

# **BO1: TACKLING BURNOUT**



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# DISCLAIMER

- Panel members are not clinical psychologist or mental health practitioners.
- Attendees are advised to consult with qualified health practitioners for personal health condition or concerns.
- Panel members have not received funding or incentives from any sources.

# BURNOUT

- How many of you have heard the term “Burnout” in conversations in work environment ?

# DEFINITION: **BURNOUT**

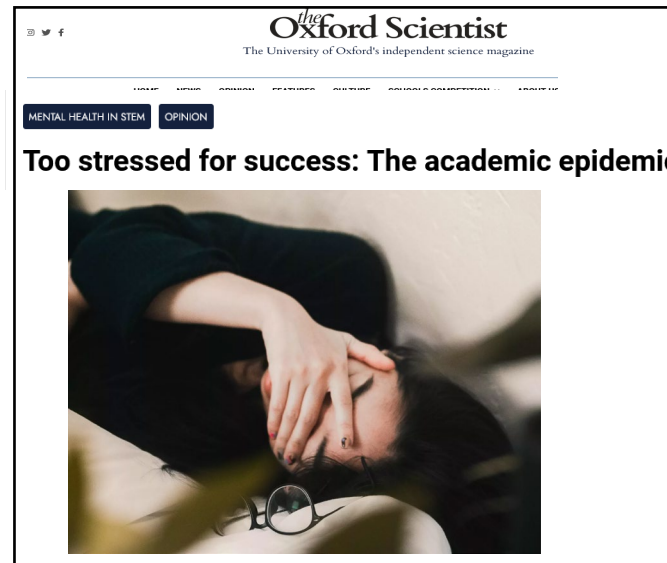
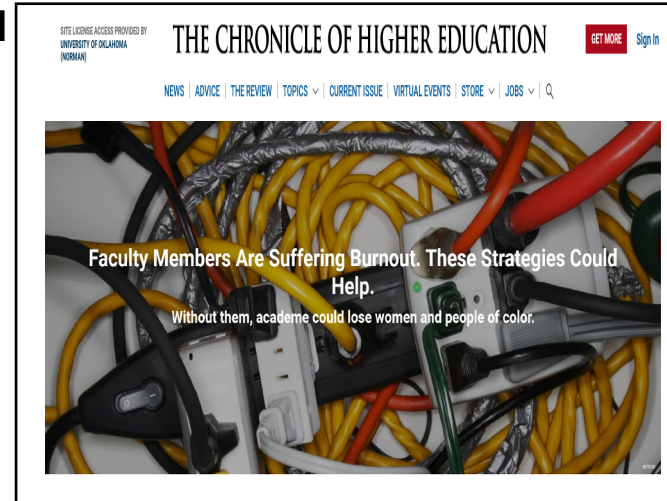
The **World Health Organization (WHO)** officially classified burnout as a **medical diagnosis**, including the condition in the International Classification of Diseases: “**a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.**”

