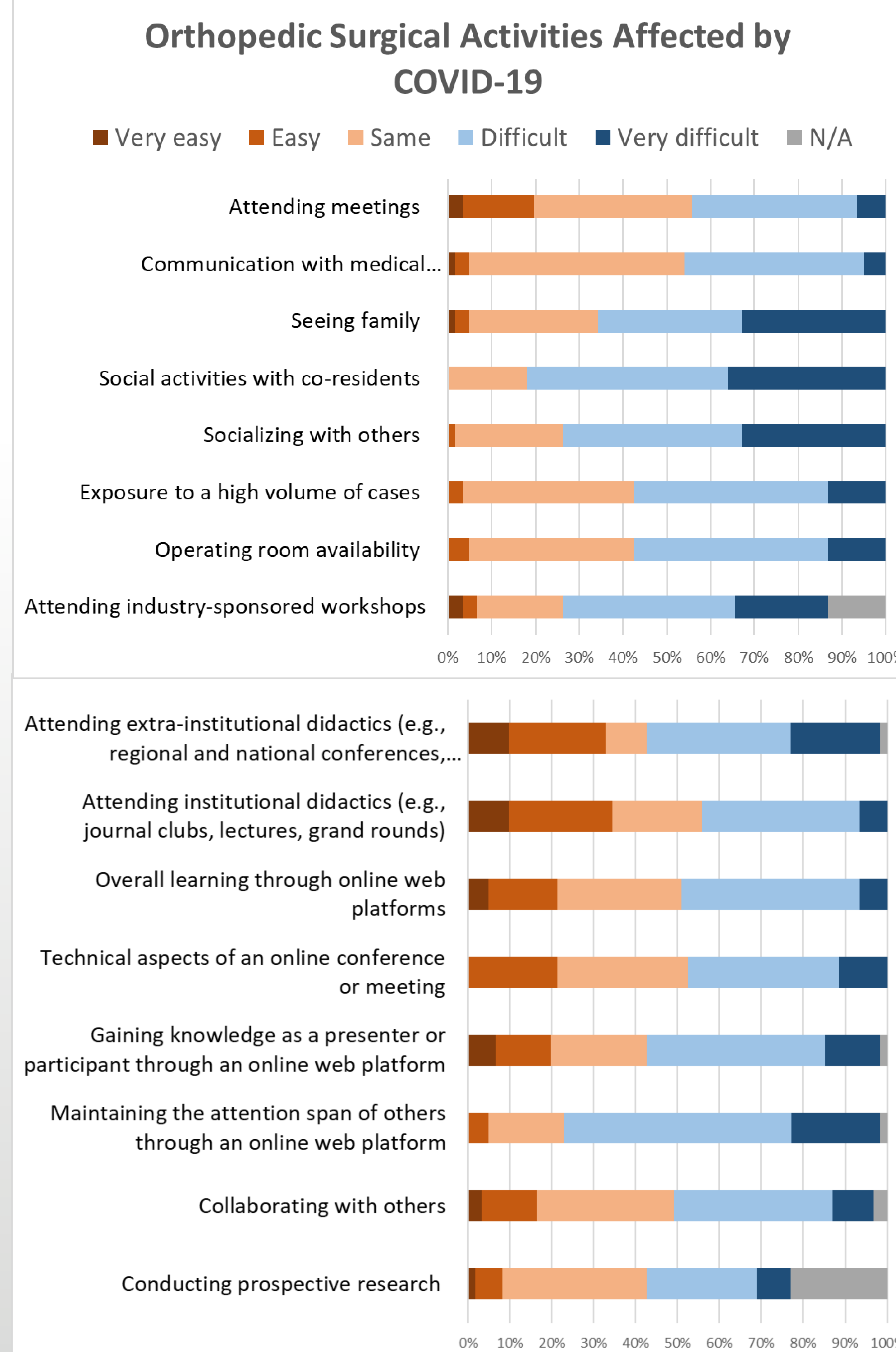


Figure 1. Graphical overview of orthopedic surgical activities that were reported as "difficult" or "very difficult" by a majority of respondents.

References

1. Aziz H, James T, Remulla D, et al. Effect of COVID-19 on surgical training across the United States: a national survey of general surgery residents. *J Surg Educ.* 2021 Mar-Apr;78(2):431-439.
2. Somerson JS, Patton A, Ahmed AA, Ramey S, Holliday EB. Burnout among United States orthopaedic surgery residents. *J Surg Educ.* 2020 Jul-Aug;77(4):961-968.

Results

- Sixty-one responses were used for data analysis. Eighty-nine percent of respondents had treated COVID-19-positive patients, and 39% experienced an increase in anxiety while working due to fear of contracting COVID-19.
- Difficulties were experienced in collaborating with others (49%), learning through online web platforms (49%), maintaining the attention span of others through online web platforms (75%), and in gaining knowledge as a presenter or participating through online web platforms (56%) (Figure 1).
- Eighty percent reported that managing time to study was the same or easier.
- There was no reported change in difficulty for performing activities in the clinic, emergency room, or operating room.
- Most respondents reported greater difficulty in socializing with others (74%), participating in social activities with co-residents (82%), and seeing their family (66%) (Figure 1).

