GME Housestaff Survey
For the 2021-22 academic year, responses were collected between Nov 1\textsuperscript{st} and Dec 8\textsuperscript{th} of 2021

<table>
<thead>
<tr>
<th># of Completed Responses</th>
<th>675</th>
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<tbody>
<tr>
<td>Total # of Housestaff</td>
<td>1504</td>
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<td>(Based on MedHub data as of Nov 1\textsuperscript{st}, 2021)</td>
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<td>% of Response Rate</td>
<td>45%</td>
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Strength and Risk Index

1) Possible responses for each survey question are coded as either an indication of a strength (green), potential risk (yellow), or significant risk (red).

2) Next, response frequencies are calculated for each question.

For example, a 6-point scale is represented as follows:
Overall, how satisfied are you with the training you have received in your program?

I have an adequate amount of "protected time" to focus on my educational needs.

My program appropriately balances the need to fulfill service obligations with clinical education.

My program is organized to meet my educational needs.

The variety of patients I see is sufficient for meeting my educational needs.

My overall patient load for meeting my educational needs is:

My program provides me sufficient teaching on the essential skills to work with other health professionals.
<table>
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<tr>
<th>Statement</th>
<th>5%</th>
<th>4%</th>
<th>14%</th>
<th>8%</th>
<th>7%</th>
<th>5%</th>
<th>5%</th>
<th>4%</th>
<th>3%</th>
<th>14%</th>
<th>10%</th>
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<tr>
<td>I have been given graded authority and responsibilities in clinical</td>
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<td>duties during my training.</td>
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<td>I would recommend my training program here to others.</td>
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<td>Faculty are successful teachers.</td>
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<td>Faculty provide appropriate supervision to the trainees in the program.</td>
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<td>I can ask questions to program faculty on a regular basis.</td>
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<td>I can be open and honest with my program faculty.</td>
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How satisfied are you with the feedback received from your attendings during clinical encounters and debriefs in the past 3 months?

- Helpful: 88% (8% not satisfied, 15% satisfied)
- Timely: 92% (8% not satisfied, 14% satisfied)
- Case-based: 85% (15% satisfied)
- Based on a specific skill, knowledge or attitude: 83% (17% satisfied)
- With actionable suggestions: 88% (12% satisfied)
- Informative in terms of what was done well: 84% (16% satisfied)
- Informative in terms of what can be improved: 82% (18% satisfied)
“I would not recommend my training program here at Stanford to others”

57 total comments
Themes for comments on “I would not recommend my training program here at Stanford to others”:

- **High Volume and Service over Education**
  “Inpatient clinical volume is too high with too little support to adequately be able to learn/attend education while on rotations.”

- **Culture**
  “Very toxic culture. There is zero sense of camaraderie or willingness amongst residents to work together for patient care. This is directly due to the example that is led by faculty.”

- **Cost of Living**
  “Costs of the Bay Area and the difficulties of finding childcare.”
Themes for comments on “I would not recommend my training program here at Stanford to others”:

• **Supervision**
  “Minimal autonomy throughout training, likely exacerbated at Stanford compared to other residency programs given the high average patient acuity.”

• **Administrative Issues**
  “Our program director and department leadership don't take time to meet with us and see how we are doing.”

• **Disorganized**
  “Program is quite disorganized, outpatient experience not sufficiently broad, program leadership disorganized.”
Themes for comments on “I would not recommend my training program here at Stanford to others”:

• **Issues of Diversity Equity and Inclusion**
  “No faculty that are URIM. Implicit bias on patients of certain ethnicities.”

• **Burnout**
  “Burnout is incredibly high within our program and our programs leadership has not adequately addressed this issue both for fellows or for our faculty.”

• **Wellness**
  “There is a superficial commitment to trainee wellness, that isn't backed up by action.”
Comments on being mistreated while here at Stanford

20 total comments
Themes on comments on being mistreated during Stanford residency/fellowship training

• **Chronic mistreatment due to program/institution weaknesses/mistakes**

“Yes, there have been multiple issues with working in excess of 30+ hours with limited support during these shifts. During these shifts, I have experienced exhaustion and moral injury as my program leadership did not assist in preventing this from occurring to other trainees even after we raised concerns multiple times. “

• **Incidents of mistreatment between teams**

“Primarily microaggressions in the OR by nursing staff, surgeons, attendings.”
Themes on comments on being mistreated during Stanford residency/fellowship training

• **Between house staff**

“This is a regular occurrence. Dealing with the harassment of patients is challenging, but most of us are able to deal with that. More challenging for us is the mistreatment by staff, in particular by other residents. We are regularly yelled at, condescended to, or otherwise disrespected...”

• **With faculty**

“ A faculty member publicly berated me in a room full of other fellows, residents, and NPs about a non-important task. Specifically, she was upset about a rounding list that I attempted to help with on my clinic day (which I am not obligated to do). She made culturally insensitive remarks that day ...”
Themes on comments on being mistreated during Stanford residency/fellowship training

• **Issues of diversity**
  
  “Verbal harassment/abuse, discriminatory and derogatory comments regarding pregnancy. There is significant favoritism for certain trainees in our program and those that do not have the privilege of this favoritism suffer.

• **Fear of Reporting**
  
  ”I don't have confidence that it will be anonymous so I will not share.”

  “Yes. ----- is abusive. PD doesn't seem to care.”
What would you suggest to improve feedback giving from your attendings?

157 total comments
What did we miss?

184 total comments
• Has your program experienced similar challenges revealed by the survey?
Discussion and Questions