

Resident Well Being

Scope

All Yakima Valley Farm Workers Clinic (YVFWC)-employed graduate medical education students, residents, faculty members, and all members of the health care team associated with the family medicine residency program.

Purpose

Ensure the enhancement of well-being, health and physical capacities of students, residents, faculty members, and all members of the health care team by provision of tools necessary to succeed and be well.

Key Concepts and Terms

The **Accreditation Council for Graduate Medical Education (ACGME)** is the body responsible for accrediting the majority of graduate medical training programs (i.e., internships, residencies, and fellowships, aka subspecialty residencies) for physicians in the United States. It is a non-profit private council that evaluates and accredits medical residency and internship programs.

Designated Institutional Official (DIO) is the individual in a sponsoring institution who has the authority and responsibility for all of the ACGME-accredited GME programs.

Graduate Medical Education (GME) refers to any type of formal medical education, pursued after receipt of the M.D. or D.O. degree in the United States. This education includes internship, residency, subspecialty and fellowship programs, and leads to state licensure and board certification.

A **Resident** is a physician who is engaged in a graduate medical education training program, and who participates in patient care under the direction of attending physicians and faculty. PGY-1 is a first-year resident (post-graduate year 1), PGY-2 is a second-year resident (post-graduate year 2), etc.

Policy

YVFWC will provide the following policy and curriculum to its employed Residents and Family Medicine Residency program staff.

Wellness Committee and Curriculum

A/ Wellness & Burnout Definition²

- 1| Wellness “the quality or state of being healthy in body and mind, especially as the results of deliberate effort.”
- 2| Burnout: “depersonalization, negative attitudes toward patients, emotion exhaustion, a feeling of decreased personal achievement, and a lack of empathy for patients.”

B/ Wellness Committee Purpose

- 1| Create Structure to promote resident and faculty wellness.

C/ Assessing Burnout/Wellness

- 1| YVFWC has a *Provider Retention Specialist*, who surveys residents regarding burnout and engagement with the rest of the clinic provider groups at YVFWC. Data is compiled and distributed to the Program Director of the residency program by the Provider Retention Specialist. When there are concerning individual-level survey results, the Resident Advisor or the Program Director addresses these concerns in a supportive and confidential manner.

- 2| Residents will be evaluated every 6 months with the *YVFWC Retention Survey*.
- 3| Residents and other members of the health care team will also have opportunities for reporting concerns outside of the survey by reporting to their Chief Resident or other faculty through email, phone, or in-person.

D| Wellness Advocates and Committee Members

- 1| For each residency year, wellness advocates will be selected to take part in the Wellness Committee.
 - a| Advocates will include resident representative(s), administrative representative, faculty representative, and medical assistant and/or nursing representatives.
 - b| Representatives may volunteer for this position or may be selected by the program director.
 - c| 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.

E| Committee Responsibilities

- 1| The committee is responsible for planning and organizing a unique wellness curriculum based on the wellness needs for that particular year.
- 2| The curriculum should address the following five areas of wellness as outlined by the American Medical Association.¹
 - a| These areas include:
 - i| Nutrition/Fitness (Food, exercise)
 - ii| Emotional Health (sleep, stress, relationships)
 - iii| Preventative Care
 - iv| Financial Health
 - v| Mindset/Behavioral Adaptability (Role transitions, managing work load, work relationships)
- 3| The Wellness Committee is a subcommittee in the Program Evaluation Committee (PEC)
- 4| The Wellness Committee is responsible for reporting to the PEC on their monthly curriculum updates and assists with any implementation of changes that are needed on a program level.
- 5| Aggregate-level wellness/burnout survey results discussed during PEC meetings will be shared with the Wellness Committee.

Related Documents/References

- Okanlawon T. *Physician wellness: preventing resident and fellow burnout*. American Medical Association. <https://www.stepsforward.org/modules/physician-wellness>. Last verified 06/29/23
- Pilarski AM, Simonson J. (2017) *Resident Well-Being: A Guide for Residency Programs*, Middleton, MA: HCPro.

• ¹ Okanlawon T. *Physician wellness: preventing resident and fellow burnout*. American Medical Association. <https://www.stepsforward.org/modules/physician-wellness>. last verified 06/29/23