Conclusions

- COVID-19 has had a significant impact on the socialization of orthopedic surgery trainees.
- Clinical exposure and engagement was marginally impacted for a majority of respondents, while academic and research activities were more greatly impacted by the transition from in-person to online web platforms.
- These conclusions merit investigation into introducing support systems for trainees and evaluating best practices moving forward.



Objectives

This study examines community participation and fundraising trends of the BCM Wellness 5K over five consecutive years (2015 to 2020) in relation to organizational and regional factors to:

- (1) Understand the impact transitions in management and to a virtual venue has had on the success of the 5K.
- (2) Inform future planning of this initiative to support College-wide student wellness goals.

Background

Baylor College of Medicine established the BCM Wellness 5K in 2012, along with other engagement and outreach initiatives, to improve health and wellbeing. Elevated rates of medical student burnout (approximately 55%) and depressive symptoms (60%) have been published (Chang et. al., 2012). Student and College leaders launched the 5K with the intent of raising awareness of the College's health and wellness priorities, engaging the Baylor and Houston community, and fundraising for wellness initiatives. While participation and funds raised have fluctuated due to multiple factors (e.g., staff transitions, impacts of natural disasters and the pandemic, etc.), the College has hosted this 5K every year since its' launch.



Participants starting the 2015 Baylor College of Medicine Wellness 5K

Methods

Data on participant registration and funds raised each year (2015 to 2020) were extracted from donor reports. An analysis was performed to identify trends in registration numbers and funds raised. Additionally, a retrospective review of reports, invoices, and other documents were performed to build contextual understanding of departmental location of the 5K, transitions of event managers, and experiences that may have influenced registration and event costs, such as Hurricane Harvey and COVID-19.

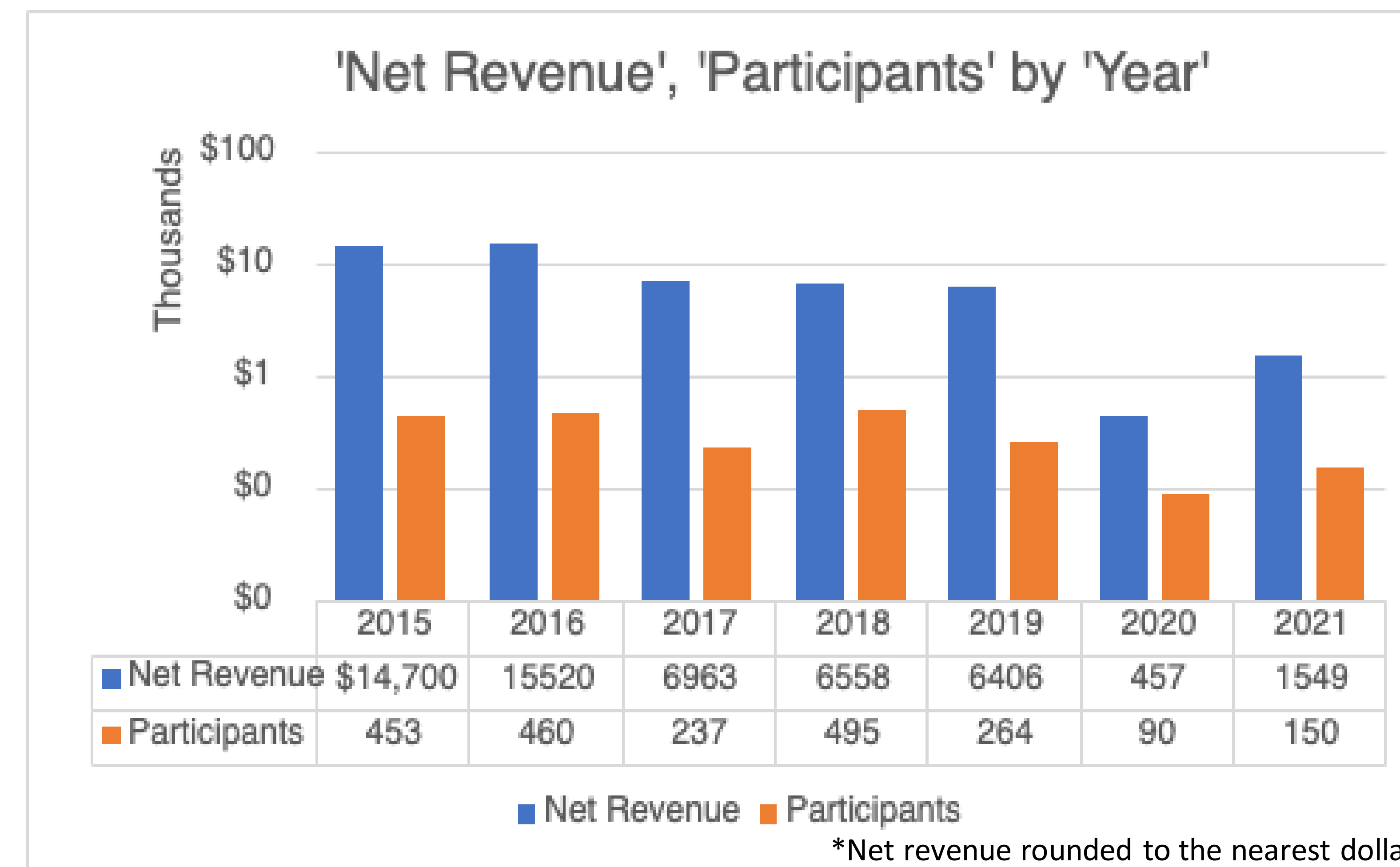
References

Chang, Elaine, Florence Eddins-Folensbee, and John Coverdale. "Survey of the prevalence of burnout, stress, depression, and the use of supports by medical students at one school." *Academic Psychiatry* 36.3 (2012): 177-182.

