

## **Resident Wellness Plan**

### **Internal Medicine Residency Program Academic year 2019-2020**

The University of Iowa Internal Medicine Residency Program is committed to promoting resident well-being in a supportive educational environment. The Program Director, Department of Internal Medicine, and the University of Iowa Graduate Medical Education (GME) administration recognize that graduate medical education places increasing responsibility on house staff members and requires sustained intellectual, emotional and physical effort. One of the program's aims, maintaining a culture of wellness, includes resident support, camaraderie and mentorship and addresses aspects of wellness including physical, emotional, professional and social well-being to ensure a work-life balance during training.

#### Strategies to Promote Well-Being

##### 1. **Transition into Residency:**

###### *a. Orientation to Foundation of Medicine for safe patient care*

New interns are provided with a series of lectures and workshops targeting medical knowledge and skills early in their training. The purpose of this lecture series/workshops is to ensure that new residents have the basic knowledge and skills to provide safe patient care, leading to increased self-confidence and decreased stress. In addition, an electronic manual provides information on common symptoms and therapeutics, calling consults, handoffs, procedures, and writing daily progress notes as well as on call information such as calling for help and managing a code blue.

###### *b. Peer Mentoring Program*

The Peer Mentoring Program is an exciting new initiative launched by Internal Medicine Residency Program at the University of Iowa. Each incoming intern is paired with a senior resident mentor to support a smooth transition to residency. The mentor match is based on several factors including hobbies and career interests. Peer mentors serve as valuable resource, providing support and answering or finding answers to a wide range of questions. As interns begin residency, initial questions often include concerns about housing, adjustment challenges, and resident life in general. As time goes on mentees may also gain valuable insight on career choice, scholarly opportunities, study strategies and the fellowship process from their mentors. Mentors and mentees are encouraged to maintain their relationships throughout residency. Over time the peer mentors may become close colleagues whom interns can rely on in and outside of the hospital.

###### *c. Entrustable Professional Activities (EPA)-based Objective Structured Clinical Examination (OSCE):*

An EPA-based Objective Structured Clinical Examination (OSCE) is administered during intern orientation week. The OSCE objectives are to: (1) assess individual intern's baseline clinical skills and provide formative feedback; (2) determine an intern's readiness for resident responsibilities; (3) inform individualized education plans; and (4) address identified gaps through curricular change. This assessment provides just-in-time information regarding the clinical knowledge and communication skills related to EPAs of each intern. Based on a gap analysis, this assessment is able to drive individualized clinical skills coaching as well as continuous curricular improvement.

###### *d. Resident-to-Resident Epic Training during GME Orientation (Epic Training for Residents by Residents)*

In place of the general Epic training, an internal medicine-specific Epic on-boarding curriculum and associated training is delivered to the incoming intern class during orientation week. The quality of the training and ability to be "ready on day one" has been seen to improve when senior residents have been involved in training the interns. Two second-year residents from internal

medicine (EPIC Resident Superusers) serve on the institution's informatics committee and provide resident feedback regarding the EMR (Electronic Medical Records) functionality to the informatics team. These Superusers also are involved in starting new initiatives based on resident feedback and serve as the residents' voice in relating to EMR changes.

## **2. Encourage Connections between Peers, Faculty and within Interprofessional Teams**

### *a. Welcome Gathering Picnic during Orientation Week*

As a way to help interns begin to meet and get to know those associated with the residency program a gathering is held during orientation for residents, faculty and families

### *b. Annual Resident Workshops/Retreats*

Recognizing the value of bringing residents together outside of the work environment for learning and fellowship, the program hosts workshops for each level of training on an annual basis. Patient care coverage is arranged for all attendees. The curriculum for each workshop is designed to provide skills and address needs specific to the residents' stage of training as well as to continue to build a sense of community within each class. The various aspects of wellness (physical, emotional, professional and social well-being) are addressed in each of the workshops

Common topics addressed in the three-year workshop curriculum and support physical, emotional, professional, financial and social well-being and include: communication and leadership skills, conflict management, clinical skills development, work-life balance and time management, strategies for day-to-day challenges, burnout and wellness in residency, teamwork, team-building and physical activities.

### *c. Wellness and Humanities Committee*

The Humanities and Wellness Committee composed of residents and chaired by an Associate Program Director has been convened by the residency program with the goal of fostering well-being and cohesiveness among residents. In addition, one of the four chief residents serves as the "wellness" chief and is on the committee. This committee focuses on physical, emotional and social well-being. For example, the committee organizes social events, book clubs and writing workshops for the residents. Weekly basketball games and spring, summer, and fall soccer leagues to foster exercise and healthy competition are organized through this group. The committee also organizes numerous family-friendly gatherings for social engagement. A sample of last year's activities included a football tailgate party, a pumpkin carving, gift exchange party in December, sledding party and a karaoke-

### *d. Internal Medicine Winter Recognition Social Gathering for Residents*

The winter gathering is held in January/February of every year to celebrate residents and their contribution to the Program and to the mission of the Department of Internal Medicine. This event is scheduled at a time of year that has been documented to be a difficult time of year for physicians in training

### *e. GME House Staff Council Activities*

Working with the House Staff Council, Internal Medicine residents have planned various social outings including welcome get together, wellness activities, movie outings, and summer pool parties. A number of these events are family-friendly so that house staff families can develop relationships and support systems.

