Objectives
Program Level Wellness Committee

- Review the McGaw/ACGME mandate for a wellness committee
- Using the Pulmonary/Critical Care Fellowship Program as an example,
  - Outline strategies for organizing a wellness committee to address key elements of a wellness plan
ACGME VI.C. Well-Being

• Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence.

• VI.C.1. This responsibility must include:
  – VI.C.1.d) policies and programs that encourage optimal resident and faculty member well-being
  – VI.C.1.e) attention to resident and faculty member burnout, depression, and substance abuse.

• McGaw Communication June 2017:
  – Each program must have a Wellness Committee involving faculty and trainees.
  – Each program must have a Program Wellness Plan.
• 15 Clinical Fellows
• 3 year training program
  • 18 months clinical
  • 18 months research
A Critical Care Societies Collaborative Statement: Burnout Syndrome in Critical Care Health-care Professionals
A Call for Action

Marc Moss, Vicki S. Good, David Gozal, Ruth Kleinpell, and Curtis N. Sessler

This official statement of the American Association of Critical-Care Nurses (AACN), the American College of Chest Physicians (CHEST), the American Thoracic Society (ATS), and the Society of Critical Care Medicine (SCCM) was approved by the AACN, September 2015; CHEST, October 2015; the ATS, November 2015; and the SCCM, September 2015

PERSPECTIVES

Trainee Wellness: Why It Matters, and How to Promote It

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Pulmonary/CC Wellness “Needs Assessment”

Fellow’s yearly anonymous review of the program

McGaw Medical Center of Northwestern University
Wellness Committee “Rules”

- Ownership and follow-through by a faculty member or PD is required
- Wellness expertise is not required
- Let the voices of the trainees drive the agenda
- Start small
- Build community
Departmental/Divisional Leadership Buy-in

• To encourage faculty participation
• To communicate wellness-related updates and initiatives to the division/department
• To begin a conversation about faculty wellness
2017-2018 Wellness Committee

- **Members:**
  - **Fellows:**
    - First year: 2
    - Second year: 2
    - Third year: 1
  - **Faculty:**
    - Junior faculty: 2
    - Senior faculty: 2
    - Associate Program Director

- **Meeting Dates:**
  - Friday July 21\(^{st}\), 3-4 PM
  - Wednesday Sept 13\(^{th}\), 4-5 PM
  - Wednesday Nov 8\(^{th}\), 4-5 PM
  - Wednesday Jan 10\(^{th}\), 4-5 PM
  - Wednesday Mar 14\(^{th}\), 4-5 PM
  - Wednesday May 9\(^{th}\), 4-5 PM
  - Wednesday July 18\(^{th}\), 4-5 PM
Program Wellness Plan
http://www.acgme.org/Portals/0/PDFs/Webinars/ProgramSpecificWell-BeingInventoryACGME2016.pdf

9 Elements:
Institutional Resources
Dept. Culture and Leadership
Dept./Program Model of Well-being
Dept. Orientation
Written Policies
Program Elements
Clinical Care Challenges
Mentorship/Advising
Faculty Development

<table>
<thead>
<tr>
<th>Resource/Intervention</th>
<th>Check-In Question</th>
<th>Yes/No</th>
<th>Notes about Challenges/Barriers and Action Plans</th>
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<tbody>
<tr>
<td>1. Institutional Resources</td>
<td>• Do you have an institutional House Staff Mental Health Program?</td>
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<td>• Does your institution’s Well-being programs address residents?</td>
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<td>• Do your residents use your Workforce Health and Safety or EPA services?</td>
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<td>• Have you identified institutional resources which could address resident well-being and mental health issues?</td>
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<td>• Does your institution require each department to develop a well-being plan?</td>
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<td>2. Departmental Culture and Leadership</td>
<td>• Is your departmental culture supportive of physician well-being?</td>
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<td>• Does the chairman articulate his support of faculty and resident well-being?</td>
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<td>• Do you have a Physician Well-being Committee?</td>
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<td>3. Departmental/Program Model of Well-being</td>
<td>• Do you have a group of faculty and residents to shape this view?</td>
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Departmental and program interventions
- Program curriculum
- Faculty development
- Faculty/trainee retreats
- Address wellness in monthly faculty/trainee meetings
- Administer annual burnout/wellness assessment for faculty and trainees

