



Resident Wellness Initiatives

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PARTNERS IN MEDICAL EDUCATION, INC.

Presented by:

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Introducing Your Presenter...

Amy Lefkovic, MHA Guest Speaker



- Received her Bachelors Degree in Health Information Management from Kean University
- Began her career in Graduate Medical Education (GME) at Hospital for Special Surgery as the Radiology Fellowship Program Coordinator
- Received her Masters degree in Healthcare Administration from Seton Hall University
- Continued her career in GME at Lutheran Medical Center as the OB/GYN Residency Coordinator
- Is currently the Manager of GME and Academic Affairs at Staten Island University Hospital

Goals & Objectives

- To review the importance of initiating a resident wellness program.
- To examine examples of resident wellness programs currently in use.
- To identify challenges with engaging residents in their own wellness.



Staten Island University Hospital

- Northwell Health
- 295 residents and fellows
- 15 programs



The Importance of Resident Wellness

- On August 18, 2014 and again on August 22, 2014, tragedy struck the graduate medical education community
 - No signs
 - Personal health
 - Method as physicians
 - 400 per year



Medical intern plunges to death off tower in NYC

A medical intern living at the Helmsley Medical Tower plunged to his death out of an apartment window on the Upper East Side on Friday, police said. Police believe the 25-year-old victim, who lived alone, jumped off the 20th floor and landed on a third-floor vestibule at the building — a New York Presbyterian Hospital facility near East 70th Street and York Avenue. A worker discovered the man around 9:20 a.m., but it is believed he jumped sometime overnight, an employee of the management agency told The Post. “It’s a resident who jumped. A worker discovered him this morning coming in,” the employee said.



<http://nypost.com/2014/08/22/medical-intern-jumps-to-death-in-nyc/>

Mental Health Protocol

- Include the Departments of Psychiatry and Emergency Medicine
- Reaching a professional at all times of the day
- Ensure confidentiality

Medical Record
Other residents



Mental Health Protocol Cont.

- Transparency of the cause
- Access from any location



Mental Health Protocol

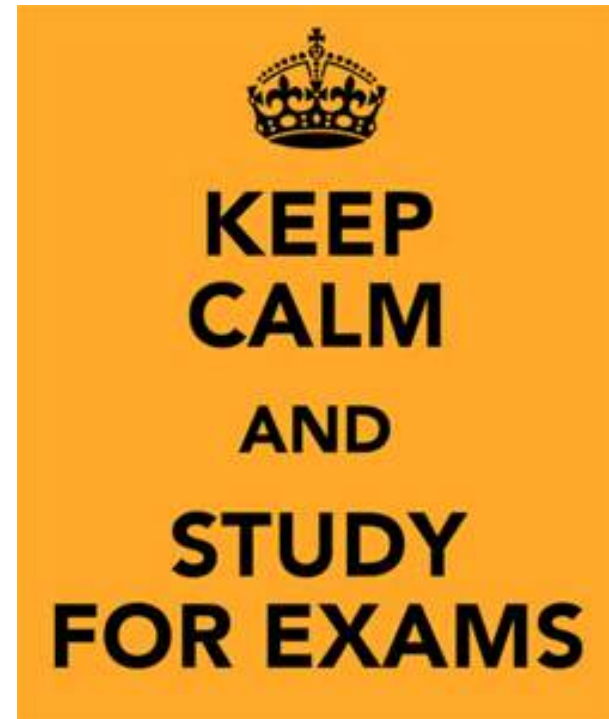
Resident/Fellow Mental Health

The Department of Academic Affairs at Staten Island University Hospital (SIUH) is committed to assisting residents and fellows in their efforts to manage the stresses often associated with the training experience. We want all residents and fellows to know that there are resources available to help them, whether they are experiencing distress, such as frustration or fatigue, or more serious symptoms, such as feelings of hopelessness, despair or thoughts of suicide. In this regard, the Department of Academic Affairs has created the following steps to assist residents/fellows seeking help, while also helping them to maintain privacy and confidentiality.

Emergent Circumstances:

Resident Stressors

- Medical knowledge/Patient care
- Fear of medical errors
- Administrative burden
- Exams
- Research



Creation of the Subcommittee

- GMEC resident wellness subcommittee members:
 - Psychiatry Program Director – chair
 - Faculty from Department of Medicine
 - Psychiatry resident
 - DIO
 - Program coordinator Department of Surgery
 - Manager, GME and Academic Affairs

Institutional Wellness

- Insurance coverage
- Flu shot compliance
- Annual health assessment
- GEM points



Institutional Wellness Cont.

