

Ko S, Guck A, Williamson M, Buck K, Young R. Family medicine faculty time allocation and burnout: a residency research network of Texas study. *J Grad Med Educ.* 2020;12(4):620–623.

Supplemental Material

RRNeT: Predictors of Family Physician Wellness and Burnout Survey

We are asking you to take part in a research study being conducted by Nehman Andry, MD at University of Texas Health Science Center at San Antonio (UTHSCSA) about predictors of family physician wellness and burnout. The purpose of this study is to understand the demographic, psychological, environmental, and work-place characteristics that impact resilience and burnout among 400+ family medicine residents and physicians. We want to learn, on average, what factors are related to the risk of burnout and investigate protective elements that enhance physician resilience. We are asking you to take part in this survey because you are a family medicine physician or resident, and we want you to reflect on your level of resiliency, personal wellness, burnout, psychological flexibility, and workplace stress.

If you decide to take part in this study, you will answer a series of questions regarding your physical and emotional well-being, your ability to recover after a set-back, as well as your feelings and actions as they relate to interactions with patients and your work environment. **The survey will take approximately 10-15 minutes to complete.** Your decision to participate is voluntary. You are free to decline participation in the study or to stop at any time. Whatever your decision, it will not affect your relationship with your clinic or with UTHSCSA. If you are taking this survey online, after you start, you may move back and forth between pages and change answers or skip questions if you like. But if you leave the survey before the end, you will not be able to return to the same place in the survey at a later time. The survey will re-start at the beginning. We will not record your name, e-mail address, or IP address. Your responses will be completely anonymous.

There is no health or personal risk for participating and compensation will not be provided. We do not expect that you will benefit from being in the study. However, information from all participating family medicine physicians and residents will provide a larger picture of the factors affecting physician wellness and burnout. This may help us improve policy and practice, which could improve your overall well-being.

We will protect your privacy by not putting your name on the information you provide. If we publish the results of the study in a scientific journal or book, we will not identify you in any way.

The primary researcher on this project is listed below with contact information. If you have questions now or later, please contact the researcher at the number or e-mail below:

Nehman Andry, M.D. (210) 567-0479 or ANDRY@uthscsa.edu; UTHSCSA

The University of Texas Health Science Center at San Antonio committee that reviews research on human subjects (Institutional Review Board) will answer any questions about your rights as a research subject. Their offices can be reached at (210) 567-2351.

If you consent to participate in the survey found on the next page, please check the appropriate box. If you do not consent to participate today, you may exit the survey now or at any point on the following pages.

- Yes, I consent to participate in this survey.
- No, I do not consent to participate in this survey.

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The purpose of this study is to understand the demographic, psychological, environmental, and workplace characteristics that impact resilience and burnout among family medicine residents and physicians. This survey addresses your feelings and experiences with your work and personal well-being.

QUESTIONS ABOUT YOU AND YOUR PRACTICE

What is your sex?

- Male
- Female

What is your age? Age _____ years

What is your race/ethnicity?

Please check all that apply.

- White/Anglo
- Hispanic/Latino
- African American
- Asian
- Native American
- Other (please specify): _____

Please describe your practice

- Family Medicine Training Program
- Faculty Practice
- Group Private Practice
- Solo Private Practice
- Community Health Center/FQHC
- Other (please specify): _____

Where do you practice?

- Austin
- Corpus Christi
- Dallas
- Edinburg
- Fort Worth
- Garland
- Harlingen
- Lubbock
- McAllen
- San Antonio – Christus Santa Rosa
- San Antonio – UTHSCSA
- Other (please specify): _____

Are you a...?

- Resident
- Fellow
- Faculty
- Practicing Physician (Not Faculty or Trainee)

Are you a graduate of a(n):

- United States medical school
- Foreign (International) medical school

What year did you – or will you – graduate from residency? Year _____

RELATIONSHIP AND FAMILY STATUS

Please describe your relationship status.

- Single
- In a relationship
- Married
- Divorced
- Widowed

How satisfied do you feel in your current relationship?

- Very unsatisfied
- Unsatisfied
- Neither unsatisfied nor satisfied
- Satisfied
- Very satisfied
- Not in a current relationship

Do you have children? (You may check more than one answer).

- No
- Yes, ages 0-5
- Yes, ages 6-12
- Yes, ages 13-19
- Yes, age 20 or higher

PHYSICIAN STRESS

Please answer the following with regard to your feelings:

	Never	<i>A few times a year or less</i>	<i>Once a month or less</i>	<i>A few times a month</i>	<i>Once a week</i>	<i>A few times a week</i>	<i>Every day</i>	
1. I feel emotionally drained from my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
2. I feel used up at the end of the workday.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
3. I feel fatigued when I get up in the morning and have to face another day on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
4. I can easily understand how my patients feel about things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5. I feel I treat some patients as if they were impersonal objects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Working with people all day is really a strain for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I deal very effectively with the problems of my patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I feel burned out from my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

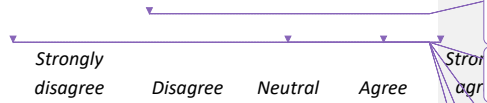
Please answer the following with regard to your feelings:

