

# University of Colorado School of Medicine Resident & Faculty Well-Being Resources

GRADUATE MEDICAL EDUCATION  
GMEC - EDUCATION SUBCOMMITTEE

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## **OVERVIEW**

The purpose of this compilation is to provide a summary of current wellness and professional development practices within the CU GME community. The content of this report is taken from the Annual Program Evaluation Survey returned by Program Directors in Spring 2019.

We found that many programs use central resources available on campus, including the Wellness Center, CU Flourish lectures, and access to Mental Health Clinics. Individual programs have also developed programs that best fit their own micro-environments. Prominent themes for individual programs include dedicated time for retreats for some or entire portion of the trainees, time for primary care appointments, mindfulness education, and use of central resources.

We congratulate programs with robust wellness curricula and ask that they are open to being resources for smaller programs that are struggling to meet ACGME wellness requirements. Additionally, some programs may need assistance with analyzing how to better document what they are already doing. Programs that have not met ACGME wellness requirements are encouraged to use this guide to develop programs that best fit their needs.

We hope this provides a resource guide for all GME programs to begin or expand their own individual wellness curricula.

Signed,

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Education Sub-committee of GMEC

## **CENTRAL ANSCHUTZ MEDICAL CAMPUS, CU SCHOOL OF MEDICINE,**

### **& AFFILIATED HOSPITAL INSTITUTIONAL RESOURCES**

- CU Anschutz [Health and Wellness Center](#) that offers a state-of-the-art:
  - Fitness Center
  - Wellness Clinic
  - Behavioral Health
  - Consults and Programs
  
- [Resident Mental Health Clinic](#)
  - 24/7 Appointments, including evening, same-day and on-call coverage by University of Colorado School of Medicine (CU SOM) psychiatrists, psychologists, and an advanced practice psychiatric nurse
  - Support groups (OCD, ADHD, Substance Abuse, Therapy-focused Book Club)
  
- CU School of Medicine [Johnson Depression Center](#)
  - Therapy & Treatment Services
  - Mental Wellness Programs
    - QPR Suicide Prevention
    - Understanding Depression
    - Stress Management
    - Self-Care
    - Mindfulness
  
- Institute for Healthcare Excellence offered to all University of Colorado staff, faculty, medical directors. Residents can participate, at cost to the program/department. Program aims to:
  - Nurture relational skills
  - Enhance engagement
  - Create work environment that embraces trust, respect, compassion, and teamwork
  - Reconnect to purpose and restore joy
  
- Self-screening tools for Burnout, Depression, Substance Abuse available in [MedHub](#)
- [Good Grief Rounds](#) offered at University of Colorado Hospital (contact Katie Morrison)
- University of Colorado Hospital Senior Director of Employee Health & Wellness, Erik Taylor, and Senior Director, Clinical Affairs Liz Harry, MD, implement provider wellness initiatives
- Chaplains available at all major affiliate hospitals to support providers  
UCH – 720-848-4063 DHMC - 303-602-4500 VAMC - 303-393-2802 CHCO - 303-890-0251
- Crisis Response Teams identified in each program, and posted in [MedHub](#)
- Colorado Physician Health Program ([CPHP](#))
- [Resilience Program](#) offers workshops, lectures, and programs promoting resilience.

## **RESIDENCY & FELLOWSHIP PROGRAM INITIATIVES**

### **Retreats**

**Maternal Fetal Medicine** - educational retreats for faculty and fellows during the academic year to address feedback, scheduling, curriculum, balanced lifestyle, and how to teach current generations

