



TITLE: Policy on Fellow Wellbeing		
ACGME Institutional Requirement: III.B.7. – III.B.7.c).(3)		P&P#87102-023
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Graduate Medical Education Committee Approval Date: 09.12.2023		
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SECTION 1: PURPOSE

- 1.1 To ensure the enhancement of well-being, health and physical capacities of Program Directors, Fellows, faculty members, and all members of the health care team associated with Graduate Medical Education.

SECTION 2. APPLICABILITY and SCOPE

- 2.1 Hoag Memorial Hospital Presbyterian will provide the following curriculum to its Program Directors, Fellows and faculty members.

SECTION 3. POLICY

Policy on Fellow Wellbeing

3.1 Wellness & Burnout Definition

- .1.1 Wellness: the quality or state of being in body and mind, especially as the results of deliberate effort.
- .1.2 Burnout: depersonalization, negative attitudes toward patients, emotional exhaustion, a feeling of decreased personal achievement, and a lack of empathy for patients.

3.2 Wellness/Burnout Education and Resources

- .2.1 Program Directors, faculty members and Fellows will be educated to identify of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. This includes educating Program Directors, Fellows and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care.
- .2.2 The institution will encourage Program Directors, Fellows and faculty members to alert their program director, DIO, or other designated personnel or programs when they are concerned that another resident/Fellow or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence
- .2.3 The institution will provide access to appropriate tools for self screening through www.mywellbeingindex.org.

- .2.4 The institution provides access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week through Cigna Employee Assistance Program. In order to access, call 1-877-622-4327.

3.3 Assessing Burnout/Wellness

- .3.1 Fellows will be evaluated every 6 months with the Burnout Survey through www.mywellbeingindex.org.
- .3.2 Fellows and other members of the healthcare team will have opportunities for reporting concerns outside of the survey by reporting to their Program Director or other faculty through email, phone, or in-person.

3.4 Wellness Committee Purpose

- .4.1 To create structure to promote Program Director, Fellow and faculty wellness.

3.5 Wellness Advocates and Committee Members

- .5.1 Fellow wellness advocates will be selected to take part in the Wellness Committee.
 - .5.1.1 Advocates will include Fellow representative(s), administrative representative, faculty representative, and medical assistant and/or nursing representatives.
- .5.2 Representatives may volunteer for this position or may be selected by the program director.
- .5.3 The committee will meet on a regular basis to plan and organize a unique wellness curriculum to address the wellness needs and wellness activities for that year.

3.6 Committee Responsibilities

- .6.1 The committee is responsible for planning a unique wellness curriculum based on the wellness needs for that particular year.
- .6.2 The curriculum should address the following five areas of wellness as outlined by the American Medical Association^{4,1}:
 - .6.2.1 Nutrition/Fitness (food, exercise)
 - .6.2.2 Emotional Health (sleep, stress, relationships)
 - .6.2.3 Preventative Care
 - .6.2.4 Financial Health
 - .6.2.5 Mindset/Behavioral Adaptability (role transitions, managing workload, work relationships)

SECTION 4. REFERENCES

- 4.1 Okanlawon T. *Physician wellness: preventing resident and Fellow burnout*. American Medical Association. <https://www.stepsforward.com/modules/physician-wellness>.
- 4.2 **ACGME Institutional Requirements:**
https://www.acgme.org/globalassets/pfassets/programrequirements/800_institutionalrequirements_2022.pdf