



West Virginia University
Regional Anesthesiology and Acute Pain Medicine Fellowship Program

WELL-BEING POLICY FOR FELLOWS AND FACULTY

- I. Purpose: The Department of Anesthesiology recognizes that physician trainees are at increased risk for depression and burnout. In conjunction with our central GME office we are committed to prioritizing and fostering resident/fellow and supervising faculty well-being while still ensuring the competency of our trainees. We recognize the importance of physical health, emotional health, and social support and engagement in this endeavor.

- II. Definitions:
 - a. FSAP: Faculty and Staff Assistance Program. A free, confidential, off-site resource for residents, fellows, faculty, and their dependents to seek care for depression, anxiety, burnout, and other stressors. Phone: (304) 293-5590
 - b. Spiritual Care: Hospital chaplains available 24/7 within the hospital for counseling. It is important to remember that chaplains do not bring up spirituality unless the resident/fellow requests it. Pager number is 0590
 - c. The Wellness Center: A resource offered to residents, fellows, faculty, and their dependents that offers a wide variety of opportunities for promoting wellness.

- III. Process:
 - a. Physical Health
 - i. Residents/fellows should establish with a Primary Care Physician. This physician should not be a peer. <https://wvumedicine.org/ruby-memorial-hospital/services/wvumedicine-primary-care/>
 - ii. Residents/fellows will not be discouraged from scheduling appointments with physicians, dentists, or other healthcare providers.
 1. Routine appointments should be scheduled during (Program Specific)
 2. Appointments for acute issues can be scheduled when needed and the program will provide work coverage.
 - iii. The Wellness Center offers access to a fitness facility on the 4th floor of the HVI. Residents/fellows are encouraged to make use of this resource as well as fitness classes. Discounted membership is also offered at the WVU Rec Center.
 - iv. Residents/fellows should not be pressured to work when physically ill.
 1. Fellows who are going to call into to work sick are to call the Charge attending that day and email the Program Director and the Program Coordinator.



b. Emotional Health

i. GME Orientation

1. All incoming residents/fellows attend lectures related to the practitioner health program, education about burnout, substance abuse, and mental health. Residents/fellows are familiarized with institutional resources to address these issues.
2. Residents/fellows are encouraged to utilize The Wellness Center for free classes on burnout mitigation, meditation, mindfulness, etc.
3. RAAPM fellows will discuss burnout with the Program Director at Semi-Annual Meetings.
 - i. If the Program Director feels that a fellow is experiencing burn-out they will recommend the fellow visit FSAP.
 - ii. Residents/fellows are also encouraged to visit spiritual care once a year.
 - iii. Residents/fellows also have a required resident CBL to complete via GCEP.
4. Residents/fellows in crises
 - i. Residents/fellows in obvious crises will be removed from clinical duties immediately.
 - ii. A mandatory FSAP appointment should be scheduled within 48 hours.
 1. Fellows should not return to work until FSAP has deemed it appropriate.
 - iii. A drug and/or alcohol screen should be considered based on the situation which can be completed at Employee Health same day. If a resident/fellow be found in crises while on night shift, the House Supervisor may be paged to help with this.
 - iv. If there is concern for resident/fellow safety, the Program Director or their designee appointee should take the resident to the ED for an immediate evaluation.

c. Social Support and Engagement Anesthesiology: Residents /fellows are given one wellness day a year. On these days, the residents/fellows are encouraged to make an appointment with their primary care physician and dentist appointments. Residents are encouraged to use this day as an education free day to use as they see fit.