**Ob-Gyn** – resident well-being retreat day

**Anesthesiology** – annual retreats

**Psychiatry** - all residents participate in two wellness retreats during the year

**Neonatal-Perinatal Medicine** - fellows participate in retreats in which wellness is discussed during their first year

**Swedish Family Medicine** – intern retreat and annual resident retreat

**Child and Adolescent Psychiatry** – annual Resiliency Retreat

**Neurological Surgery** – retreats planned by the resident wellness committee

**General Surgery** – resident wellness retreat off-site in the fall (used CU Flourish)

**Dermatology** – all day resident retreat

**Adult Cardiothoracic Anesthesiology** – semiannual resiliency retreats

**Plastic Surgery** – hosting a resident and faculty retreat for 19-20

**Pediatric Gastroenterology** - Department of Pediatrics offers required coursework through the fellowship retreats fellows on burnout, fatigue, mental health, well-being

**Physical Medicine & Rehabilitation** - residents host an annual resident retreat

**Critical Care Medicine (Anesthesiology)** – all-fellows retreat

**Medical Biochemical Genetics/Medical Genetics & Genomics** – annual resiliency retreat

**Pediatric Anesthesiology** – wellness retreat

**Pediatric Epilepsy** – fellows attend the child Neurology wellness retreat

**Pediatric Cardiology** – semiannual fellowship retreats

## Primary Care Physician and/or Mental Health Opt Out Appointments

**Internal Medicine-Pediatrics** - participate in the IM and Peds opt-out PCP and mental health appointments

**University Family Medicine** - mental health therapy intake appointment

**Medical Biochemical Genetics/Medical Genetics & Genomics** - opt-out mental health evaluation

**Internal Medicine** - ensuring that each entering intern establishes care with a primary care provider in the first couple of months of training, and schedule each intern for a wellness check-in with a mental health provider during the winter months when we see the highest levels of burnout (interns are allowed to opt-out)

**Pediatrics** - all first year residents (and last year PL1 and PL2s) had a protected half day during which the program scheduled and paid for an appointment with a mental health provider

**Pediatric Endocrinology** - plan to implement opt-out mental health appointments

**Neonatal-Perinatal Medicine** - providing an optional half day opportunity to meet with a trained professional to discuss resiliency and wellness issues, starting with a current first year fellows

**Swedish Family Medicine** - initial meeting with behavioral scientist in the 1st two months of arrival to assess wellness and whether the resident needs any additional support

**Pediatric Infectious Diseases** - adopting a program similar to the residency in which an appointment will be made with a therapist and the fellow can anonymously choose to go or cancel

## Department-Designated Psychologists

**Anesthesiology** - employ a full-time clinical psychologist to serve as a resource for one-on-one meetings, to facilitate debrief sessions, to provide education workshops, and to support wellness physician champions

**Adult Cardiothoracic Anesthesiology** - offers mental health services via a department-provided full-time psychologist, Dr. Vogeli who conducts rounds in the cardiothoracic ICU during fellow rotation to ensure the environment is conducive to mental well-being of fellows

**Pediatric Anesthesiology** - access to a health psychologist for individual consultation

**Spinal Cord Injury Medicine** - introduce the fellow to our director of Psychology, Toby Huston Ph.D. and our Hospital Chaplain, Candace Boyd (or their designee) as resources to reach out in a time of need, and the faculty also has access to the Director of Psychology and the Chaplain

**Ob- Gyn** - we have a support system in place for our interns where they meet as a group with 2 psychologists monthly as a group

**Swedish Family Medicine** - initial meeting with behavioral scientist in the 1st two months of arrival to assess wellness and whether the resident needs any additional support

## Peer Mentoring Programs

**Psychiatry** - peer mentoring program which matches upper level residents with new PGY-1 residents with the goal of assisting new residents in the transition to residency, supporting their wellbeing across the PGY-1 year

**University Family Medicine Rural Training Track**- creating families made of residents at all levels and sites with similar interests who spend time together in a mentoring capacity

**Pediatric Anesthesiology** - peer to peer training

**Cardiovascular Disease, Clinical Cardiac Electrophysiology, Pediatric Cardiology & Interventional Cardiology** - implemented a new peer mentoring program called House of Cards, assigning fellows with other fellows in different PGY levels to help ensure that each fellow is doing okay in their work and personal lives