# BURNOUT : ENDEMIC

**Opinion Series: Mental Health in STEM**  
The Oxford Scientist April 18, 2023



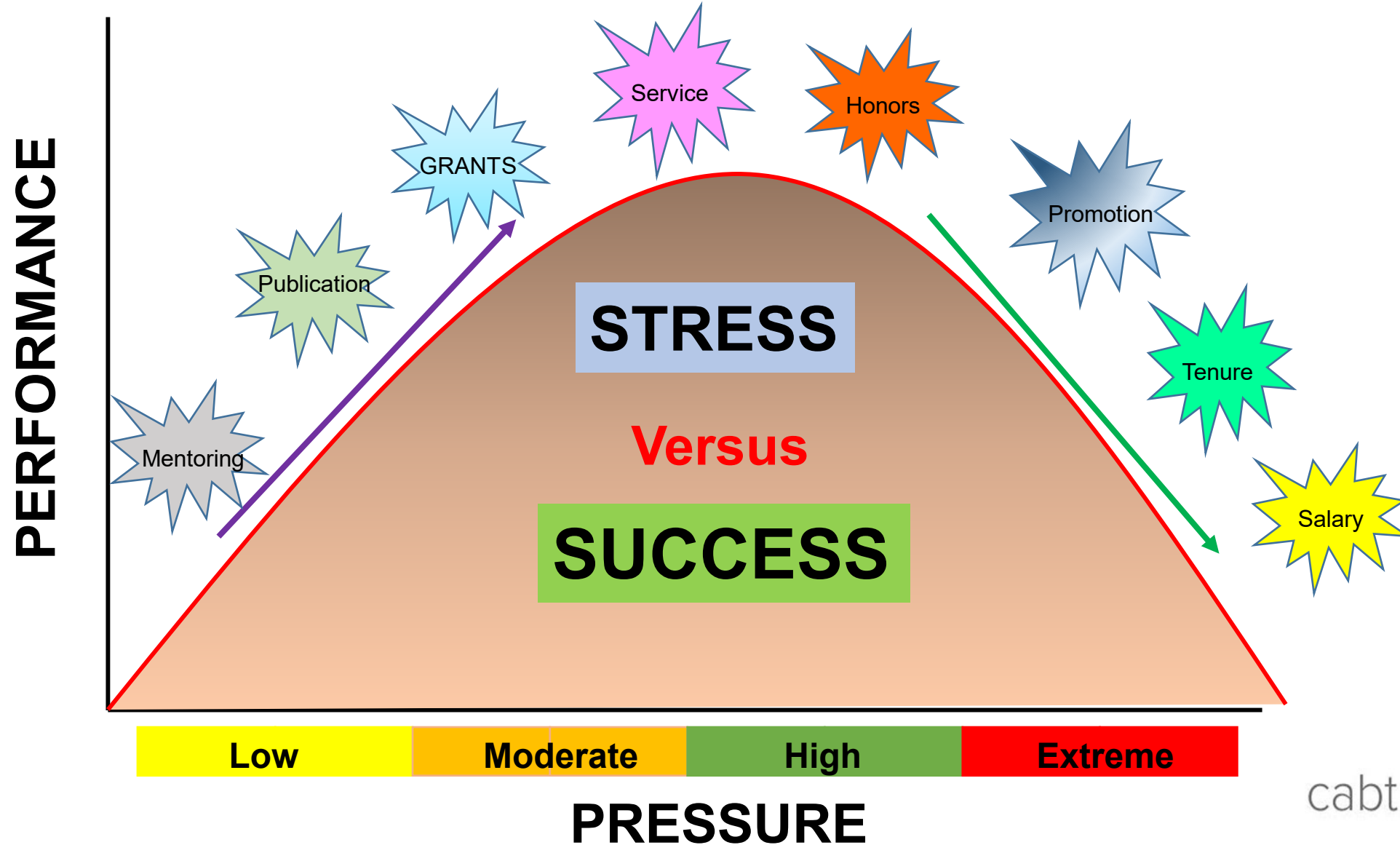
**There is a serious problem with mental health in academia.** Whether it be the dread of presenting your research, the loneliness felt when working on a niche project for so long, or the exhaustion of juggling multiple ongoing commitments and meeting deadlines, the issue is **endemic**. **This is true from first year science undergraduates up to the Principal Investigator (PI) of the lab - the system has to change**



## Key Burnout Stats, Trends, & Facts 2023

- Two-thirds** of full-time employees say they have experienced burnout at some point in their careers.
  - Workplace burnout is becoming increasingly common.
  - 36% of workers** state that their organizations have nothing in place to help stave off employee burnout.
- Read more at: <https://thrivemyway.com/burnout-stats/>

# BURNOUT in ACADEMIA



# BURNOUT: CONTRIBUTING FACTORS

- Personal aspiration to excel
- Financial
- Social
- Emotional
- Family
- Environment
- Mental Health
- Colleagues
- Students/Fellows/Staff

# OBJECTIVES

- The session is designed for having general discussion about the challenges and making improvements in reducing “Burnout” in academia.
- Educate about balancing work and personal life
- Identify the underlying causes as “**One size does not fit all**”
- Develop methods to minimize stress and reduce or avoid burnout
- Seek guidance and support for avoiding burnout
- **Generate a whitepaper** to provide information for academic institutions in brining a change and retraining supervisors, administrators, mentors, HR, etc.



