

Supporting Women in Oncology in Ukraine: Addressing Burnout and Enhancing Well being Among Surgeons, Oncologists, and Radiation Oncologists

Final report

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Scientific Dissemination and Visibility

Burnout Assessment (January -June 2025)

- Cross-sectional survey using the Maslach Burnout Inventory Human Services Survey to **establish baseline burnout levels** among medical oncologists, surgical oncologists, radiation oncologists, and nursing staff nationwide.

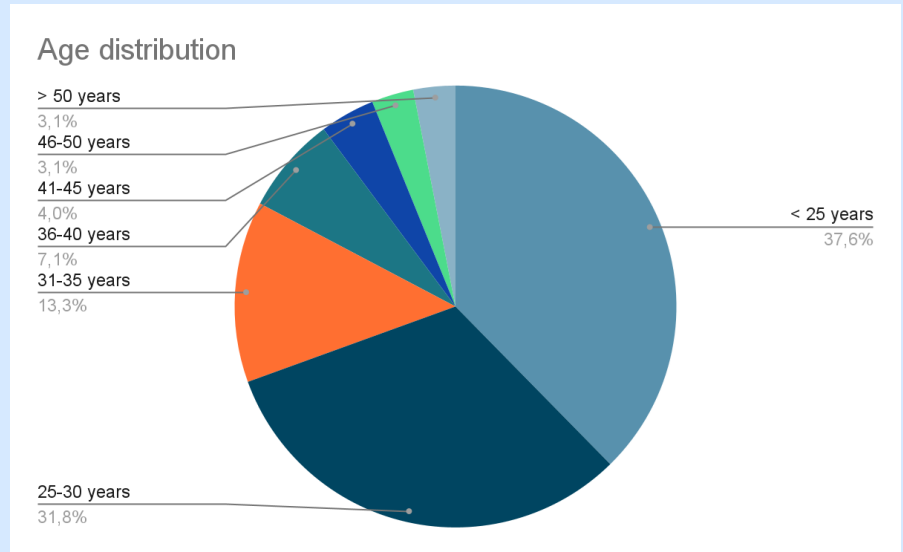


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Scientific Dissemination and Visibility

Sample characteristics

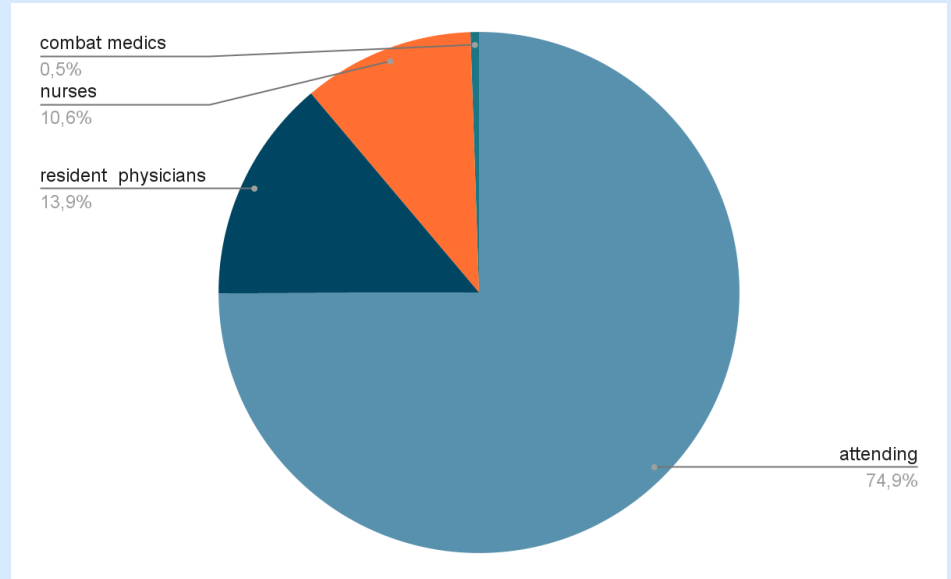
- Total respondents: 950 clinicians.



Scientific Dissemination and Visibility

Sample characteristics

- Workload - 54 percent reported working more than 10 hours per day.



Burnout prevalence (MBISS)

- **Definition** : Burnout (MBI -HSS) was defined as high emotional exhaustion (≥ 27) and/or high depersonalization (≥ 10) and/or low personal accomplishment (≤ 33).
- High emotional exhaustion: 629 clinicians (66%)
- High depersonalization: 388 clinicians (41%)
- Low personal accomplishment: 304 clinicians (32%)



Interpretation

These data demonstrate a substantial baseline burden of burnout, driven particularly by **emotional depersonalisation and exhaustion**.

This baseline will serve **as the reference point** for evaluating the impact of our mentorship and wellness interventions.



Scientific Dissemination

Data from our cross-sectional analysis on the prevalence of burnout among surgical oncology staff during wartime was presented at the following professional conferences:

- **American College of Surgeons (ACS) Clinical Congress 2025**
(October 5–7, 2025; Chicago, USA)
- **New England Surgical Society (NESS) 106th Annual Meeting**
(September 19–21, 2025; Portland, USA)

Manuscript on burnout prevalence and gender-specific risk factors is in preparation (targeted for submission in late 2025).



Mentorship and Capacity Building

A pilot internal mentorship initiative was launched among the project team members and collaborators.

- Four **mentor -mentee pairs** were matched (early-career oncologists, surgeons, and medical students with senior specialists and academic leaders)
- The focus areas included leadership communication, managing burnout, and building international research collaborations.
- Feedback from participants indicated **increased motivation** and professional **confidence**.



Educational and Networking Activities

Content planned for stand-alone mental health and leadership workshops was integrated into the **National Forum “Women in Medicine: The Voice of Change”** (Lviv, Sep 27, 2025).

The forum gathered **290 participants**: physicians, nurses, policymakers, and students.

Sessions aligned with project objectives included:

- Leadership Without Burnout: How to Build Your Own Support System
- Mentorship as Legacy: Creating Opportunities that Endure
- Women’s Leadership in Public Service: Mental Health for Resilience
- Resilience and Mental Strength: Practical Tips and Insights



Partnership Development

Collaboration was strengthened with:

- **Global Medical Knowledge Alliance** – coordination of mentorship activities.
- **Ukrainian Oncology Society** – dissemination of burnout data and professional engagement.
- **European Cancer Organization** – alignment with clinician well-being frameworks.



Particular challenges or issues encountered

- The originally planned standalone mentorship and mental health workshops were merged with the National Forum to optimize resources and reach a broader audience.
- Qualitative interviews were delayed due to participant availability; however, partial data collection continues and complements survey findings.



Additional Activities or Synergies

- Integrating leadership and well-being content into the Women in Medicine: The Voice of Change Forum created strong cross-sectoral **synergy with national initiatives on gender equity and clinician resilience**.
- Collaboration among clinicians, policymakers, and global partners **enhanced the visibility of Ukrainian women in oncology** and laid the groundwork for future regional mentorship networks.





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Thank you!

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