	Never	A few times a year or less	Once a month or less	A few times a month	Once a week	A few times a week	Every day
9. I feel I'm positively influencing other people's lives through my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I've become more callous toward people since I took this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I worry that this job is hardening me emotionally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I feel very energetic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I feel frustrated by my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I feel I'm working too hard on my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I don't really care what happens to some patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Working with people directly puts too much stress on me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I can easily create a relaxed atmosphere with my patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I feel exhilarated after working closely with my patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I have accomplished many worthwhile things in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I feel like I'm at the end of my rope.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. In my work, I deal with emotional problems very calmly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I feel patients blame me for some of their problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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SETBACKS AND RECOVERY

Use the following scale to choose a statement indicating how much you disagree or agree with each of the statements.



- Deleted: ¶
- Deleted: ¶
- Deleted: ¶
- Deleted: ¶
- Deleted: ¶

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. I tend to bounce back quickly after hard times.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I have a hard time making it through stressful events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. It does not take me long to recover from a stressful event.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. It is hard for me to snap back when something bad happens.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I usually come through difficult times with little trouble.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I tend to take a long time to get over set-backs in my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the past year, have you experienced a stressful life event that affected your mood and/or your energy? Stressful events can be negative or positive or “mixed blessings.” What type of events have affected you in the past year? Please check all that apply.

- | | |
|--|--|
| <input type="checkbox"/> Loss of a loved one | <input type="checkbox"/> New baby |
| <input type="checkbox"/> Victimized by crime | <input type="checkbox"/> Buying or remodeling a house |
| <input type="checkbox"/> Health crisis – self or loved one | <input type="checkbox"/> Planning a wedding |
| <input type="checkbox"/> Financial crisis | <input type="checkbox"/> Starting a new job |
| <input type="checkbox"/> Professional crisis | <input type="checkbox"/> Other |
| <input type="checkbox"/> Relationship crisis | <input type="checkbox"/> Not applicable – no major life events |

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EMOTIONAL ASPECTS OF PATIENT CARE

Please rate the truth of each statement as it applies to your experience of providing medical care *at this moment*.

	<i>Never true</i>	<i>Very rarely true</i>	<i>Seldom true</i>	<i>Sometimes true</i>	<i>Often true</i>	<i>Almost always true</i>	<i>Always true</i>
1. I am comfortable sitting quietly when my patient is crying.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I accept that I cannot make my patients change unhealthy habits or manage their diseases better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I allow myself to experience anger, sadness, or frustration in my daily practice of medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I won't sacrifice my personal time to catch up on office work, even though it would help me feel less stressed at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I'm able to empathize with my patients even when I'm running behind schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The pressure of daily practice doesn't prevent me from enjoying myself at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Helping patients with emotional problems is a rewarding part of my medical practice, even though it can be emotionally draining at times.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I am able to manage difficult interactions with staff or colleagues, even though my own thoughts or emotions may be negative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I don't take my work stress home with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please rate the truth of each statement as if it applies to your experience of providing medical care <i>at this moment</i> .							
	<i>Never true</i>	<i>Very rarely true</i>	<i>Seldom true</i>	<i>Sometimes true</i>	<i>Often true</i>	<i>Almost always true</i>	<i>Always true</i>
10. Accepting my negative reactions to a stressful situation is part of how I cope with it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I allow myself to feel guilty when I make a medical error.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Despite the stress of daily practice, I still act according to my values as a person and a professional.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I am aware of tension in my body when work is stressful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I don't have to control my negative thoughts and feelings at work to do a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. When I'm frustrated with a patient, I am still able to provide the same quality of care as I do for a patient I like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I don't ruminate excessively about a difficult medical decision after the fact.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I don't avoid calling a patient back even if I know the patient is angry or unhappy with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I am able to continue with my daily practice as usual after an interaction with an emotionally challenging patient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I use daily routines that help me stay focused, aware, and attentive of the patient's needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I don't struggle with my emotions before, during, or after I see a difficult, hostile patient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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WORKPLACE INTERACTIONS

Below is a list of specific situations that may cause stress for people working in medical settings. Please rate the extent to which each situation is stressful for you *at this moment*.

	Not Stressful	Very Mild Stress	Mild Stress	Moderate Stress	Greater Than Moderate	Highly Stressful	Extremely Stressful
1. Patients wait too long because of office flow problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My schedule is too tight to address more than one or two problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Chart and other important records information is not available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Not enough time to address multiple medical and mental health problems in complex patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Dealing with interruptions and other annoyances during clinic/workday.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Unrealistic productivity standards from my employer/practice partners.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Billing and coding processes are hard to understand and/or time consuming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Preauthorization for patient procedures and medications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Support staff turnover and lack of training impact practice flow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Communicating with managers who seem to be more concerned with “numbers” than with quality of care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Work hours are too long.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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TIME MANAGEMENT

Please tell us about how you spend your time and how you would prefer to spend your time.