Results

Participant Registration

Registration has fluctuated due to the expansion of the event from the medical school to the Baylor community (2015-2016), Hurricane Harvey's landfall (August 2017), and COVID-19 (early 2020). A notable increase occurred in 2018 when registration increased to the highest number of registrants in this 5-year period. However, we see this number drop by almost 50% from 2018 to 2019. Given the introduction of COVID-19 to Houston in 2020, the 5K transitioned to virtual. Registration was low, but because the event was virtual, costs were also low. (This year, our virtual 5K saw an increase in registration.)



Fundraising

In 2015, registration for the 5K exceeded 400 (n=453) and total race expenses equaled \$7,500.00. In 2016, registrants increased to 460 and expenses decreased by \$500.00. Between 2016-2017, event expenses increased substantially as registrants dropped, significantly lowering net revenue. Net revenue was steady from 2017 to 2019, despite a peak in registration in 2018 (event expenses also increased significantly that year). Net revenue from the virtual 5K in 2020 was insignificant at \$457.15. (This year, our net revenue increased to \$1,548.75.)

Grants for Leadership Opportunities in Wellness & Baylor College of Medicine Living In Full Excellence

Each year, the funds raised through this event are dedicated to student wellness leadership opportunities and wellness activities. Between 2015 and 2020, the 5K has allowed for approximately \$50,000 to go toward grants for leadership opportunities in wellness (GLOW) and to establishing and growing Baylor's student wellness program (BCM LIFE). Additionally, according to Baylor's annual Student Services Survey data, from the 2015-16 academic year to the 2020-21 academic year, student satisfaction with Baylor offering an appropriate range of activities and programs to promote overall wellbeing increased 21.66%.

"The most meaningful aspect of being a part of the 5K Executive Planning Committee was the opportunity to work with my classmates to put on an incredible event to promote a sense of community and support student wellness." *Matt Parham, 2021 5K Executive Planning Committee Director*

Acknowledgements

The authors extend their appreciation to Toi B. Harris, M.D., John Rapp, M.Ed., Reginald Toussant, M.Ed., and the Office of Institutional Advancement and Alumni Affairs. The authors recognize the 2021 5K Executive Planning Committee's hard work and dedication. Thank you to Matthew Parham, Hunter Flores, Prazwal Athukuri, Marisa Hudson, Fatimeh Alavi Naini, Nicole Butler, Xin Yee Ooi, Christian Keller and Deepak Jagannath.

Conclusion

The purpose of this study was to examine community participation and fundraising trends of the BCM Wellness 5K over five consecutive years in relation to organizational and regional factors to better appreciate the impacts transitioning a project to new management and to a virtual venue has on its' success and to inform future planning to allow for the growth and continuation of this important community wellness initiative. Registration numbers and funds fluctuated due to multiple factors (e.g., staff transitions, impacts of natural disasters and the pandemic, etc.). The BCM Wellness 5K continues to mobilize the Baylor student population to promote health and wellbeing and raise funds to support student wellness initiatives. The data trend and historical analyses in this initial study can be used to inform strategic planning and goal setting regarding this annual event in the immediate future.

Future Directions

The success of this annual event will continue to provide an additional source of funding dedicated to enhancing Baylor students' wellbeing. The future direction of this event will include the (1) Monitoring of metrics tracking student health and wellbeing for continuous quality improvement, (2) Creation of an event guidebook for 5K planners, and (3) Pursuit of more opportunities for collaboration with stakeholders when executing this event each year.

(1) Monitor metrics tracking student health and wellbeing in collaboration with the Office of Well-Being and Baylor's institution-wide wellness program for continuous quality improvement.

(2) Create a BCM Wellness 5K event planning guidebook which will include historical context, logistical and financial details (e.g., planning timeline, service request forms, goods and services cost estimates), marketing strategies, and partner contacts and opportunities. This guidebook will be owned by the event manager and shared with the 5K executive planning committee once established each year.

(3) Pursue donor opportunities in the community in collaboration with the Office of Institutional Advancement and Alumni Affairs. Additionally, collaborate with school and program leadership across the College to encourage greater student, faculty, and staff participation.

Although this year's 5K (October 2021) was held virtually again this year, we did see a significant increase in registration from last year. We are pleased to report 150 community

members participated in this year's race, raising over \$1500.00 that will go toward wellness initiatives for Baylor students.

5K Executive Planning Committee awarding winners of the 2019 Baylor College of Medicine Wellness 5K



Supporting the People Who Support the Mission: The Interactive Screening Program Launch at the University of Texas Southwestern

Susan A Matulevicius, MD, MSCS, Jaime Harry, LCSW, Sean Mayberry, LPC LCDC, Laquita Cooper, LCSW, Julian Longoria, BA, MBA
UT Southwestern Medical Center

Introduction

The stress of the pandemic has impacted the mental health of health care providers. In order to support the mental health of our workforce and connect them to appropriate resources, The University of Texas Southwestern (UTSW) launched the Interactive Screening Program, an anonymous and confidential, validated wellness screening tool that allows asynchronous, personalized outreach from program counselors to connect faculty and staff to available mental health resources.

