


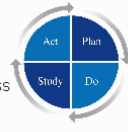
Beyond Burnout: Building a Sustainable Foundation for Perioperative Wellbeing

Adam J. Doyle, MD¹
¹Division of Vascular Surgery, University of Rochester Medical Center, Rochester, New York



INTRODUCTION

- Background:** Launched in 2021, the Perioperative Well-being Committee is a **frontline-led, multidisciplinary team using a quality improvement science** to reduce burnout, enhance engagement, and strengthen resilience across the periop area.
- Hypothesis:** Using a quality improvement approach, the team can implement interventions that enhance wellbeing across perioperative services, improving outcomes and operational readiness



RESULTS


A data-driven approach to improve Perioperative wellbeing:

Fall 2021 Survey

81.5% burnout rate across periop area


Survey 3.0 (Dec 2025)- Results TBD

- Repeat Improvement cycle
- Focus groups on off year



Interventions (23/24 academic year)

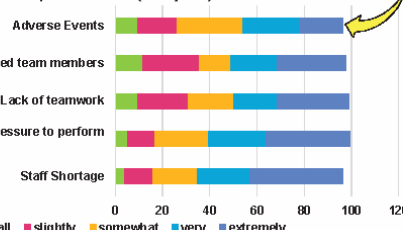
- Shared results with leaders for operational interventions
- Wellbeing/Recognition Wall
- Critical Incident Debriefs- Peer Support
- Quarterly Perioperative Grand Rounds



Repeat Survey (Fall 2023 - spring 2024)

73.3% burnout rate across periop area

Top 5 Stressors (Everyone)



THE CASE FOR SUSTAINABILITY

A peri-operative wellbeing committee represents a strategic imperative to sustain a healthy, high-functioning OR workforce. Situation of the group and its work within institutional governance is key:

Stakeholder	Role
Strategic Institutional Leadership	Support, Approver: Caitlin Smith, Matthew Miller, Dr. Ryan Fields (Department of Surgery Chair), Dr. Michael Scott (Department of Anesthesiology Chair)
Anesthesiology, Surgery, Nursing Practice	Advisors, Contributors: Janine Shapiro, Suzie Karam, Adam Doyle, Thomas Olszki, Rebecca Vincent
Well-being Office	Advisor, Administrative Support, Jessica Shand
HR, DB, Informatics, Operations	Collaborators, Support Roles: Sheriece Martin-Stanol-E
Psychiatry & Quality Leadership	Data Analysis, Evaluation: Lauren Deaporate- Ryan, Holly Widdon

SUSTAINABILITY MODEL

By continuing to invest in people—not just equipment—we support quality care, operational readiness, financial performance, communication and adaptation to change.

Annual Budget

- \$6K for Grand Rounds (expansions, travel), funds, events, continuing education (CME)
- Per diem administrative FTE for operations coordination

Strategic communication

- Dissemination of assessment results, progress, and action to leadership, local operations meetings, and message boards.

Governance integration

- Representation of wellbeing team in Perioperative governance
- Finalist entry to Peri-Operations based on AORN Top of Wellbeing

SUSTAINABILITY DELIVERABLES

Quarterly Grand Rounds

- >85% Excellent/Good overall rating
- >1,000 annual attendees

Recognition and Wellness Events

- Deliver 1 minimum each month across units
- Track and trend staff participation

Peri-Cooperative Staff Survey 3.0 Analysis

- 10% reduction in burnout
- 10% increased survey engagement (vs 2024 baseline)
- Continued capacity to identify 2-3 local action items



Staff Video and Awareness Campaign

- Embedded in onboarding and recruitment efforts
- Track number of view/participation

METHODS

- The multidisciplinary team meets monthly and includes nursing, anesthesiology, OR staff, surgery and surgical specialties including obstetrics-gynecology.
- 2021-2: Needs assessment
- 2023-4: Tailored Interventions
- 2024-5: Reassessment and Continuous Improvement

Project focuses on building a program sustainability model.

ASSESSMENT DEMOGRAPHICS

Initial Needs assessment Survey (Fall 2021)

- 408 respondents; approximately 1/3 anesthesiology, 1/3 surgery, and 1/3 nursing.
- Demographic variable collection limited by HR
- 81.5% burnout rate reported.**

Percent 'very' or 'extremely' important influencing stress in periop


Staff Shortages
79%

Demanding Work Volume or Pressure To Perform More
64%

Lack of Team Cohesion/Poor Teamwork
52%

Adverse Events
44%

Underprepared Team Members
44%



ACKNOWLEDGEMENTS

The Periop Wellbeing Committee was founded through the efforts of Matthew Perle, MD, who brought together Thomas Olszki, MD, Rebecca Vincent, RN, Jennifer Hailey, MD, Elizabeth Deaporate- Ryan, PhD, and Greg Heuser, MD. Heuser, MD, has been a member since 2023.

We are grateful for the support of our leadership: — Matthew Apodakos, MD, Matthew Miller, MD, Caitlin Smith, RN, David Linhart, MD, Michael Barker, MD, and Craig Heuser, MD.

The committee continues to thrive under Jessica Blinn, MD's guidance and with the invaluable administrative support of Greg Heuser, Elizabeth Heuser, Julie Bernard, Barbara Oels, Denise in Blinn, and Jill Heuser.