# PANEL MEMBERS



**Danny Welch, PhD**  
Associate Director for Education  
University of Kansas Cancer Center  
Kansas City, MO



**Kathleen O'Connor, PhD**  
Associate Director for Cancer  
Education and Mentoring  
Markey Cancer Center  
University of Kentucky, KY

# SESSION DISCUSSANT



**Marcie Haydon, PhD**

Postdoctoral Fellow

Department of Population Health and Disease

Prevention, Program in Public Health

University of California, Irvine

Irvine, CA

# Poll Everywhere

QR Code:



Text:

**marciehaydon391 to 22333**

OR Web:

[Pollev.com/marciehaydon391](https://Pollev.com/marciehaydon391)

# Academic Burnout

46-71%

Graduate & Medical Students

64%

Academic Faculty (2023)



cabtrac

CANCER  
BIOLOGY  
TRAINING  
CONSORTIUM

# Characteristics of Burnout

Emotional Exhaustion

Depersonalization

Decreased Sense of  
Accomplishment



# Characteristics of Burnout

Emotional Exhaustion



feeling emotionally worn-out or drained

Depersonalization

Decreased Sense of Accomplishment

Common indicators:

- irritability, fatigue, exhaustion
- changes in appetite/sleep
- concentration difficulties

# Characteristics of Burnout

Emotional Exhaustion

Depersonalization

Decreased Sense of  
Accomplishment

a distant or indifferent attitude  
toward work; social disconnect

Common indicators:

- cynicism, detachment
- interacting in an impersonal way

# Characteristics of Burnout

Emotional Exhaustion

Depersonalization

Decreased Sense of  
Accomplishment



Common indicators:

- negatively evaluating one's work
- poor professional self-esteem

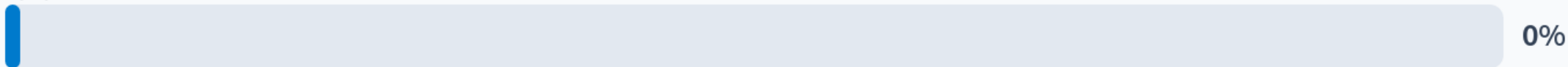
Feelings of incompetency and lack of achievement or productivity