Please fill in your response with a percentage in increments of 10%. (10%, 20%, 30%, 40%,..., 100%)

	<i>How much time do you ACTUALLY spend in this task?</i>	<i>How much time would you realistically PREFER to spend in this task?</i>
1. Direct Clinical Care	_____	_____
2. Care Coordination Related to Clinical Care (paperwork, follow up)	_____	_____
3. Teaching or Precepting Residents	_____	_____
4. Teaching or Precepting Medical Students	_____	_____
5. Clinical or Administrative Leadership	_____	_____
6. Research	_____	_____

PERSONAL HABITS

Please tell us about your personal wellness practices.

	<i>Less than once a week</i>	<i>Once a week</i>	<i>Two to three times a week</i>	<i>Four to five times a week</i>	<i>More than five times a week</i>
1. How often do you get enough sleep?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. How often do you eat healthy meals with fruit or vegetables?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. How often do you get 30 minutes or more of exercise?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. How often do you meditate/pray or practice relaxation or mindfulness exercises?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. How often do you participate in activities outside of work that you enjoy, such as hobbies, reading, music, art or travel?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. How often do you laugh?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. How often do you feel grateful for things or people in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. How many days off have you had in the past 30 days?	_____ days				

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Do you have someone to confide in? If so, who are they?
Please check all that apply.

- Colleague or Co-worker
- Faculty
- Advisor
- Spouse or Significant other
- Family
- Friend
- I feel I do not have anyone to confide in.
- Other (please specify): _____

PHYSICIANS HEALTH PROGRAM OF TEXAS

Have you ever had any contact with Physicians Health Program of Texas?

- Yes
- No
- I do not know what Physicians Health Program is.

Do you have a close colleague who has ever had any involvement with Physicians Health Program of Texas?

- Yes
- No
- I do not know what Physicians Health Program is.

Please tell us your opinions about Physicians Health Program of Texas. (Ex: Are they helpful? Would you seek help from them voluntarily? What might they do in order to be more helpful?)

Please tell us your opinions about the Texas Medical Board’s support for physicians who need mental health treatment. (Ex: Are they helpful? Would you seek help from them voluntarily? What might they do in order to be more helpful?)

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SUPPORT HELPLINES

Physicians in need of mental health support may contact a Behavioral Science Faculty member at their institution or may seek assistance from one of the entities listed below:

Baylor Scott and White Employee Assistance Program – 866-605-4700

Christus Health Benefits Resource Center - 866-515-1333 - Employee Assistance - Option 2, Option 8

John Peter Smith Employee Assistance Program - 817-702-1688

Methodist Health System Behavioral Health and Addiction Recovery - 469-204-6920 or 469-204-6900

Texas Tech University Employee Assistance Program - Lubbock - 806-743-1327 or for other locations 800-327-0328

University of Texas Health Science Center at San Antonio Employee Assistance Program - 800-346-3549

University of Texas at Rio Grande Valley Employee Assistance Program - 713-500-3327 or 800-346-3549

Valley Baptist Medical Center - Harlingen - Employee Assistance Program - 956-389-6876

Additional support can be sought through the following:

Depression and Bipolar Support Alliance - 800-826-3632

Mental Health America - 800-969-6642

National Alliance on Mental Illness - 800-950-6264

National Suicide Prevention Hotline - 800-273-8255

Substance Abuse and Mental Health Services Administration - 800-662-4357

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THANK YOU!

Thank you for participating in this survey!

If you have any questions about the survey, the primary researcher on this project is listed below with contact information. Please contact the researcher at the number below:

Nehman Andry, M.D. (210) 567-0479 - ANDRY@uthscsa.edu; UTHSCSA

The University of Texas Health Science Center at San Antonio committee that reviews research on human subjects (Institutional Review Board) will answer any questions about your rights as a research subject. Their offices can be reached at (210) 567-2351.

Survey items from: Brief Resilience Scale, Maslach Burnout Inventory, Primary Care Provider Acceptance and Action Questionnaire (PCP-AAQ), and Primary Care Provider Stress Checklist (PCP-SC)

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TABLE 2
Demographics of Faculty Physician Sample (N=103)

Demographics	N	Valid %
Age (M = 46.59, SD = 10.91)		
Race/ Ethnicity		
White/ Caucasian	61	59.2
Black/ African American	6	5.8
Hispanic or Latino/a	21	20.4
Asian/ Pacific Islander	12	11.7
Native American	2	1.9
Other	1	1.0
Gender		
Male	51	49.5
Female	52	50.5
Medical School		
U.S.	90	89.1
International	11	10.9
<i>Missing</i>	2	--
Relationship status		
Single	14	13.7
In Relationship	9	8.8
Married	76	74.5
Divorced	3	2.9
<i>Missing</i>	1	--
Children		
With	70	68.0
Without	33	32.0
Years in Practice (M = 46.59, SD = 10.91)		

Ko S, Guck A, Williamson M, Buck K, Young R. Family medicine faculty time allocation and burnout: a residency research network of Texas study. *J Grad Med Educ.* 2020;12(4):620–623.

FIGURE
Distribution of Overall Percent Time Misallocation

