

U UNIVERSITY OF FLORIDA COLLEGE OF MEDICINE JACKSONVILLE
OBGYN Residency Program
Department of Obstetrics and Gynecology

Subject: Resident Wellbeing Policy	Effective Date: 11/18/2020	Date Reviewed: 9/9/21, 4/16/24, 7/12/25; 07/17/25
Approved by: Program Director Anastasia Hawkins, DO	Approval Date: 11/18/2020; 07/12/2025; 07/17/25	Revised Date: 9/9/21, 4/16/24, 7/12/25; 07/17/25

I. Purpose of Policy

This policy defines the ways in which Residents are supported in their efforts to become competent, caring, and resilient physicians while completing Accreditation Council for Graduate Medical Education (ACGME)-accredited training in OBGYN at the University of Florida College of Medicine-Jacksonville.

II. Policy Scope

This policy applies to Residents, but the Department employs similar strategies to address wellness with faculty, advanced practice nurses, certified nurse midwives, program support staff, as well as administrative staff in the department of OBGYN.

III. Definitions

Burnout: Long-term exhaustion and diminished interest in work. Dimensions 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.

Resilience: The ability to withstand and recover quickly from difficult conditions or situations. During training, Residents may face difficult patient care situations, educational struggles, or personal events which can 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, by being intellectually stimulated, and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting sufficient rest, and connecting with others are beneficial.

IV. Policy Statement

Residents' physical, psychological and emotional Well-being is of paramount importance to our institution and department. Residents 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**
 - The Center for Healthy Minds and Practice (904 244-8332) is a safe, confidential organization on-campus which provides mental health support for all employees in-person or virtually.
 - Employee Assistance Program (EAP) provides free confidential counseling services up to six in-person visits/year and 24/7 telephone counseling at 844-216-8397.
 - Residents have access to psychiatric services and counseling services through GatorCare including unlimited Talkspace sessions.
 - Residents and employees can report patient safety issues or system problems anonymously in the IDInc system. Residents receive training on how to use the

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system and are encouraged to document any issues which could negatively affect patient care.

- Residents have access to food and beverage options at the UF Health cafeteria 24/7, and an annual stipend is provided for Residents taking in-house call.
- Residents may take advantage of resident call quarters if they are too fatigued to drive home after a clinical shift.
- Transportation home if a resident is too fatigued to drive is provided by the Sponsoring Institution via a voucher system.

- **Program Support**

- There are circumstances in which Residents may be unable to attend work, including but not limited to fatigue, illness, and family emergencies. The department of OBGYN has policies and procedures in place to ensure coverage of patient care if a resident is unable to work. If a resident is unable to perform their patient care duties, the resident back-up system will be implemented without fear of negative consequences. The supervising physician is ultimately responsible for continuity of patient care.
- Residents can attend medical, mental health, and dental care appointments, including those scheduled during their work hours. Residents must follow the program's procedures for scheduling and notifying the appropriate personnel of these appointments.
- Each class of residents is encouraged to choose a class mentor who coordinates class activities and provides support and guidance.
- Residents are invited to participate in several social events and activities throughout the year funded by the department.
- Residents are permitted to schedule wellness events around recruitment windows as well as attend class dinners and social functions with their class mentors.
- The Residency Program Leadership team meets with the residents every month in the town hall forum to discuss any resident issues, concerns, requests.
- The Residents elect a Chief Resident of Wellness each academic year. The role of the Chief Resident of Wellness is to assist the Program Director and Associate Program Director in planning and executing education and activities which support resident and faculty wellness.
- A wellness committee consisting of faculty and residents supports the Chief Resident of Wellness and the Program Director/Associate Program Director in planning and executing education and activities which support resident and faculty wellness.
- The incoming interns are invited to participate in a voluntary CREOG program called Readiness for Residency which consists of four zoom sessions prior to the start of residency. The goal of the program is to teach skills and emphasize behaviors of adult learners that promote resilience, happiness, and engagement.

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- Residents are offered the opportunity to participate in group coaching as part of an APGO/CREOG pilot project. Faculty who agrees to participate in the program undergo coaching training and provide quarterly coaching sessions.
- Once per quarter, Wednesday conference and lectures are replaced with “Wellness Wednesday” which consists of educational information on topics such as burnout, communication, and psychological safety as well as wellness activities planned by the Chief Resident of Education. The program leadership also participates in the ACOG wellness week which consists of daily themes related to various aspects of wellness.
- Each month, a resident is selected by anonymous nominations from peers, faculty, nursing staff, and support staff as the *Amazing Resident of the Month* (AROM). The Resident is recognized, and nomination comments are shared with the department. The Resident also receives a small PEA stipend.

Note: Residents are encouraged to alert the Program Director, Associate 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.

Residents are encouraged to participate in the periodic assessment of resident wellbeing through the sponsoring institution’s participation in the Mayo Wellbeing Index (WBI). This data informs the PD and the Chair about the state of resident and faculty wellbeing.