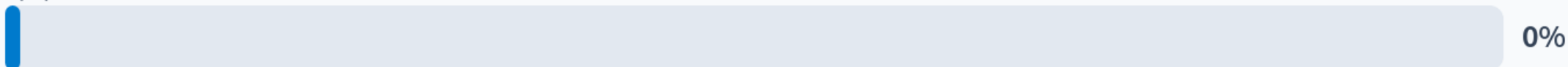


# As a show of hands... how many of you have experienced symptoms of burnout in the past 6 months?

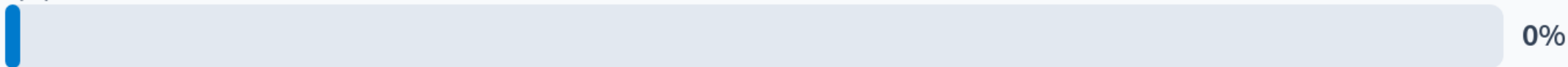
(A) Yes



(B) No



(C) Unsure



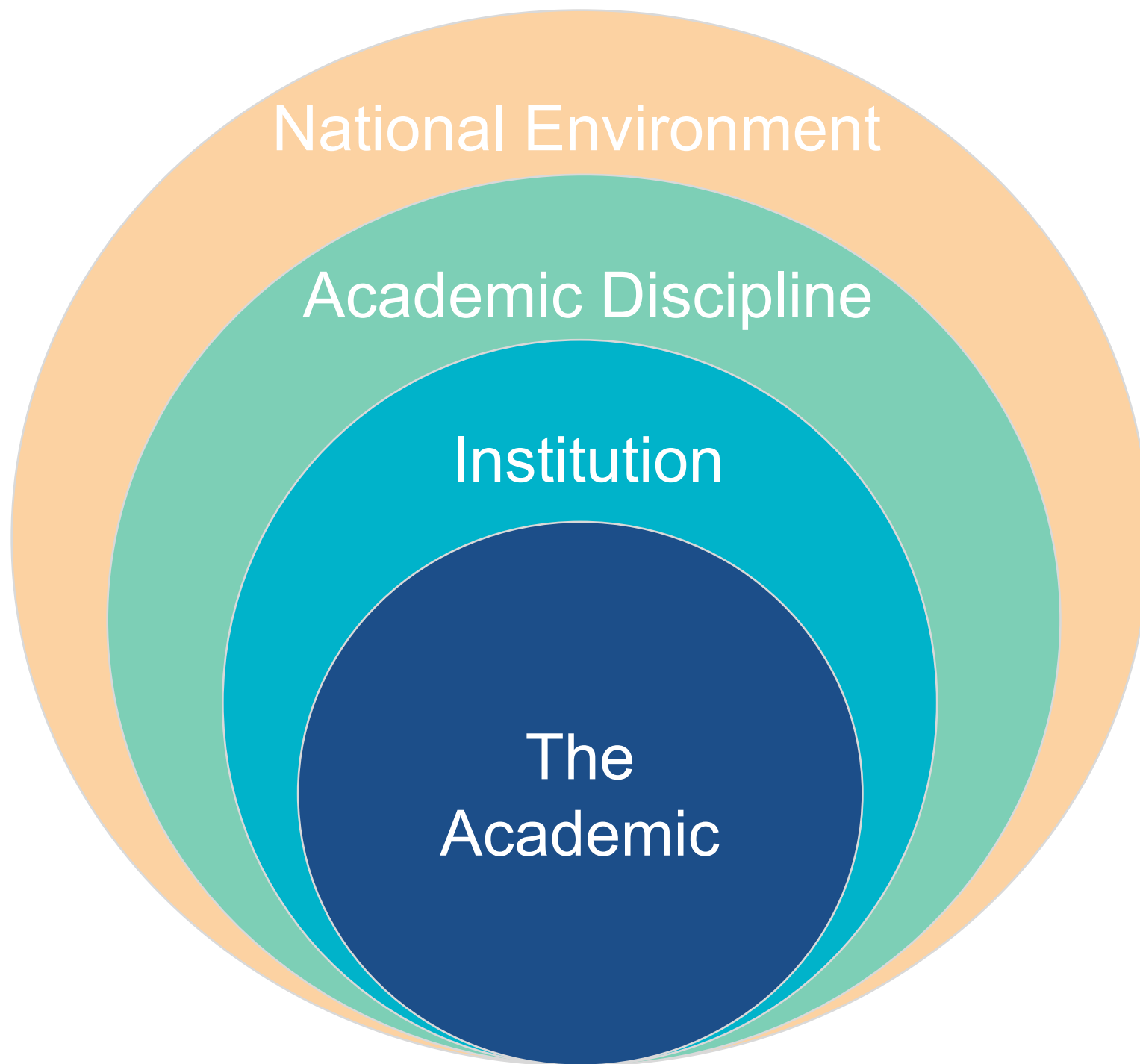
