

The Impact of Burnout on Gender Equity in Science, Engineering, and Medicine: A Workshop

TUESDAY, OCTOBER 1, 2024

NATIONAL ACADEMY OF SCIENCES BUILDING, ROOM 120

11:00-11:30 **Food for those joining in person**

11:30–11:40 **Welcome from Chair**

Reshma Jaggi, Lawrence W. Davis Professor and Chair, Department of Radiation Oncology, Emory University

11:40 – 1:50 PM: UNDERSTANDING BURNOUT

11:40-12:35 **Understanding Burnout and Challenging Misconceptions**

Moderator: Elena Fuentes-Afflick, Chief Scientific Officer, Association of American Medical Colleges

Panelists:

Christina Maslach, Professor of Psychology, Emerita, University of California Berkeley

Tait Shanafelt, Jeanie and Stew Ritchie Professor, Stanford University School of Medicine

12:35-12:45 **Break and refreshments**

12:45-1:50 **Causes of Burnout and Associated Risk Factors**

Paper presentation from Youngjoo Cha, Associate Professor of Sociology, Indiana University Bloomington

Moderator:

Lonnie Golden, Professor of Economics and Labor-Human Resources, Penn State Abington

Discussant:

Rene Pana-Cryan, Chief Economist, National Institute for Occupational Safety and Health

1:50-1:55 **Break**

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1:50-4:15 PM: IMPACT OF BURNOUT

1:55-3:00

Consequences of Burnout and Implications for Equity

Paper presentation from Alden Lai, Assistant Professor of Public Health Policy and Management, New York University

Moderator:

José A. Pagán, Chair and Professor of Public Health Policy and Management, New York University

Discussant:

Carolyn Porta, Associate Vice President for Clinical Affairs and Professor of Nursing, University of Minnesota

3:00-4:00

Deep Dive on Burnout, Identity, and Intersectionality

Moderator: Kelley Bonner, Founder and CEO, Burn Bright Consulting

Panelists:

Jean King, Peterson Family Dean of Arts and Sciences, Worcester Polytechnic Institute

Joan Y. Reede, Dean for Diversity and Community Partnership, Harvard Medical School

José Rodriguez, Associate Vice President, Health Sciences Workforce Excellence, University of Utah

4:00-4:15

Summary of Day 1

WEDNESDAY, OCTOBER 2, 2024

NATIONAL ACADEMY OF SCIENCES BUILDING, ROOM 120

11:00–11:10

Day Two Welcome from Chair

Reshma Jaggi, Lawrence W. Davis Professor and Chair, Department of Radiation Oncology, Emory University

11:10-3:50 PM: WHAT CAN WE DO ABOUT BURNOUT?

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11:10–12:15 **Current and Innovative Approaches to Managing Burnout**

Paper presentation from Arla Day, Chair and Professor of Psychology, Saint Mary's University

Moderator:

Alicia Kowalski, Professor of Anesthesiology, The University of Texas MD Anderson Cancer Center

Discussant:

Bryant Adibe, Jay S. Sugarman Practitioner in Residence, School and Public and International Affairs, Princeton University

12:15-12:35 **Break with Food Provided for those In Person**

12:35-1:30 **Interventions to Manage Burnout: Deep Dive on Medicine**

Moderator: Reshma Jaggi, Lawrence W. Davis Professor and Chair, Department of Radiation Oncology, Emory University

Panelists:

Natalia Cineas, Senior Vice President and Chief Nursing Executive, NYC Health and Hospitals

Liselotte Dyrbye, Senior Associate Dean of Faculty and Chief Well-Being Officer, University of Colorado School of Medicine

Eve Kerr, Kutsche Memorial Professor in Internal Medicine and Division Chief, General Medicine, University of Michigan Medical School

Julie Silver, Senior Associate Dean for Faculty Experience and Success, Wake Forest University School of Medicine

1:30-1:40 **Break**

1:40-3:35 **Interactive Discussion: Imagining a Future of Greater Support**

Discuss with your breakout group promising ideas/solutions to address the impact of burnout on gender equity in STEMM. Propose one idea/solution and provide some insights on how you would implement it assuming that there are no barriers to implementation

3:35-3:50 **Summary of the Event**