Mental wellness
- Access 24/7 to mental health resources
- Confidential mental health resources
- Crisis resources
- Process groups
- Mindfulness exercises
- Mindfulness applications for cellular phones

Optimized program structure
- Duty hours
- Management of schedules
- Work compression

Written policies
- Fatigue management
- Sick call and health care
- Maternity and paternity leave
- Mission statement
- Duty hours

Physical wellness
- Accessible exercise facilities
- Healthy lunch and snacks
- Easy access to water and coffee
- Access to doctors
- Access to dentists

Enhanced institutional resources
- Electronic medical records
- Availability of support staff
- Minimize nonphysician work load

Community at work
- Social events (hiking, happy hours, holiday parties)
- Graduation events
- Team building exercises
- Shared space—trainee office or lounge

Mentorship
- Peer mentoring
- Faculty mentoring
- Coaching/positive psychology
- Faculty leadership

Life outside the hospital
- Financial advice
- Dry cleaning
- House cleaning
- Package delivery
Wellness Quick Wins

• Fellow’s office mini-fridge
• Fellow’s office clean-up and remodel
• Fellow class dinners
• Check-ins with first year fellows within the first 2 months
• Case scenarios of written policies
  – Ex. While rounding on the consult service, the fellow informs you that he has a doctor appointment . . .
  – Ex. While on at the VA, the fellow is called in at 2 AM to assist with an unstable patient . . .
Wellness Project 2017-2018
Wellness Retreat → Career Development Retreat

• Rationale:
  – Fellows express significant anxiety about the transition from fellowship into practice.
  – A career development retreat, focusing on different career paths within pulmonary/CC, could provide a safe forum for discussing strategies for success in fellowship.

• Format:
  – Weekday afternoon/evening – 4 hours
  – Fellow’s relieved of clinical duties
  – Off campus, or a comfortable on-campus event space with food/beer/wine
  – Moderated panel discussions:
    • Introduction to compensation models and RVUs
    • Life as an academic researcher
    • Life as an academic clinician
    • Transitioning to private practice
Example Questions

- How or when do I voice my career goals to program leadership?
- How do I balance doing what I want vs doing what might help advance my career?
- What is the training grant? Do I need to be on it?
- How can I carve out a clinical niche for myself?
- Do I need to do research as a clinician educator?
- How do I search for academic jobs outside Northwestern?
- What do you wish you did more of during fellowship to prepare for private practice?
• “I liked hearing the different stories of these clinicians. I think Dr. X did a good job of being honest about the ups and downs of academics and his career choice. There was not much discussion of how to get hired as an academic clinician. I think that many people admire these individuals jobs but how to get them is still really unclear.”
• “Really enjoyed hearing from a person from an outside institution”
• “I thought the retreat was great - very helpful starting point to think about all that comes after fellowship”
Q2 Rate your level of interest in learning more about the following topics
(1 = not interested, 5 = very interested)
Career Development Retreat: Next Steps

- Wellness committee consensus is to have a yearly retreat
- Also discussed a monthly dinner series (pizza)
  - Topic examples: financial planning, preparing a CV, being a good mentee, etc.
  - Could be held at the homes of interested faculty
    - Faculty engagement, community building
Wellness Committee – Future Directions

• Strategies for addressing moral distress related to futile care in the ICU
  – Potential overlap with ACGME quality improvement requirements
• Closer attention to faculty wellness and role-modeling
  – Considering a faculty retreat
Questions

Discussion