



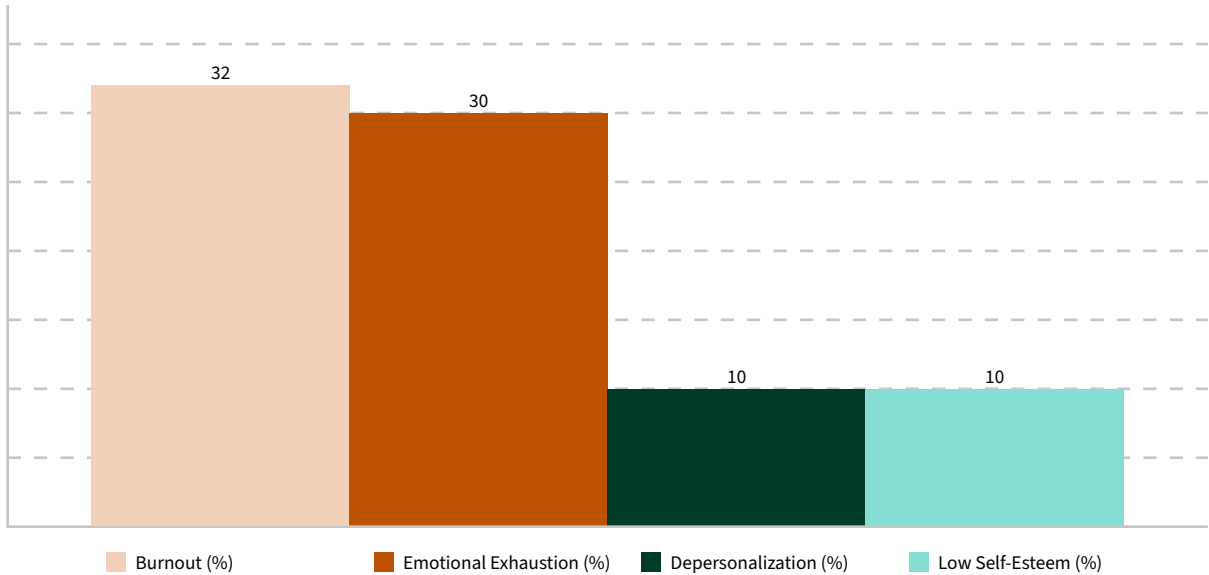
# GYOEDU MENTORSHIP ACADEMY

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**Elevating Gynecologic Oncologists  
Through Tailored Mentorship**

**Shitanshu Uppal, MBBS MBA**

Percentage of participants screening positive on the SGO Survey



The demanding field of gynecologic oncology presents unique challenges that can lead to high levels of burnout and turnover among specialists. This proposal outlines a comprehensive 12-month mentorship and coaching program designed to support gynecologic oncologists in key areas such as leadership development, work-life balance, and professional efficiency. Through monthly one-on-one sessions, participants will receive personalized guidance aimed at enhancing their job performance and satisfaction. The program not only benefits the physicians but also offers significant returns on investment (ROI) for the employer by reducing turnover costs and improving patient care outcomes.

**Introduction**

Burnout is a prevalent issue among gynecologic oncologists (GOs), with substantial evidence indicating that it affects both personal well-being and professional performance. According to the Society of

**ONE IN THREE GYNECOLOGIC ONCOLOGISTS ARE BURNT OUT (RATH ET AL 2015)**

Gynecologic Oncology (SGO), more than 40% of the physicians report feeling overly stressed, overwhelmed, or that life is unmanageable.

