

## ATSU-KCOM Sponsoring Institution

| POLICY                                   |                                                                                     | Policy<br>No: IS-009 |
|------------------------------------------|-------------------------------------------------------------------------------------|----------------------|
| Subject: Resident and Faculty Well-Being | Approval: 6/29/15<br>Last Revision Approved: 7/26/22<br>Last GMEC Review: 7/28/2026 | Page 1 of 2          |

### **PURPOSE**

The purpose of this policy is to address increased risk for burnout and depression. Psychological, emotional and physical well-being are critical in the development of the competent, caring and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency training.

### **POLICY**

Still OPTI oversees its ACGME accredited programs fulfillment of responsibility to address wellbeing of residents and faculty members, consistent with the common and the specialty specific program requirements, addressing areas of noncompliance in a timely manner.

1. The program must:
  - a. Strive to make an effort to enhance the meaning that the resident finds in the experience of being a physician, including protecting time with patients, minimization of non-physician obligations, provision of administrative support, promotion of progressive autonomy and flexibility and enhancement of professional relationships.
  - b. Evaluate scheduling, work intensity and work compression as it impacts resident well-being
  - c. Residents must be given the opportunity to attend medical, mental health and dental care appointments, including those scheduled during working hours.
  - d. Educate faculty members and residents in identification of the symptoms of burnout, depression and substance abuse including means to assist those who experience these conditions. This responsibility includes educating resident and faculty members in how to recognize those symptoms in themselves and how to seek appropriate care.
  - e. Encourage residents/fellows and faculty members to alert their program director, DIO, or other designated personnel or programs 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.
  - f. Provide access to appropriate tools for self-screening; and,

- g. Provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
  - h. There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness and family emergencies. Each program must have a policy and procedures in place that ensure coverage of patient care in the event that a resident may be unable to perform their patient care responsibilities
- 2. It is Still OPTI's responsibility to ensure a healthy and safe clinical and educational environment that provides for:
  - a. Access to food during clinical and educational assignments; and,
  - b. Safety and security measures for residents/fellows appropriate to the participating site.