

	Graduate Medical Education	
	GMEC Approval Date:	06/06/2023
	Effective Date:	07/01/2023
	Review/Revision Date:	05/23/2023
Policy Title: Well-Being		
ACGME Institutional Requirement: III.B.7, IV.I.1		Page 1 of 2

I. Purpose

Residents and fellows are at 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.

II. Policy

Residents' and fellows' physical, psychological and emotional well-being is of paramount importance to LECOM and our ACGME-accredited training programs. Residents are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth.

To this end, we provide the following strategies to support health, well-being, and resilience:

- A. Residents/Fellows and faculty are educated in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents, fellows must also be educated to recognize those symptoms in themselves and how to seek appropriate care.
- B. Program Directors review and screen for symptoms of burnout, depression, substance use disorders, suicidal ideation, and potential for violence and how to seek appropriate care if needed semi-annually. Each resident will complete an individualized wellness plan and review with their program director during semiannual reviews.
- C. Residents/Fellows may attend medical, mental health, and dental care appointments including those scheduled during their working hours.
- D. LECOM has partnered with meQuilibrium which is a digital coaching platform that provides tools for self-screening and delivers clinically validated and highly personalized resilience solutions. Residents and fellows will be able to increase engagement, productivity, and performance, manage work life balance, and improve their ability to manage stress. To enroll in meQuilibrium, go to <https://mymeq.com/register/lecom>. [IR: III.B.7.c).(2)]
- E. LECOM provides access to confidential counseling and behavioral health services through the Employee Assistance Program (EAP). This program provides an easy-to-use service to help with the everyday challenges of life — at no additional cost to the resident or fellow. Log on to <https://metlifeeap.lifeworks.com>, user name: metlifeeap and password: eap [IR: III.B.7.c).(3)]
- F. The Graduate Medical Education Office has established the Resident Forum as a place for residents to come together and discuss issues affecting their residency and their lives. The RF seeks to promote harmonious and collaborative relationships amongst residents, and enhance the resident community through advocacy, volunteer, and social activities. The Residency Forum membership is composed of all LECOM residents and fellows in all training programs. Annually, this group elects resident representatives from each of the core residency programs who will sit on the Graduate Medical Education Committee and bring forth issues discussed within the Forum. See GME Policy II.C Residency Forum.

- G. Residents may take advantage of reimbursed Uber/Lyft/etc. service from the training site to home and back to the training site in the event that they are too fatigued to drive home after a clinical shift. The Graduate Medical Education Office will reimburse the cost of the ride both ways. [IR: III.B.7.d).(3)]
- H. LECOM provides adequate program lounges that include sleep facilities, relaxation and study areas. [IR: III.B.7.d).(2)]
- I. Each program must sponsor wellbeing and wellness events on a regular basis. These events are to be reported to the GMEC.
- J. Free food is provided in the Millcreek Community Hospital cafeteria and food vouchers for use in the snack bar during off hours for residents and fellows during clinical and educational assignments. [IR: III.B.7.d).(1)]
- K. A lactation room along with safe refrigeration resources for the storage of breast milk is provided. [IR: III.B.7.d).(4)]
- L. Safety and security measures are provided appropriate to the clinical learning environments. [IR: III.B.7.d).(5)]