

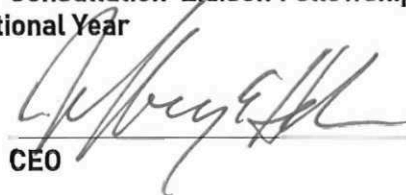
POLICY:

Resident/Fellow Wellbeing Policy

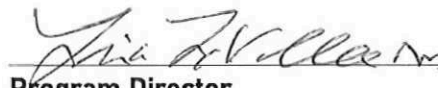
RESPONSIBLE DEPARTMENT:


- Administration
- Family Medicine Asheville
 - Addiction Medicine Fellowship
 - Sports Medicine Fellowship
- Family Medicine Boone
 - Sports Medicine Fellowship
- Family Medicine Hendersonville
- Gen Practice Dental Residency
- General Surgery
 - Critical Care Surgery Fellowship
- Internal Medicine
- Obstetrics and Gynecology
 - Maternal Fetal Medicine
- Psychiatry
 - Child & Adolescent Fellowship
 - Consultation-Liaison Fellowship
- Transitional Year

APPROVED BY:


 11-15-21
 CEO Date

 7-21-21
 Designated Institutional Official Date
 Graduate Medical Education

 7/21/21
 Program Director Date
 Family Medicine Residency - Asheville

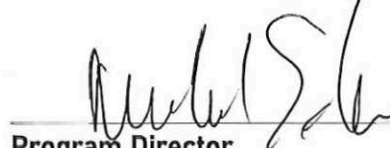
 10/20/21
 Program Director Date
 Family Medicine - Boone

 8/13/21
 Program Director Date
 Family Medicine - Hendersonville

 8/2/2021
 Program Director Date
 Sports Medicine Fellowship - Asheville

 10-21-21
 Program Director Date
 Sports Medicine Fellowship - Boone

 9/13/21
 Program Director Date
 Addiction Medicine Fellowship

 8/2/21
 Program Director Date
 General Surgery Residency

Resilience: The ability to withstand and recover quickly from difficult conditions or situations. During training, Residents/Fellows may face difficult patient care, educational or personal events which have the ability to negatively affect their Well-being. Decompressing after such situations, through conversation with peers, mentors or family, and self-care activities, can increase Resilience.

Well-being: Refers to the state of being healthy, happy and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting plenty of rest and connecting with others, is beneficial.

IV. Policy Statement

Residents/Fellows' physical, psychological and emotional Well-being is of paramount importance to MAHEC and our ACGME-accredited training programs.

Residents/Fellows are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth. To that end, we provide the following strategies to support trainee health, Well-being and Resilience:

- **Institutional Support**

- MAHEC provides employees and their families with resources and services that motivate, encourage, and promote healthy lifestyles and foster Resilience. Services include:
 - Health Improvement and Employee Wellness: including Health Risk and Wellness Assessment, mindfulness training, health and lifestyle coaching, diet and nutrition resources, fitness rooms, onsite fitness classes and others.
 - Employee Assistance Program (EAP): Confidential and free counseling services which include up to six in-person visits/year and 24/7 telephonic counseling.
 - Primary Care: Coordinated, small team primary care option for MAHEC insured employees and their dependents.
 - Occurrence Reporting: Patient and employee safety reporting for actual events and near misses.
- Residents/Fellows have access to healthy food and beverage options.

- **Graduate Medical Education Support**

- The Office of GME is a safe place where Residents/Fellows can ask for and receive help with various needs including academic counseling, coaching, and mentoring.
- The Office of GME sponsors an annual Resident and Fellow Appreciation Event where Residents/Fellows have the opportunity to participate in wellness activities and shared meals.

- MAHEC Resident and Fellow Forum provides Residents/Fellows with an opportunity to learn and ask questions about of interest to their professional lives and future.
- Residents/Fellows may take advantage of free taxi reimbursement from the hospital in the event that they are too fatigued to drive home after a clinical shift.
- All Residents/Fellows and core faculty complete a learning module on sleep alertness and fatigue mitigation.
- **Program Support**
 - There are circumstances in which Residents/Fellows may be unable to attend work, including but not limited to fatigue, illness, and family emergencies. Each program has policies and procedures in place to ensure coverage of patient care in the event that a Resident may be unable to perform their patient care responsibilities. These polices will be implemented without fear of negative consequences for the Resident whom is unable to provide the clinical work.
 - Residents/Fellows have the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their work hours. **Residents/Fellows must follow the program's procedures for scheduling and notification of these appointments.**
 - Residents/Fellows are encouraged to alert the Program Director, a faculty mentor or Chief Resident when they have concern for themselves, a Resident colleague or a faculty member displaying signs of burnout, depression, substance abuse, suicidal ideation or potential for violence.
 - Individual programs are encouraged to develop initiatives to help prevent and mitigate burnout and **depression that are most appropriate for their residents' and fellows' needs.**

Effective: January 1, 2019

Reviewed: April 1, 2021