

Policy Title	Trainee and Faculty Well-being
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POLICY	
<b>PURPOSE</b>	<p>This policy addresses the responsibility of the SI and it's ACGME/CPME training programs to address the well-being of residents/fellows and faculty members, consistent with ACGME Institutional, Common, and Specialty Specific Program requirements. The SI, in accordance with the ACGME focus on physician well-being is committed to promoting a working environment with a culture of respect and accountability for physician well-being as they are critical to the development of competent, caring, and resilient physicians who are more empowered to deliver high quality patient care. Physicians and all members of the health care team share responsibility for the well-being of each other. A positive culture in a clinical learning environment models constructive behaviors and prepares trainees with the skills and attitudes needed to thrive throughout their careers.</p>
<b>SCOPE</b>	<p>The policy applies to all MHS-sponsored GME residency training programs, both accredited and non- accredited. The term "resident" refers to all medical graduate trainees (interns, residents, fellows) in all postgraduate GME training programs sponsored by MHS.</p> <p><i>Note:</i> In addition to being subject to specific policies and procedures required by all applicable accrediting bodies, GME Residents are also subject to policies and procedures applicable to MHS employees generally and enjoy those benefits of employment applicable to MHS employees of comparable classification.</p>
<b>ACRONYMS</b>	<p>ACGME — Accreditation Council for Graduate Medical Education          CAO — Chief Academic Officer          CMO (H) – Chief Medical Officer of individual hospitals in MHS          CMO (S) –Chief Medical Officer of MHS          CPME – Council on Podiatric Medicine          DIO — Designated Institutional Official          GMEC — Graduate Medical Education Committee          MHS — Memorial Healthcare System          OAA – Office of Academic Affairs          PD — Program Director          RRC — Resident Review Committee          SI – Sponsoring Institution</p>
<b>DEFINITIONS</b>	<ol style="list-style-type: none"> <li>1. Burnout: Long-term exhaustion and diminished interest in work. Components of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety, and substance abuse disorders.</li> <li>2. Resident: Any physician-in-training in a graduate medical education program, including residents and fellows.</li> </ol>

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	<ol style="list-style-type: none"> <li>3. Resilience: The ability to withstand and recover quickly from difficult conditions or situations. During training, residents may face difficulty with patient care, education, or personal events, which have the ability to negatively affect their well-being. One of the goals of wellness training and learning about self-care is to develop resilience in the face of these challenges.</li> <li>4. 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 and helping others. Additional self-care activities include exercise, getting plenty of rest, and connecting with others.</li> <li>5. Fatigue mitigation: Methods and strategies for learning to recognize and manage fatigue to support physician/caregiver well-being and safe patient care.</li> </ol>
<b>PROCEDURES</b>	<p>The responsibility of the program, in partnership with the Sponsoring Institution, to address well-being must include:</p> <ol style="list-style-type: none"> <li>1. Efforts to enhance the meaning that each trainee finds in the experience of being a physician including protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships</li> <li>2. Attention to scheduling, work intensity and work compression.</li> <li>3. Evaluating workplace safety (i.e. injuries, violence, emotional well-being after adverse events).</li> </ol> <p>Opportunities to attend medical, mental health, dental and other appointments including during working hours.</p> <p>Provide encouragement, education and guidance to program directors, faculty, and trainees on reporting 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</p> <ol style="list-style-type: none"> <li>4. Attention to burnout, depression, and substance abuse including education regarding symptoms in oneself</li> <li>5.</li> </ol> <p>Provide access to confidential, affordable mental health assessment. Currently, such access is provided to all employees of MHS via the Employee Assistance Program from the Memorial behavioral health benefits plan.</p>
<b>REFERENCES</b>	<p>ACGME Institutional Requirements, effective July 2022          ACGME Common Program Requirements, effective July 2023          Program-Specific Policies and Procedures, latest effective as per specific RRC          GMEC – Resident Services Policy          MHS - Employee Recovery Program          MHS – Drug Free Workplace Policy</p>
<b>ORIGINAL ISSUE DATE</b>	November 2019 (pending review by GMEC)

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<b>REVIEW/REVISION DATES</b>	July 2020, August 2024
<b>POLICY OWNER</b>	<p>Office of Academic Affairs</p> <p>If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.</p> <p>Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Healthcare System or as required by applicable law, regulation, or governing/accrediting body.</p> <p>Employees who have questions regarding information contained in this policy should contact the Office of Academic Affairs.</p> <p>This policy is intended to supplement standard MHS Human Resources (“HR”) policies. To the extent that this policy conflicts with any MHS HR policy, the standard HR policy shall govern and control.</p>