**Pathology - Anatomic & Clinical** – peer mentors

**Pediatric Endocrinology** - partners in fellowship - 3rd year fellows

**Internal Medicine-Pediatrics** - buddy system which is a peer-to-peer support system for each resident

## Mindfulness

**Psychiatry** - teach mindfulness techniques in our curriculum and publish a monthly resident newsletter which includes monthly reflective writing prompts and mindfulness exercises

**Pediatrics** - in our longitudinal small group series, wellness, resilience and mindfulness are addressed as topics

**Adult Epilepsy** - Dr. Lauren Frey, is a local expert on mindfulness and peer support, and meets with the fellows to discuss resources and techniques

**Addiction Psychiatry Fellowship** - collaborating with Dr. Katie Morris from palliative care to institute a series of workshops, one session on Mindfulness

**Swedish Family Medicine** - Mindfulness videos, discussion, and exercises

**Pediatric Allergy & Immunology (CU/NJH)** - our fellows are encouraged and regularly reminded of the various well-being programs provided by National Jewish Health such as Mindfulness Meditation led by Lata Shirname-More in the Division of Environmental Occupational Health Sciences the 4th Friday of Every Month

**Sleep Medicine** - National Jewish offers meditation and wellness sessions during the week

## Wellness Surveys

**General Surgery** - survey of residents with feedback and follow up actions

**Internal Medicine-Pediatrics** - wellness surveys and review wellness data from our ACGME surveys so we are aware of any issues or concerns

**Forensic Pathology** - semiannual surveys (AMA) to monitor level of stress and sense of well-being, and initiate awareness of any areas needing adjustment

**Developmental Behavioral Pediatrics** - surveys are administered at least yearly

### **Incorporating Wellness as Topic in Quarterly or Semi-Annual Resident-PD Meetings**

**Developmental Behavioral Pediatrics** -program director has verbal discussions around wellness during the fellows quarterly, semi-annual and annual evaluation

**Swedish Family Medicine** - semiannual evaluations with program director, advisor, and behavioral scientist or additional faculty member including review of self-screening tool for burnout

### **Support for Adverse Events/Difficult Clinical Encounters**

**Ob-Gyn** - system in place to help manage challenging clinical outcomes

**Child Abuse Pediatrics** - debriefing program after difficult patient encounters

### **Unique Approaches Incorporating Food or Drink**

**Peds Hem/Onc** - monthly fellow support group ("Food and Feelings") to provide a space to discuss wellness and well-being issues, and another session ("Wine and Whine")

**General Surgery & Surgical Critical Care** - Dr. Barry Platnick hosts a weekly hour long conference titled "Muffins and Meditation" that focuses on fellow well being

**General Surgery** - dinners at faculty homes with residents

**Transplant Hepatology** - journal club every 3 months at a faculty member's home or restaurant to encourage comradery

**Nephrology** – provide food for all of our fellows at conferences

**Ob-Gyn** - monthly class dinners, supported by the department, to facilitate resident wellness

**Pediatrics** - lunch provide every day - most days with no didactics so the residents can unwind

**Neurosurgery** - resident work spaces are being stocked by the Department with healthy snacks every month

**Diagnostic Radiology** - monthly informal "happy hour" to promote team building and wellness

### **Other Unique Approaches**

**General Surgery** – financial wellness seminar

**Pain Medicine Fellowship** - fellows will create individual wellness plans and review with the program director

**Blood Banking and Transfusion Medicine** - quiz at the start of the academic year to ensure that the fellows understand concepts of well-being and impairment.

**Blood Banking and Transfusion Medicine** - offers training based on the LIFE (Learning to address Impairment and Fatigue to Enhance patient safety) curriculum

**Gastroenterology** - holding more conferences at faculty homes to promote comradery

**Gastroenterology** - decompressing the first year fellows clinical schedule

**Gynecologic Oncology** - encouraging exercise and stress management

**Psychiatry** - monthly process group for PGY-1 residents

**Psychiatry** - educated residents and faculty about factors which mediate burnout and depression through our resident survey of faculty teaching skills and provide feedback to faculty

**Pediatrics** - right time charting group is providing tips and tricks for efficient charting to allow residents to get away from computers and spend more time with patients.

