

Maine Medical Center
Integrated Interventional Radiology Residency Program

WELLNESS POLICY

The Maine Medical Center (MMC) Integrated Interventional Radiology (IR) Residency Program, in conjunction with the Graduate Medical Education (GME) Wellness Subcommittee of MMC, strives to provide services and systems designed to promote and sustain a learning and working environment that enhances wellbeing.

1. **Measurements and Monitoring:** Resident physicians are monitored across all wellness domains using the MMC Radiology Residency Programs Well-being Questionnaire (attached). Results are reviewed annually and are integrated into quarterly action plans.
 - a. **Mentorship Program:** All residents are assigned faculty mentors, who check in with them approximately once per month.
 - b. **SMART Goals:** The residents complete an Individualized Learning Plan (ILP) every six months, which requires them to identify four goals for the next six months, one of which must be related to self-care. The residents are asked to use SMART format (Specific, Measurable, Achievable, Relevant, and Time-bound). Their goals are discussed at their semi-annual reviews, and progress is discussed at subsequent semi-annual reviews.
2. **Self-Screening Tools:** Links to screening tools are available on the GME Wellness Website.
 - [Graduate Wellness Resources | Maine Medical Center | Portland, ME \(mainehealth.org\)](#)
3. **Mental Health Resources:**
 - a. The Health Advocate Employee Assistance Program (EAP) is available to all MaineHealth employees and their family members. Health Advocate is a free, confidential resource program designed to help you manage whatever challenge you are facing.
 - **Health Advocate**
 - Phone: 866-799-2485
 - Email: answers@healthadvocate.com
 - Web: <https://members.healthadvocate.com/> (Enter "MaineHealth" on the website.)
 - b. MMC GME also provides free confidential care on its campus. If you need a physician or medication, contact:
 - **Daniel Price, MD, Psychiatry Residency Program Director**, at priced@mmc.org
 - c. The MMC Peer Support Program is designed to pair residents or fellows with one of the peer supporters to facilitate free, friendly, and confidential discussion. This program was started in 2021 to support providers during times of emotional stress, including but not limited to adverse patient events, critical incidences, and personal or professional events. Individuals may refer themselves to the program or may be referred by a concerned colleague. Several residents have completed the training and are active peer to peer support volunteers.
 - For more information, please email **Christine Hein** at CHein@mmc.org
 - For referrals, please use this confidential email: peertopeer@mmc.org
4. **Wellbeing Curriculum:** Resident well-being is a priority for the MMC IR Residency Program and is integrated into the clinical and didactic curriculum as recommended by the GME Wellness Subcommittee.
 - a. Annual Resident & Faculty Retreat.
 - b. Annual didactic lectures on fatigue, burnout, depression, and substance abuse.
 - c. All core faculty receive annual education on the symptoms of burnout, depression, and substance abuse, along with a process to seek care.

5. Wellness Days: Two half days per learner will be available each academic year for private medical, dental, or mental health appointments. The program has backup systems in place for appointments that fall outside this time period with appropriate notice.
6. Reporting: Resident wellness initiatives will be reported out annually on the Annual Program Evaluation (APE) and reviewed by the GME Wellness Officer.
7. Work Environment:
 - a. Scheduling, work intensity, and work compression will be monitored continuously by the program using the following tools. Concerning trends or violations will be reviewed by program leadership, and appropriate actions taken to promote wellbeing.
 - i. The nature of diagnostic radiology (DR) and IR requires residents to work side-by-side with teaching faculty daily. At all times, residents are encouraged to discuss any issues related to wellness with faculty, supervisory residents, chief residents, and the program administration. In turn, the faculty, supervisory residents, and chief residents are instructed to monitor junior residents for wellness, in particular during hand-offs, and to communicate any concerns to the program administration.
 - ii. Residents answer questions regarding wellness annually as part of their ILP.
 - iii. Residents are assigned faculty mentors, who check in with them approximately once per month.
 - iv. The residents also meet with the program director, associate program director, or assistant program director every six months for their semi-annual reviews, during which they are asked about wellness.
 - v. Retreats with department, residency, and company leadership are held yearly for all residents and quarterly for the senior residents to discuss the program. The residents have a monthly check-in with program leadership as well.
 - vi. The program also monitors wellness indirectly via duty hours violations in New Innovations, the ACGME Resident Survey and Resident Well-being Survey, and the internal review process.
 - b. Residents on duty in the hospital will be provided adequate and appropriate food and sleeping quarters.
 - i. Call rooms are available 24/7 at the Bramhall Campus.
 - ii. The main cafeteria is open 6:00 AM – 2:00 AM.
 - iii. After hours, residents can acquire food from vending machines.
 - iv. Patient support services such as patient transport, phlebotomy, IV team, and laboratory services are available.
 - v. Residents have continuous access to their patient's laboratory results, medical records, and radiological information via the Electronic Health Record (EHR).
 - vi. Appropriate security and personal safety measures are provided to all residents.
 - vii. Appropriate workspace is provided for residents in the MMC Dept. of Radiology.
8. Fatigue Mitigation Policy:
 - a. Our Fatigue Mitigation Policy is available in the MMC Radiology Resident Handbook, which is posted on the MMC Radiology Residency website (mmcrad.com).
 - i. Fatigue processes are in place, including who to call and what to do:
 - Call your chief resident – there is always backup coverage available.
 - Call your core faculty – the faculty contact list is on the MMC Radiology Residency website (mmcrad.com).
 - Call Program Leadership – Joseph Gerding, MD (Program Director), Jennifer Talmadge, MD (Associate Program Director), Erich Russell, DO (Assistant Program Director), Shawn Harmon (Program Manager), and Rae Newland (Program Coordinator).
 - Call the MMC Dept. of Medical Education – (207) 662-7060.

- ii. Sleeping and Taxi Services: Call rooms are available to all residents for overnight call assignments, strategic napping, and post-call naps. If you do not feel safe to drive home, inform the chief resident, program director, associate program director, assistant program director, program manager, or program coordinator to arrange transportation.

For more details, please refer to ACGME Common Program Requirements Sections VI.C & D (updated July 1, 2022), the MMC GME Wellness Policy (December 2021), and the MMC GME Wellbeing & Health Time Off Policy (May 2022).

MMC Radiology Residency Programs Well-being Questionnaire

Please answer the following questions using a scale of 1 through 9.

| | | | | | |
|-------|---|---|---------|-------------------|-----|
| 1. | I feel that I have a good balance between my work & home life. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 2. | I regularly enjoy hobbies or interests outside of work. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 3. | I am getting an adequate amount of sleep to function at work. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 4. | I am spending an adequate amount of time with my friends and family who are local. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 5. | I take time to do something just for me every week. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 6. | I can identify signs of burnout in myself. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 7. | Work Stress negatively impacts my relationships. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 8. | I feel able to manage my work stress. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |
| 9. | I know how to access help for stress/burnout. | Strongly Disagree | Neutral | Strongly Agree | |
| | | 1 2 3 4 5 6 7 8 9 | | | N/A |
| <hr/> | | | | | |