Furthermore, nearly half of the gynecologic oncologists screen positive for depression (Burnout SGO). The consequences of burnout extend beyond personal distress; they affect the entire healthcare ecosystem, contributing to reduced patient care quality, increased medical errors, and higher turnover rates. **The estimated cost associated with physician turnover due to burnout exceeds \$4 billion annually in the United States, with individual costs reaching 2-3 times the annual salary of a physician**

Davidson et al (2022) :SGO and the elephant that is still in the room: Wellness, burnout and gynecologic oncology

## PROGRAM OVERVIEW

The Mentorship and Coaching Program offers a 12-month longitudinal commitment to provide focused, individualized mentorship. Participants will have a monthly 1-1.5 hour virtual meeting with an experienced gynecologic oncologist mentor, offering tailored guidance on several key areas crucial for their professional growth and job satisfaction.

### Key Focus Areas

**Leadership Development:** Developing leadership skills for gynecologic oncologists to manage multidisciplinary teams, lead clinical research, and contribute to institutional decision-making.

**Work-Life Balance:** Strategies to manage clinical, research, and administrative duties while maintaining a healthy work-life balance. This is crucial given that GOs report the adverse work-life balance across all five assessed domains in the SGO survey.

**Transitioning from Mentee to Mentor:** Coaching on how to become effective mentors themselves, fostering a culture of mentorship within their institutions.

**Efficiency at Work:** Time management strategies, optimization of clinical workflows, and leveraging technology to reduce administrative burden, which is reported as a significant cause of burnout.

**Personal Financial Decisions:** Guidance on financial planning, investment strategies, and other personal financial decisions, which are often overlooked in traditional medical training but crucial for long-term career satisfaction.

**Negotiations:** Training in negotiation techniques specific to the healthcare setting, including salary negotiations, departmental resources, and advocacy for better working conditions.

**"THIS PROGRAM OFFERS MENTORSHIP AND COACHING THROUGH THE UNIQUE LENS OF A GYNECOLOGIC ONCOLOGIST, PROVIDING INSIGHTS AND GUIDANCE THAT GO BEYOND WHAT TRADITIONAL EXECUTIVE COACHES CAN OFFER, ADDRESSING THE SPECIFIC CHALLENGES AND NEEDS OF OUR SPECIALTY."**

### Return on Investment for the Employer

The Mentorship and Coaching Program presents a strong ROI for healthcare institutions:

**Reduced Turnover Costs:** By improving job satisfaction and reducing burnout among gynecologic oncologists, institutions can decrease turnover rates, saving significant costs associated with recruitment, training, and lost productivity.

**Improved Patient Outcomes:** Mentored oncologists are better equipped to manage complex cases, lead clinical research, and implement quality improvement initiatives, leading to better patient outcomes.

**Enhanced Workplace Culture:** Providing opportunities for professional growth and support fosters a positive workplace culture, improving overall morale and reducing the likelihood of burnout.

**Attracting Top Talent:** Institutions known for investing in the well-being and professional development of their staff are more likely to attract top-tier talent, thereby enhancing their reputation and patient care capabilities.



GYOEDU's unique program, crafted by Dr. Shitanshu Uppal, blends the essence of mentorship with executive coaching to nurture new faculty toward excellence. Drawing from his over a decade of clinical and leadership experience, including roles such as Fellowship Director, State-wide Director for Quality Improvement, and the Founder of GYOEDU, as well as the leadership training at the Ross School of Business, Dr. Uppal has designed a curriculum beyond traditional executive coaching. This program blends the critical elements of top leadership curriculums with their relevance to the practice of gynecology oncology.

## **Dr. Shitanshu Uppal, MBBS MBA**

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### **Medical School**

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All India Institute of Medical Sciences (AIIMS), New Delhi

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### **Residency**

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Temple University, Philadelphia

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### **Fellowship**

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University of Wisconsin, Madison

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### **Executive MBA**

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Ross School of Business, University of Michigan

*"In 2016, just two years after starting as an attending, I found myself exhausted, burned out, and on the verge of quitting. It was the guidance of my mentors and the support of my friends that pulled me through. Without them, I wouldn't have been able to continue in, let alone cherish, the profession I dedicated over a decade to train for. Their mentorship was a turning point that helped me rediscover my purpose and passion in medicine."*

**Shitanshu Uppal**