**Swedish Family Medicine** - Myers Briggs Inventory to promote team communication & self-awareness

**Swedish Family Medicine** – Behavioral Science CORE small group sessions

**Swedish Family Medicine** – Balint Group

**Swedish Family Medicine** – assigned book - Finding Balance in a Medical Life- by Lee Lipsenthal

**Swedish Family Medicine** – referral /resource list for individual therapy and/or classes related to stress management

**Pediatric Pulmonary** - Journal Club on burnout in physicians

**Pediatric Pulmonary** - training for fellows and faculty from the Ethics Department on difficult conversations and patient consent

**Diagnostic Radiology** – wellness curriculum to include a dedicated one hour weekly to further peer-to-peer interaction and build increased camaraderie

**Hematology/Medical Oncology** - we received a grant from ASCO for wellness training

**Orthopedic Surgery** - opportunities created outside of work, which include, football tailgate, ski day, golf day and the appointment of PGY5 social chair who coordinates activities for residents outside of work

**UCH Family Medicine** - created new clinical processes called Primary Care Redesign that supports true team-based care, which has been shown to be foundational to physician well-being

**Pediatric Allergy & Immunology (CU/NJH)** - [Sonic Boom Wellness](#), an incentive program where you can earn rewards by engaging in healthy activities and improving individual daily health habits

**Child Neurology** - established a residency ombuds team

**Child Neurology** - social events throughout the year (Holiday party, end-of-year graduation event, summer BBQ, monthly wellness gatherings outside of work)

#### **Other Approaches Mentioned by Multiple Programs**

- Wellness committees
- Faculty Mentors
- Departmental/Program Well-Being Champions – Faculty and Resident
- Additional APPs have been hired to supply support for better patient care and less service obligations on the faculty and trainees

- Creation of new hospital services to prevent resident fatigue and burnout
- Night float systems to reduce call burden
- Providing time to attend medical, mental health, and dental care appointments during working hours
- Jeopardy systems to provide coverage in case of emergencies
- Topics such as wellness, resilience, and burnout are presented by department, CU, and national experts during Grand Rounds
- Adjusting schedule to promote well-being (attention to work intensity and compression)
- Supporting progressive autonomy
- Department of Pediatrics Fellow Lecture series that includes wellness sections and various social activities

## **WELL-BEING “SUPERSTARS:” SELECT RESIDENCY & FELLOWSHIP PROGRAMS WITH COMPREHENSIVE PROGRAMS**

Anesthesiology, Swedish Family Medicine, Pediatrics, Psychiatry, Blood Banking, Ob-Gyn

## **ADDRESSING RESIDENCY/FELLOWSHIP DEFICIENCIES IN MEETING ACGME REQUIREMENTS**

- Programs need to be more explicit in how they are addressing elements of VI.C.1.a. and VI.E.2. These areas are best addressed at a program-level, and are difficult to address centrally.

VI.C.1.a) The responsibility of the program, in partnership with the Sponsoring Institution, to address well-being must include: Efforts to enhance the meaning that each resident 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

VI.E.2. Teamwork: Residents must care for patients in an environment that maximizes communication. This must include the opportunity to work as a member of effective interprofessional teams that are appropriate to the delivery of care in the subspecialty and larger health system.

- Educating on burnout, depression, and substance abuse is currently lacking, but GME will incorporate this into an online module required for faculty & staff starting in 2020.
- Many programs have been partnering with CU Flourish to help satisfy requirements. The future of this program is uncertain.
- Programs that describe having a “Wellness Curriculum” or “Wellness Program” should be more specific about the content of such programs.