Objectives


1. Create an easy to access, anonymous method for connecting faculty and staff to available mental health resources;
2. Monitor use and engagement;
3. Monitor and report overall distress levels of our faculty and staff.

The Tool

Through partnership with the American Foundation for Suicide Prevention, UTSW created a customized website where faculty and staff can:


- Take a brief stress and depression questionnaire
- Receive a personalized response from a trained counselor (JH, LC, SM)
- Exchange messages with the counselor and ask about available local and national resources
- Get feedback and encouragement
- Get a referral to psychology or psychiatry services

Methods of Outreach




Email:

1. Campus-wide announcements
2. Local announcements (unit, department.)
3. Individual outreach to high-stress areas (mail merge with personalized messaging)



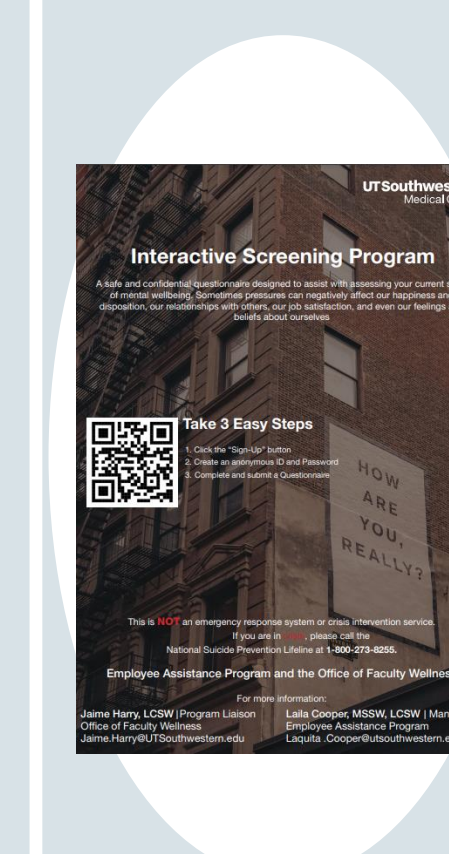
Direct Outreach:

1. Information booths with QR code and contact with social workers outside the hospital and in the academic buildings
2. President's address
3. Health System address




Social Media:

1. UTSW Twitter accounts
2. UTSW Private Facebook Groups for faculty and staff




E-flyers and Table Tent Advertisements

1. Placed on campus electronic monitors
2. Placed in cafeterias and food courts in academic and clinical staff areas



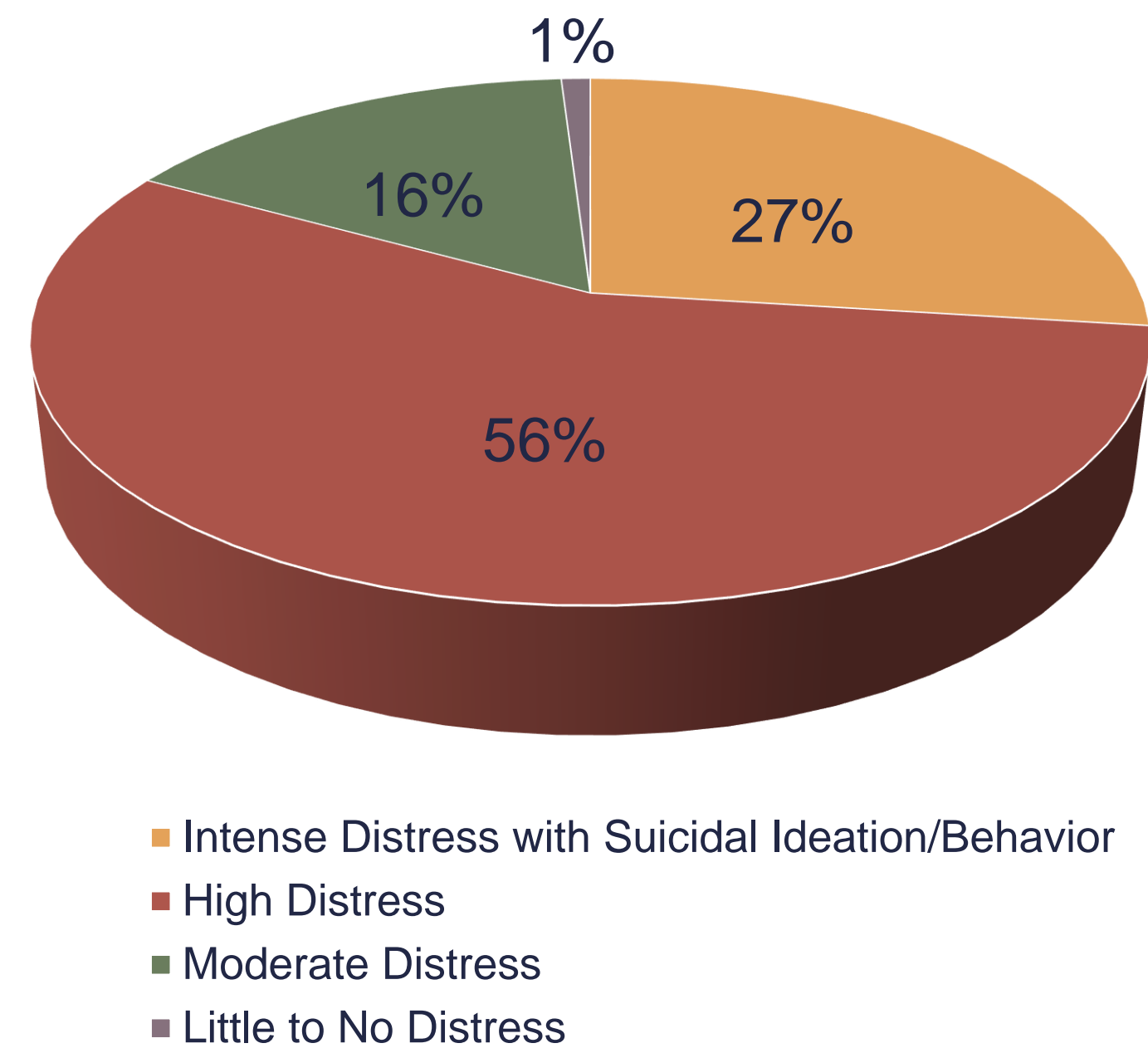
QR code

Access code generated for each type of outreach to track which methods were reaching users best; Easy to scan with mobile device

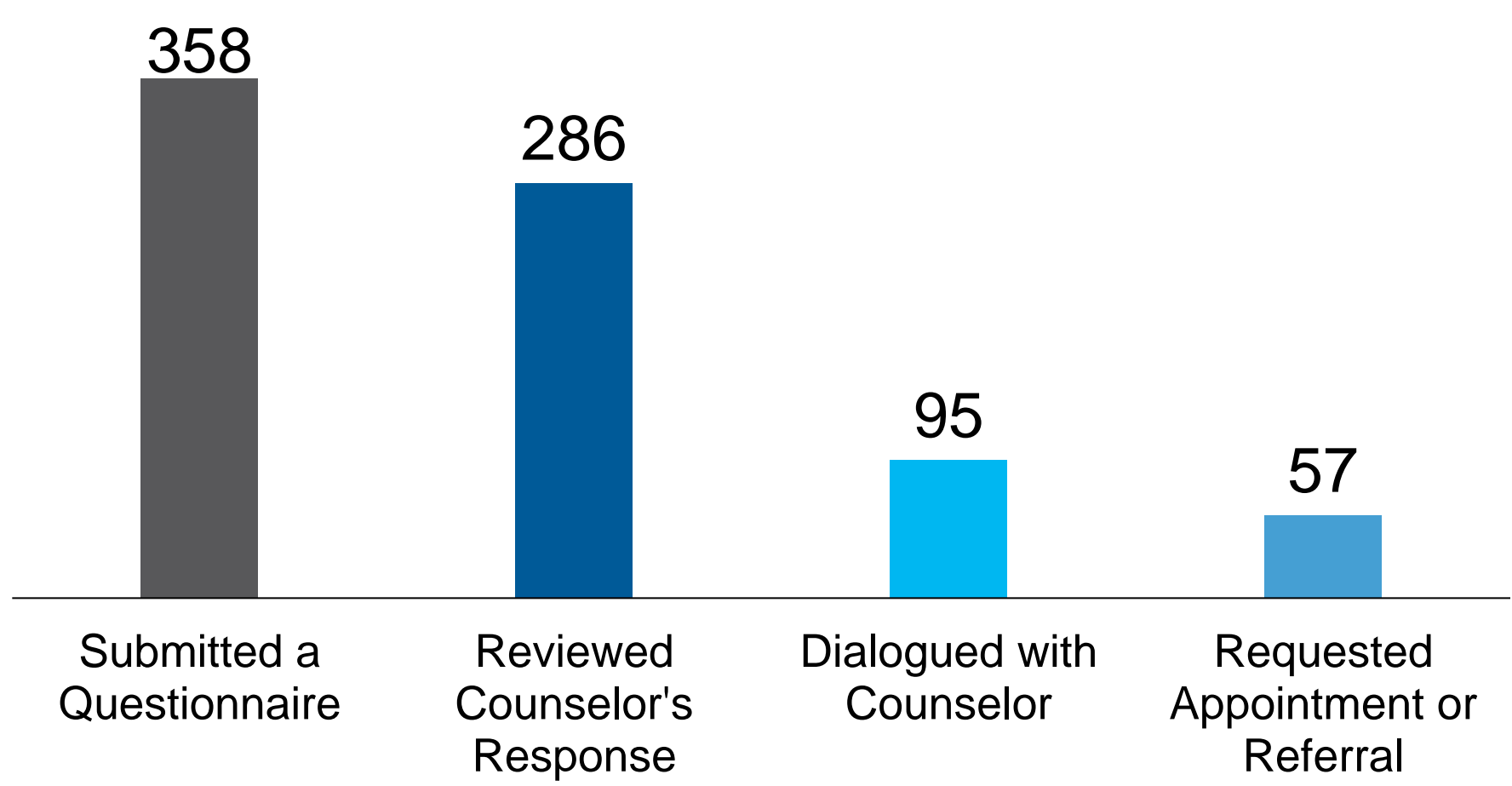


Multiple Avenues

Levels of Distress (12/2020-9/2021)



Program Utilization (12/2020-9/2021)



Conclusions

Distress levels are high among faculty and staff, illustrating the importance of supporting their well-being. The Interactive Screening Program provides:

- A confidential and low-cost method to connect faculty and staff to available mental health resources
- A way to engage leaders in supporting the mental well-being of their faculty and staff as well as themselves
- An easier way for leaders to initiate conversations with faculty and staff about mental stress and connect them easily to resources.