### *f. Residents Graduation Party*

As a way of marking the final transition of residency and celebrating accomplishments, the program hosts a graduation party in the spring of each year. The event brings residents and their families/significant others, faculty, and departmental and program administration together one last time as the third-year residents prepare to move forward in their careers.

- g. *Food Truck Thursday*  
Scientific Thursdays sponsored by the Carver College of Medicine occur weekly during the warm weather months giving residents the opportunity to enjoy the food trucks and local music onsite.
- h. *Community Activity/Resource List*  
Residents are provided with an updated list of activities, restaurants and art/cultural venues in Iowa City and its surroundings communities and are encouraged to explore these offerings.

### **3. Close Monitoring by Program Director/Associate Program Directors/Chief Residents**

- a. *House Staff Meeting with the Resident Leadership*  
Once a month resident meet informally with the residency leadership over lunch. This meeting provides an opportunity for all residents to connect as well as to continually evaluate the value of the program. Discussions may include personal updates, program updates, and resident input regarding the educational program. These meetings foster connections between the residents and program leadership in an informal setting.
- b. *Chief Resident Mentorship Program*  
The chief resident mentorship program pairs residents with chief residents. Individual meetings between the chiefs and residents to allow for a discussion of career goals, research, rotation and education plans.
- c. *Resident Liaison Committee:*  
This is a resident-led committee with membership from each of the classes (R1-R5). The committee meets monthly and provides opportunities for residents to: voice concerns; serve as a communication link between residents and the residency administration; participate in ongoing review of the strengths and weakness of the resident curriculum; and support resident interests.
- d. *Informal monitoring by Program Director, Associate Program Directors and Chief Residents*  
The Program Director, Associate Program Directors and chief residents have an open-door policy to address any concerns a resident a resident might have. Residents are regularly reminded of the importance of “looking out for each other” since struggling individuals may not readily recognize their difficulties and seek help.
- e. *Referrals*  
If a resident self-identifies or is identified by a peer or staff as struggling, they are encouraged to use any of the following resources:
  - Program Director, Associate Program Directors, Program Coordinator or Chief Residents
  - UI Employee Assistance Program (EAP) via phone (319-335-2085) or email: eaphelp@uiowa.edu
  - Dr. Mark Wilson, Associate Dean, GME (pager 9643) or the GME Office (319-384-7620)
  - Dedicated and timely psychiatry services are also available.

### **4. Encourage Healthy Lifestyle and to Seek Timely Healthcare Services**

- a. *Healthcare Benefits*
  - Residents are made aware of their healthcare and dental benefits in orientation and are encouraged to seek regular preventive primary and dental care.
  - Residents are also encouraged to seek specialty care and mental health care, as needed.
- b. *Resident Lounge and Workout Equipment/Facilities*

The program has provided residents with space for relaxation/work. The internal medicine resident lounge is equipped with computers and is a community gathering space which also has a small kitchen. A treadmill/work station is available in the lounge. The institution also provides a free 24/7 gym in-house for all house staff and a university fitness facility is located adjacent to the university hospital. In addition, residents are offered a wellness incentive for gym memberships at a discounted rate.

c. *Healthy Food Choices*

The program continues to prioritize and offer healthy food options at mandatory noon conferences and after-hours for residents working call shifts. Specific dietary concerns of residents are addressed. The program is working with dining at both the university and the VA hospitals to provide fruits, vegetables, and healthy proteins around the clock.

d. *Internal Medicine Residency Program and Employee Assistance Program (EAP) partnership*

- The Internal Medicine Residency Program has partnered with the institutional Employee Assistance Program to provide confidential services to deal with the stressors of being a resident physician and promote resident wellness.
- In addition, designated times are available every **Thursday afternoon** for residents without appointments.
- Appointments are easily accessible, confidential, and free of charge.

e. *Time Off for Healthcare Services*

- Residents are granted time off to see health care providers and undergo any needed tests and procedures.
- For elective appointments, residents are expected to choose times that do not interfere with scheduled patient care or to arrange for coverage.

f. *Other Wellness Resources*

- A comprehensive site to support employee wellness at the University of Iowa is available at: <http://hr.uiowa.edu/employee-well-being>. Services offered through this program include resources related to: 1) financial well-being; 2) physical health; 3) workplace wellness; 4) family and relationships; 5) emotional support; and 6) resilience.
- Residents are informed of the UI LiveWell program and are encouraged to take advantage of the UI fitness facilities and reduced rate gym membership/exercise classes. Residents are encouraged to sign up for the program and to consider using the health coach services.
- Residents are informed (and as needed referred) to the UI Employee Assistance Program (EAP), which offers confidential counseling, access to credit counseling, sleep resources and a free online program called SHUTi to improve sleep. Phone number: 319-335-2085 or e:mail: [eaphelp@uiowa.edu](mailto:eaphelp@uiowa.edu) for scheduling appointment
- Free online screening for Depression, Alcohol, Anxiety, Bipolar Disorder, and Posttraumatic Stress Disorder is also available. The screening is taken anonymous and results are available to the resident in a few minutes. The purpose of the screening is to determine whether a disorder is likely, not to make a diagnosis.
- Cab/taxi program for residents who do not feel like they are able to drive back home following a shift safely is available through GME.