



THE UNIVERSITY OF ARIZONA

College of Medicine

Phoenix

Policy on: House Staff and Faculty Wellness

Purpose:

For the Sponsor to oversee its ACGME-accredited program's(s') fulfillment of responsibility to address well-being of resident/fellows and faculty members and to identify and resolve areas of non-compliance in a timely manner.

Policy:

The University of Arizona College of Medicine – Phoenix is committed to addressing House Staff and faculty well-being. We encourage House Staff and faculty to lead healthy lives and seek to support them in their personal and professional growth. As an intuition we hold our program, leaders, faculty, and trainees responsible for assisting in the development of a safe and supportive training environment for all.

Procedure:

Institutional Responsibilities

- Research, advocate, and provide House Staff and faculty with resources and education for their personal health and well-being.
- Assist program directors in their initiatives to protect trainee time with patients, minimize non-physician obligations, provide administrative support to trainees, promote progressive autonomy and enhance professional relationships.
- Provide Program Directors with resources to educate faculty and trainees about the symptoms of burnout, depression, anxiety, suicidal ideation and substance use/abuse.
- Identify resources to improve trainee burnout, depression and substance use/abuse.
- Encourage trainees and faculty members to alert designated personnel when they are concerned about a community member who is displaying signs of burnout, depression, substance use, suicidal ideation or potential for violence, or who is not proactively engaging in self-care.
- Assist in creating a culture and psychologically safe environment for House Staff and Faculty to utilize mental health resources.
- Provide resources that encourage safe well-being practices (i.e. sleep rooms, reimbursement for taxi/rideshare)
- Provide access to confidential and affordable mental health assessments.
- Provide access to confidential and affordable mental health providers.
- Ensure that programs have sufficient back-up plans to provide patient care in the event that a trainee is unable to perform their patient care responsibilities.
- Provide a culture of professionalism that supports patient safety and personal responsibility.
- Provide a way for residents to report mistreatment/unprofessional behavior

- Provide a respectful process for reporting, investigating and addressing mistreatment/unprofessional behavior concerns.
- Provide a forum for all Program Directors, House Staff, and Faculty to share successes, concerns, ideas, or innovations to improve the overall well-being of all those working in the educational environment.

Program Responsibilities

In addition to working with the Institution on the initiatives described above, Programs are responsible to:

- Pay attention to trainee schedules to look at work intensity and compression factors.
- Enhance the meaning that each House Staff 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.
- Design an effective program structure that is configured to provide House Staff with educational opportunities, as well as reasonable opportunities for rest and personal well-being.
- Allowing trainees to attend medical, dental, and mental health care appointments, including those scheduled during work hours.
- Educate trainees and faculty about burnout, depression, and substance use/abuse.
- Educate trainees in resilience strategies and healthy coping strategies to improve well-being
- Teach and model self-care practices.
- Providing a respectful, professional and civil environment that is free from mistreatment, abuse, and/or coercion.
- Educate trainees on professional behavior and mistreatment and describe the confidential process for reporting concerns.
- Evaluate current practices to continually improve the educational and training environment.

House Staff and Faculty Responsibilities

Learning self-care is an important component of professionalism and patient care. House Staff and faculty have a responsibility to themselves, to their patients, and to their programs to ensure that they are fit for work. House Staff and faculty should be able to:

- Be proactive in their self-care - modeling healthy lifestyles and behaviors for patients, students, and colleagues.
- Advocate for their well-being and request time off for personal appointments (Annual physicals, dentist, mental health, etc.)
- Manage their time surrounding clinical assignments.
- Recognize personal impairment either from illness, fatigue and substance use and notify the appropriate party.
- Recognize personal impairment either from illness, fatigue and substance use in their peers and other members of the health care team and notify the appropriate party.
- Accurately report clinical and educational work hours, patient outcomes, and clinical experience data
- Have a commitment to lifelong learning
- Participate and recommend improvements to the educational and training environment.