Working Parents and Perceived Stress:

The Intersectionality of Parenting and Gender with Wellness During the COVID Pandemic in Academic Faculty

Susan A Matulevicius, MD,MSCS, Kimberly Kho, MD, MPH, MSCS, Joan Reisch, PhD, Helen Yin, PhD

UT Southwestern Medical Center

Introduction

The American healthcare system contributes to healthcare worker burnout and distress through high workload, administrative burdens, inefficiency, and a culture of 24/7 availability. The COVID-19 pandemic heightened the tensions between work and life balance, particularly for working parents and especially for working mothers.

Objectives

In order to better understand the perceived stress faced by the University of Texas Southwestern (UTSW) faculty, we conducted a campus-wide faculty survey to evaluate the effect of COVID-19 on:

1. intention to leave,
2. consideration of decreasing work effort,
3. turning down leadership opportunities due to work-life conflict among our faculty.

Methods

All UTSW faculty (n=3088) were emailed an anonymous survey about the impact of COVID-19 on their career in September 2020.

- Thirty-eight percent (n=1186) of faculty completed the survey.
- Demographic data was collected on academic track, rank, department, gender, race, and the presence of children ≤ 18 years old at home
- The survey asked faculty answer if before (March 2019-March 2020) and since (after March 2020) the COVID-19 pandemic if they had:
 - considered leaving the institution
 - considered or were already working part-time,
 - had turned down leadership opportunities because of work-life balance issues

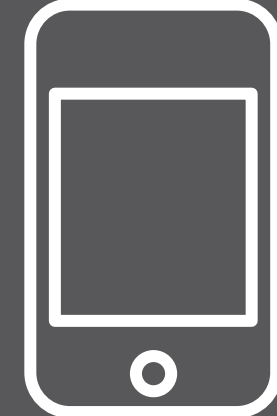
Statistical Analysis

Faculty were compared by academic rank, track, gender, and presence or absence of children in their prevalence of intent to leave, reducing their employment to part time, or turning down leadership opportunities both before and since the pandemic.

Differences between paired before and since the pandemic answers were compared using the McNemar test. The Bonferroni correction was applied to make a corrected p value of <.002 be required for results to be considered significant.

Working parents, regardless of gender, are more likely to encounter work-life balance issues that make them consider leaving, decreasing their work effort, or turning down leadership opportunities both *before* and *since* the COVID-19 pandemic.

The perceived stresses associated with work-life balance are **higher in women than men, highest in working mothers**, and have been heightened by COVID-19.