Job Demands

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Job Resources

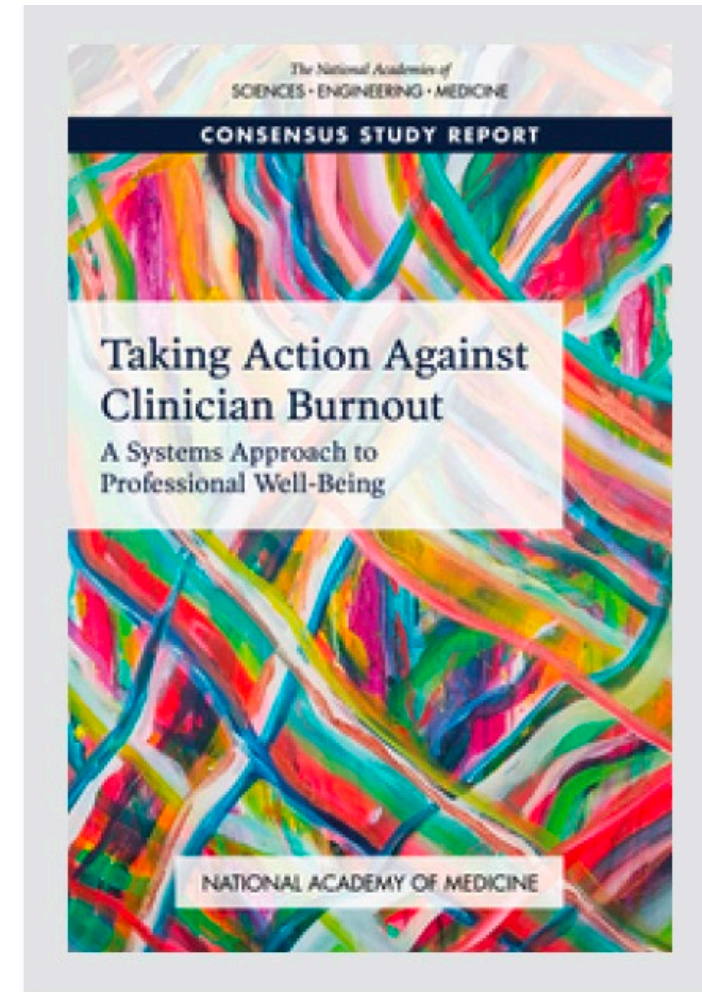