- Employee discounts
- Yoga/meditation classes
- Slim down challenge
- Distribution of wellness informational packet
- Hospital wide wellness committee
- Culture of care



Now What??



Talent Search

- Residents point of view
- Distribution of talent search survey
- Analysis of results
- Photography class
Attendance



Taking a New Approach

- Housestaff facebook group page
- Monthly Activity calendar
 - Avoid alcohol
- Subcommittee awareness
- Including residency program coordinators



A New Start

- Resident orientation
 - Stressors of change
 - Resident video
 - Subcommittee recruitment
- Growth of the subcommittee for the new academic year



New Committee Initiatives

- All committee meetings agenda items
- Workout classes
- Selecting monthly activities for all residents
- What's in the news? Held to higher standard



**"Appreciation can
make a day,
even change
a life.
Your willingness
to put it into
words is all that is
necessary."**

Margaret Cousins

Academic Affairs awareness



Appreciation

- Coordinator appreciation day - August 2015
Thanked me!!
- Holiday fundraiser participation - Nov 2015
- Resident appreciation week - February 2016
 - Keeping culture and religion in mind
- Movie night - Winter 2016





But Lets Not Forget...

American Balint Society

Mission Statement:

The American Balint Society strives to: Develop & Support professionals who lead or are members of Balint groups. Promote & Encourage increased participation in Balint group work. Teach & Study the nature, use and effectiveness of Balint groups.



American Balint Society Cont.

Vision Statement:

The vision of the American Balint Society is for relationships of profound trust, such as those between physicians and patients, to grow in respect and healing power. Utilizing the empathy fostered through creative engagement with trusted peers in a safe environment, clinicians can improve their understanding of both themselves and others, so that patients and clients are increasingly heard, supported and empowered to become healthier and happier.



SIUH Goes to Balint Groups

6 residents, 1 Program Director funded by the
Department of Academic Affairs

Internal Medicine

Pediatrics

Emergency Medicine

Psychiatry

The American Balint Society

We exist to make good care better

Bringing Balint Groups to SIUH

- 4 multispecialty groups
- Group leaders enhancing education
- Stressors of patients as well as being a resident
- Group leader follow ups with Psychiatry
- Changes due to availability



Other Institutions

- C suite approval of psychological visits
- One on one counseling - opt out
- Fitbit tracking
- Cortisol testing
- Quality Improvement newsletter
- Wellness apps



Accrediting Body Involvement

The 2016 conference, in addition to showcasing many of the current ACGME initiatives...the latest on competency-based medical education assessment, and a report on the ACGME's **efforts to improve resident and practicing physician well-being.**





Accrediting Body Involvement Cont.

ACGME Resident and Faculty Surveys

- Faculty and staff interested in resident education
- Faculty and staff create an environment of inquiry
- Satisfied with process to deal with problems and concerns

Accrediting Body Involvement Cont.

- Residents can raise concerns without fear
- Participated in quality improvement
- Work in interprofessional teams

- Greater New York Hospital Association (GNYHA) launched employee wellness workshop – April 2015



Advantages

- Residents know someone is there for them
- Interdisciplinary teamwork and caring
- No cost
- Familiar with the Department of Academic Affairs and DIO



Advantages Cont.

- Increase in Quality Improvement
- Research opportunities
- Cultural diversity knowledge



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Challenges

- TIME
- Outside of work hours
- Involved Psychiatry Program Director



Challenges Cont.

- Communication
- Participation
- Measurability



“What if, and I know this sounds kooky, we communicated with the employees.”

Summary

- Offer support and guidance for all residents as we might not know who is struggling
- Let us not only train our residents to be good physicians but healthy individuals themselves



Conclusion

- Resident wellness is an important matter that should not be taken lightly
- Residents should be aware of how to contact someone if they need assistance
- A little goes a long way
- Getting residents involved in their own wellness will increase participation

Resources

- <http://www.americanbalintsociety.org/> - American Balint Society
- <http://www.acgme.org/acgmeweb/tabid/163/MeetingsandConferences/AnnualEducationalConference.aspx> - ACMGE
- <http://www.gnyha.org/> - GNYHA
- <http://nypost.com/2014/08/22/medical-intern-jumps-to-death-in-nyc/>



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I, We, They: Self-, Team-, and Patient-Leadership Education in GME

Thursday, February 18, 2016
12:00pm – 1:00pm EST

Refining the Annual Program Evaluation for Self-Study Visits

Wednesday, March 2, 2016
12:00pm – 1:00pm EST

“Ask Partners” – Spring Freebie

Thursday, March 24, 2016
12:00pm – 1:00pm EST

Self-Study: Who, What, Why & How?

Tuesday, April 12, 2016
12:00pm – 1:00pm EST

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