Read our JAMA Open Network paper by taking a picture of the QR code

Figure 1. Faculty Considering Leaving

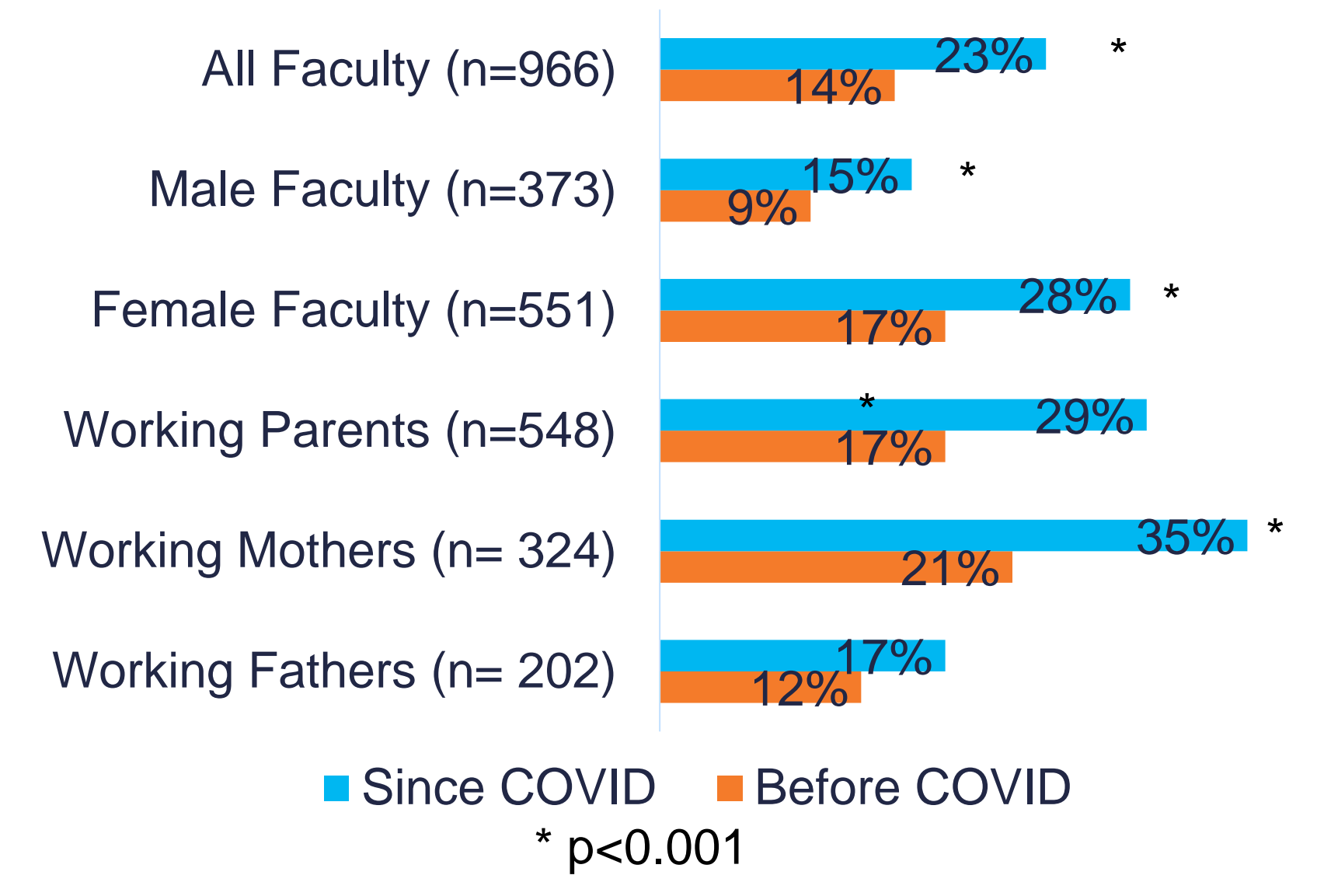
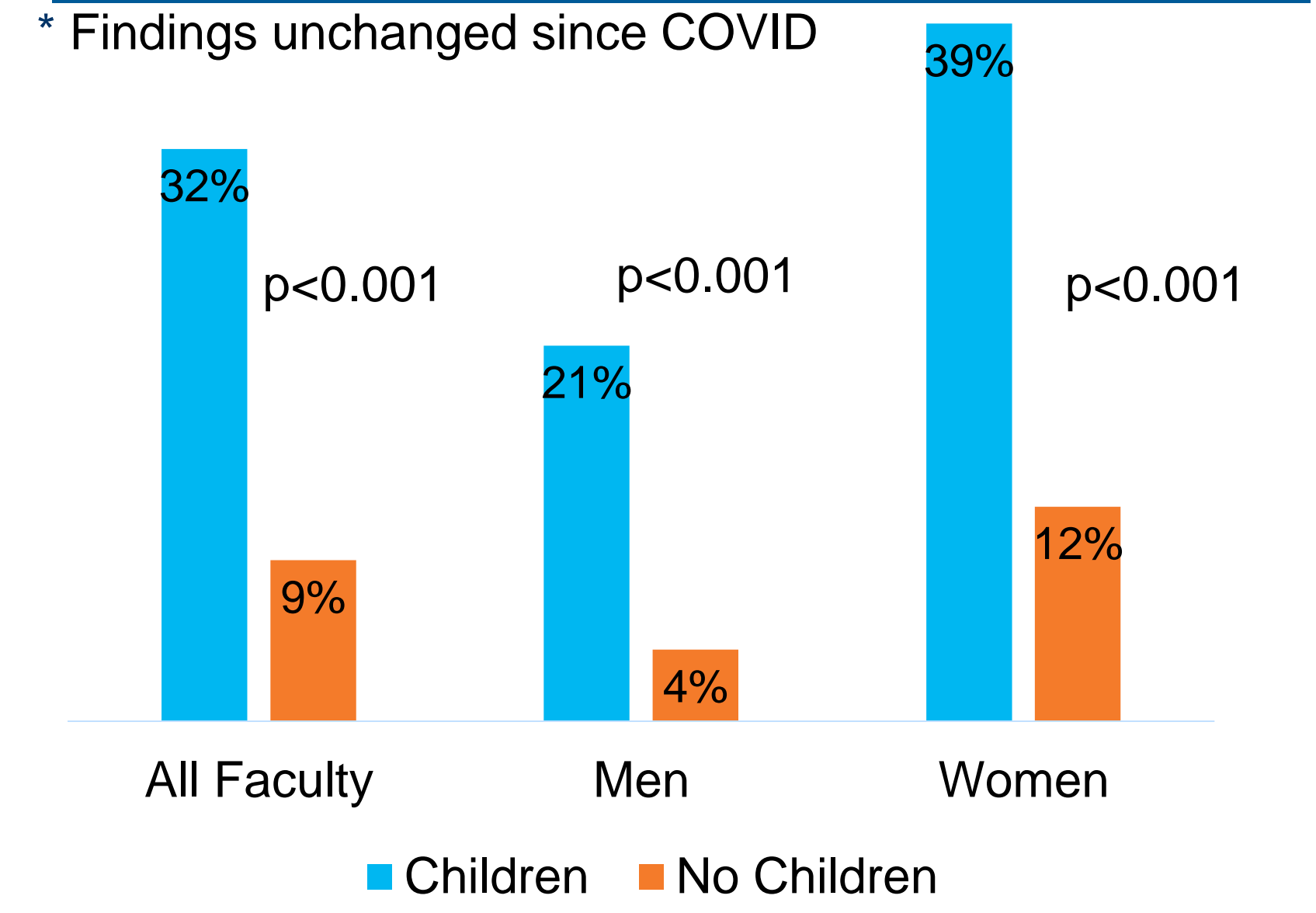