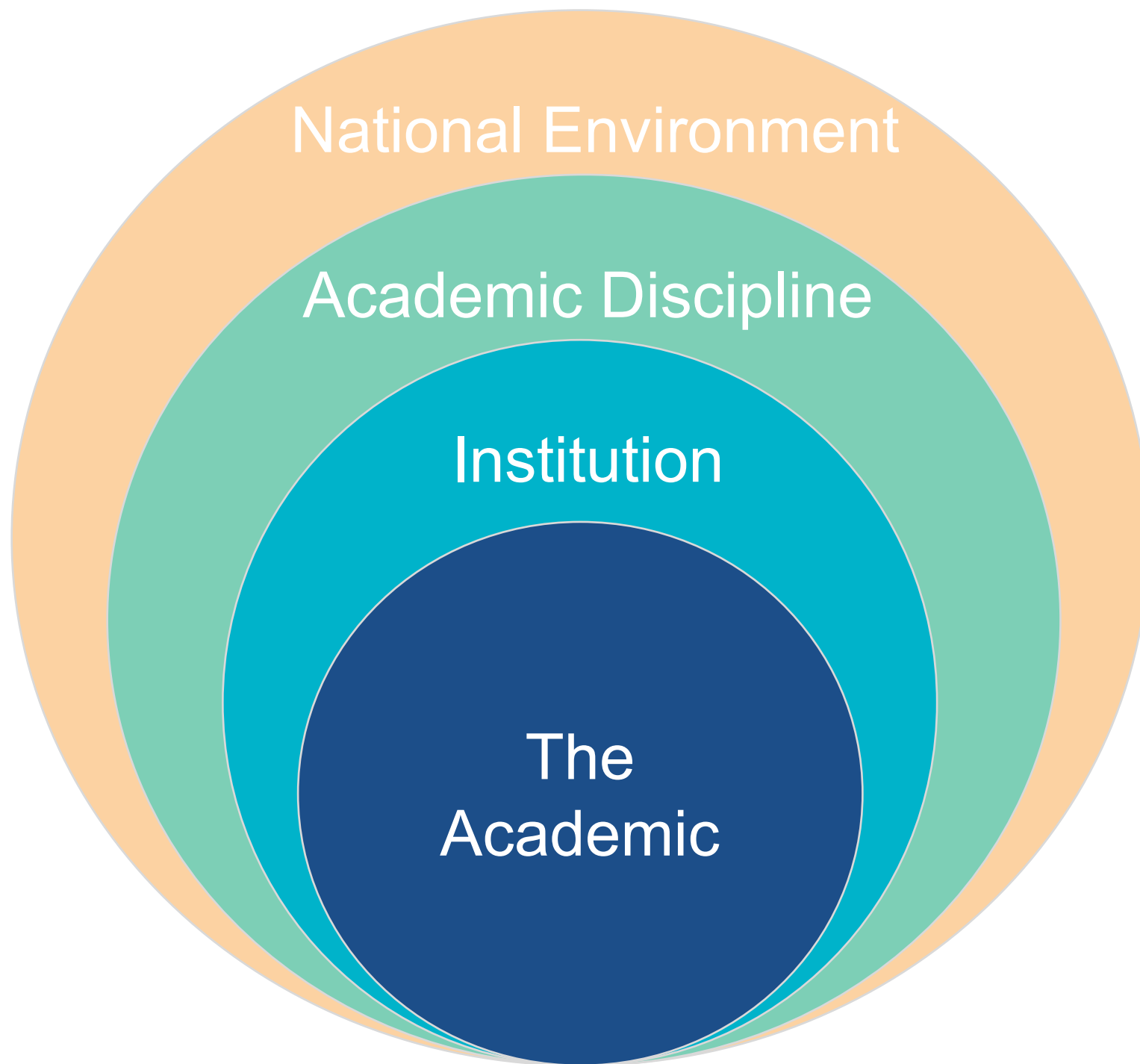
Personal Factors



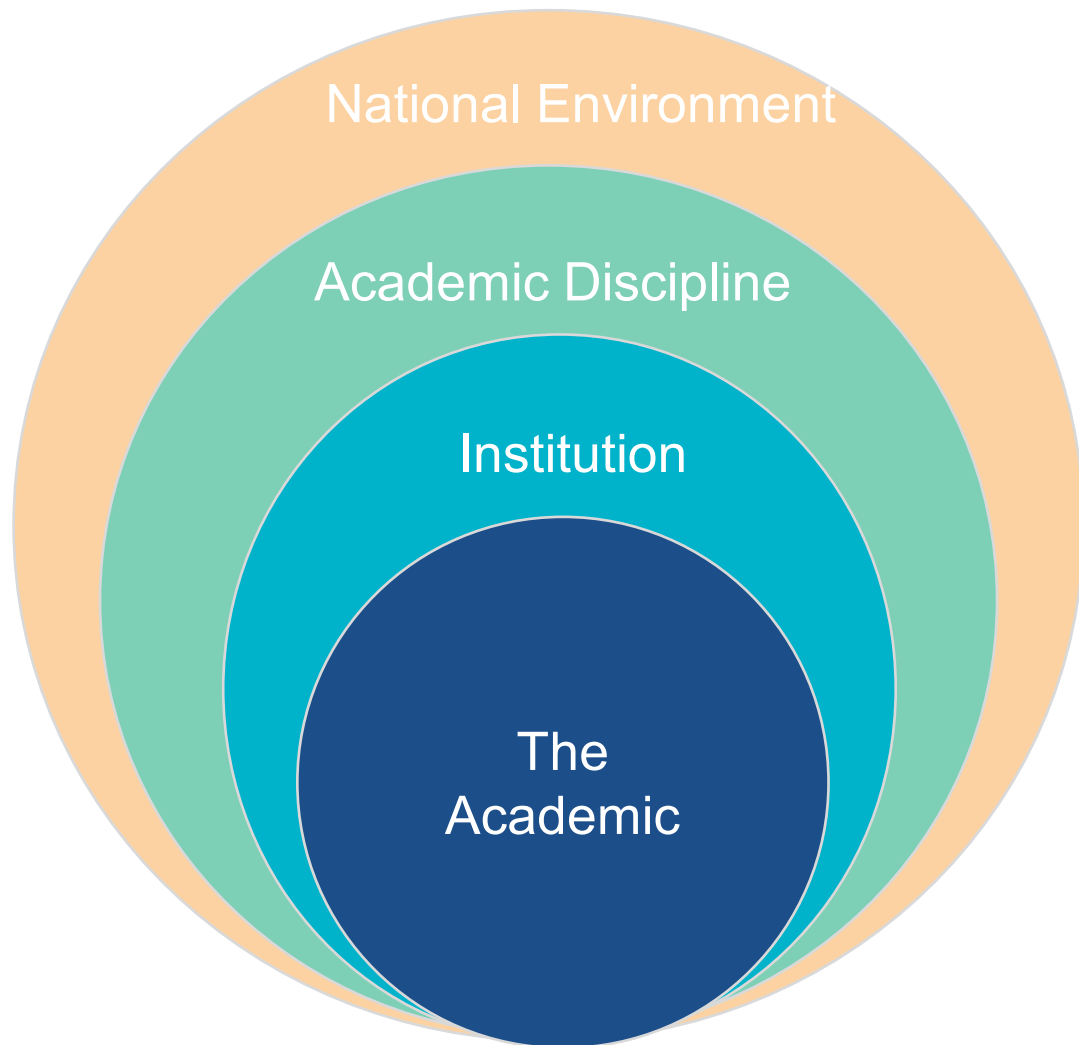
# Why does this matter?

