Title

Kudos – A Brief Implementable Intervention to Promote Wellness Among Emergency Medicine Residents

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35 Kudos – A Brief Implementable Intervention to Promote Wellness Among Emergency Medicine Residents

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Background: 60% of emergency medicine (EM) physicians are burned out according to the 2022 Medscape National Physician Burnout & Suicide Report. Optimizing meaning in work increases physician's engagement while the opposite can lead to physician burnout.

Objectives: We seek to evaluate the effect a weekly, 5-minute, resident-led, "kudos" session has on emergency medicine residents' wellness and burnout.

Methods: This study included all 38 EM residents at Vanderbilt University Medical Center in Nashville, TN. We implemented a senior-resident led "kudos" session at our weekly conference in which residents openly praised other residents. After 3 months, residents were surveyed to assess the effect the intervention had on wellness and burnout. Additionally, residents' feelings of being valued and appreciated at work was assessed.

Results: 35 out of 38 (92.1%) of residents responded to the survey. 77% of survey respondents wanted to see the kudos sessions continued. Overall, there was a trend towards residents
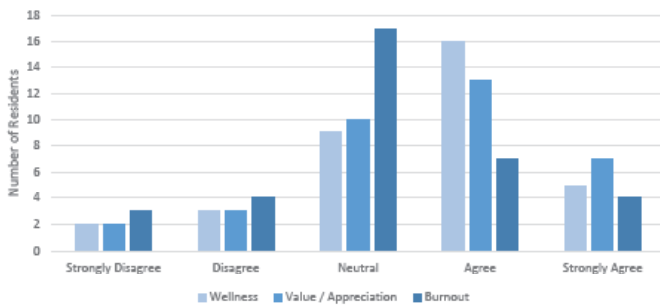
Figure 1. The extent to which kudos contribute to wellness, value/appreciation, and reduce burnout.

reporting kudos sessions positively contributed to wellness and helped them feel more valued; however, most residents remained neutral on whether the intervention reduced levels of burnout. Residents reported to enjoy the great things their colleagues are doing; however, residents disliked the inequities between how many kudos certain residents received.

Conclusion: Implementing a brief, weekly, resident-led, wellness intervention was well received by residents. The kudos sessions promoted wellness and contributed towards people feeling valued at work but remained neutral on reducing burnout.

36 Measuring and predicting faculty consensus rankings of Standardized Letters of Evaluation

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Background: Standardized letters of evaluation (SLOE) are cited as one of the most valuable application components for determining interview offers and location on the program's rank list. However, we do not know if faculty reviewing SLOEs share consensus regarding their competitiveness.

Objectives: To measure the level of agreement regarding applicant competitiveness as determined by SLOEs and to quantify the ability of two models to accurately predict faculty consensus rankings.
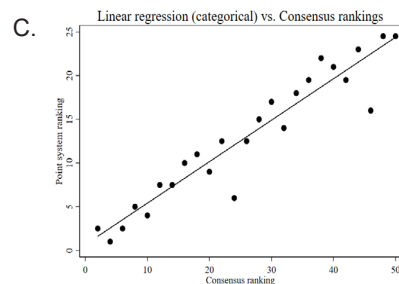
Methods: Using data from the 2021-2022 match cycle CORD EM SLOE Database as a blueprint, we created 50 fictional SLOEs representative of the national data distribution. Seven faculty from varied geographic regions
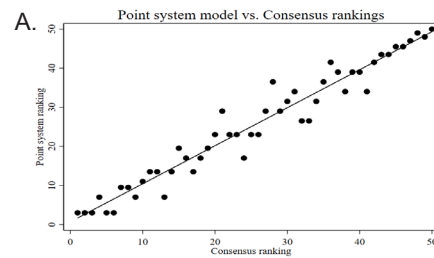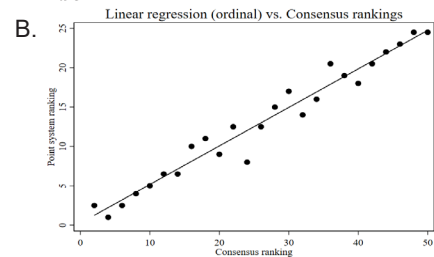
Figure 1. Predicted versus consensus SLOE rankings. **A.** Point system model; **B.** Linear regression model (ordienal); **C.** Linear regression model (categorical).