Table 1. Faculty Already or Considering Part-time

	Before COVID	Since COVID	p-value
All Faculty (n=953)	22%	29%	<0.001
Men (n=372)	12%	13%	0.45
Women (n=539)	28%	40%	<0.001
Faculty with children (n=525)	24%	40%	<0.001
Faculty without children (n= 418)	18%	16%	0.28
Working Fathers (n=196)	8%	15%	0.003
Working Mothers (n=318)	35%	54%	<0.001

Figure 2. Faculty Turning Down Leadership Opportunities (before COVID)*



Introduction

During the first COVID-19 pandemic surge in the U.S., healthcare workers and scientists worked exhaustive hours and sacrificed their personal needs to care for patients, establish treatments, and develop vaccines. Between April - August 2020 the Baylor Support Task Force developed a low-budget program that provided the community and our institution with a structure to care for our frontline workers.

Objectives and Methods

Core Guidelines & Values:

- 1) Ease frontline workers' burden of care
- 2) Utilize evidence-based strategies to care for frontlines
- 3) Acknowledge individuals to build a stronger institution
- 4) Offer resources so individuals can thrive

Decisions about the types of support to provide were based on:

- 1) Literature about healthcare workers' needs during catastrophes
- 2) Maslow's hierarchy of needs
- 3) Institution/employee-specific needs

Resources included:

- 1) Partnerships with local hotels and universities to offer faculty a place to stay
- 2) Partnerships with Ascend and Feed the Frontlines: meals from local restaurants
- 3) Mental health and resiliency material and information
- 4) Artwork from local artists
- 5) 3 Good Things gratitude challenge

Visual Impact



Top left: Bounce Back Kits delivered to clinical staff at Ben Taub Hospital; Top right: Lunch donation to frontline workers at Baylor St. Luke's Medical Center; Bottom left: Lunch donation to frontline workers at Ben Taub Hospital; Bottom middle left: Bounce Back Kit assembly by Task Force Members; Bottom middle right: Lunch donation to Baylor Facilities Team; Bottom right: Bounce Back Kits delivered to clinical administrative staff at Baylor McNair Campus.

Qualitative Outcomes

- "I just want to take the opportunity to say thank you all very much for doing this for our staff. They are so appreciative, and it means a lot to us!!"
- The letter and artwork have touched all of us deeply. From our arrival to Houston, almost a decade ago, we have fallen in love with this city, without question, our city shines, is diverse and is resilient because of the art and its artists. You inspire us and give us the moral courage to continue our work to ensure we can tackle this difficult pandemic. Please stay safe!
- The 3 Good Things challenge coincided with the COVID surge in Houston and it made me pause to take stock in the important moments of gratitude that get overlooked because of the pandemic. These gratitude moments gave balance/perspective to the day, even when the day seemed unsurmountable difficulty.

Quantitative Outcomes

- Reach = 12 locations, 129 groups, 230 distinct deliverables
- 16 cooling vests supplied with CHEST grant
- 5,000+ meals, snacks, beverages delivered
- 500 Bounce Back Kits (self-care items & note of appreciation from Baylor and donor)
- 500 toiletry kits delivered
- 200+ thank you cards from medical students
- 64 pieces of artwork and letters delivered
- 23 faculty members stayed in hotel/dorm
- 350+ participated in 3 Good Things gratitude challenge

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- Ellen Friedman, M.D.
- Jesse Gavin
- Toi B. Harris, M.D.
- Katherine Holtman
- Melanie Jagneaux, J.D.

Baylor College of Medicine

COPING CARD

To care for others, we must also take care of ourselves.

Check in on the basics
When was the last time I:
• Ate?
• Drank water?
• Slept?
• Exercised?

Take 1 minute
Close your eyes or keep them open with a soft gaze. Thinking of a calming place, what do you see, hear and smell? Who is there with you? Take yourself to this place when you need a moment of calm.

If you find that you cannot do anything else, remember to take one deep breath — in through your nose and out through your mouth.

All WBI scores are anonymous and respondent answers cannot be traced back to you. Questions about the Well-Being Index? Email: well-beingteam@bcm.edu

Coping Statements
1. I am trained to take care of others. I am doing the best I can.
2. This too will pass.
Add 2 of your own

Activities for a 30-second break to calm:
• Put cold water or an ice pack on your face.
• Slow breathing down by breathing in for 4 seconds and out for 6 seconds.
• Notice 3 things of the same color in the room.
• Send a text to someone you care about.

How are you doing this week? BCM is offering an online self-assessment called the Well-Being Index (WBI) and other mental health resources. The WBI can be taken every 7 days and provides immediate individualized feedback and resources to support your well-being. Visit the Well-Being Index login page and use your specific invitation code below to sign up.
Physician Faculty: BCM PHYSICIAN SCIENTISTS (Ph.D. or M.D./Ph.D.): BCM GSBS Resident and Fellow Physicians: BCM HOUSE STAFF
School of Health Professions Faculty: BCM HEALTHPROF
All Other BCM Clinicians: OTHER CLINICIAN
School of Health Professions Students: HEALTHPROF STUDENTS
Medical Students: BCM MEDSTUDENT
Graduate Students / Postdoctoral Basic Science Research Fellows: GSBS STUDENT/POSTDOC
Educational Staff: BCM EDUCATION
All Other BCM Staff: BCM STAFF
*Please include the spaces in the password
Adapted from NYU Langone Coping Card