1/3 of physicians with the highest resilience scores still experience burnout





# Tips for Addressing Burnout- Institution



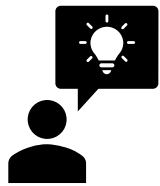
- Culture matters
- Survey faculty and students and listen
- Reduce demands (e.g., meetings, committees)
- Increase resources (e.g., professional development, teaching support, funding)
- DEI initiatives/incentivize “invisible work”

# A Note on Invisible Work

Research, teaching, advising, and service are all necessary components of academic life but are not valued or rewarded equally.

Non-promotable work contributes to burnout AND is disproportionately done by women and BIPOC academics

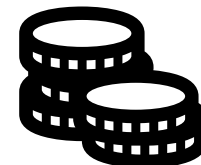
How to reduce the imbalance:



Analyze Your Own Behavior

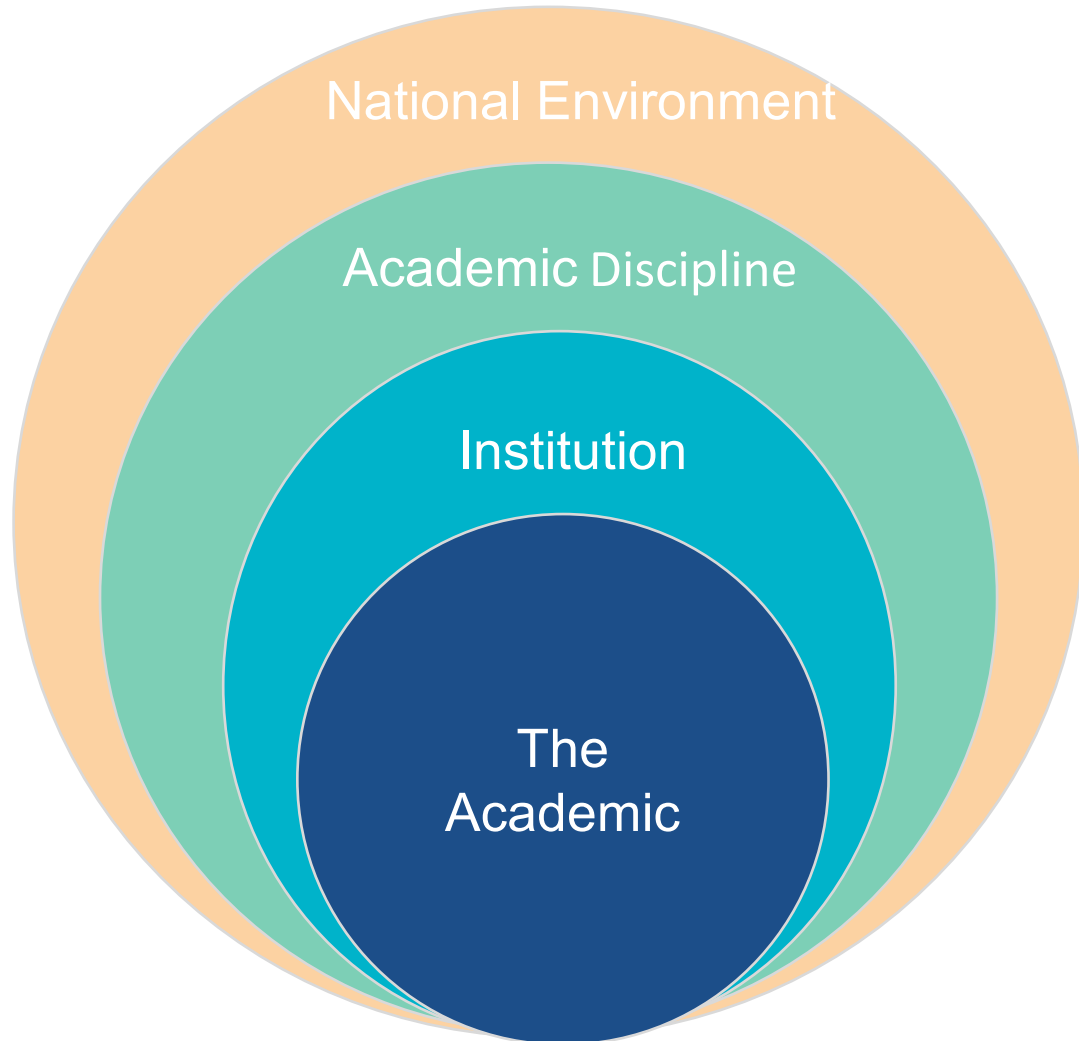


Say No or Negotiate The Yes



Incentivize Invisible Work

# Tips for Addressing Burnout- The Academic



- 1) Self-assess, early and often
- 2) Make a plan based on your symptoms; engage in self- or other-focused-care, accordingly
- 3) Focus on small tasks with big impact
- 4) Seek professional help when needed
- 5) Normalize burnout



# Self-Care Examples

## Emotional Exhaustion

Get 8 hours of sleep

Take a 10-minute walk

Activate your support network

Say NO (strategically)

## Decreased Sense of Accomplishment

Identify your values and align your time

Cultivate self-compassion

Modify your expectations

Write 3 things you did well

# Other-Focused-Care Examples

## Depersonalization

Talk to mentees about failure

Do one kind thing per day

Write a note of thanks

Connect two colleagues who  
do similar work

## Decreased Sense of Accomplishment

Delegate tasks in service of  
trainee learning

Do one kind thing per day (Again)

# Seek Professional Help

Clinical Psychologist or Therapist

Medical doctor, Nutritionist, Sleep Coach, etc.

## What coping strategies help you when experiencing symptoms of burnout?

Nobody has responded yet.

Hang tight! Responses are coming in.

# Take Aways

**Burnout is common, pervasive, and can adversely impact productivity and well-being**

**The broader environment plays a key role in the development of burnout**

**Self- and other-focused-care and seeking professional help are effective strategies to reduce burnout**

Please take a few minutes to write down any questions that you have for our panelists:

Nobody has responded yet.

Hang tight! Responses are coming in.

# We Would Like to Hear From You



Please take a few minutes to fill out this anonymous survey.

Results will help us to develop future sessions and identify areas for additional training.

<https://redcap.link/10bztxn8>