

Well-Being Policy #0.23

I. Purpose of Policy

The purpose of this policy is to define how KCU-GME Consortium residents, fellows and faculty are supported in their efforts to become competent, caring, and resilient physicians.

II. Definitions

Burnout: Long-term exhaustion and diminished interest in work. Dimensions of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety and substance abuse disorders.

Resilience: The ability to withstand and recover quickly from difficult conditions or situations. Residents/Fellows and faculty may face difficult patient care, educational or personal events that may negatively affect their well-being. Decompressing after such situations, through conversation with peers, mentors or family, and self-care activities, can increase resilience.

Well-being: Well-being is the multifaceted nature of physicians' physical, mental, and emotional health and wellness. Each type of well-being, as defined by the American Medical Association (AMA) is listed below:

- **Emotional** well-being involves awareness and acceptance of feelings and includes the degree to which one feels positive and enthusiastic about life. Related behaviors include the assessment of limitations, the development of autonomy, and the ability to cope effectively with stress.
- **Spiritual** well-being is related to one's search for meaning and purpose in human existence—the belief and reliance on something larger than ourselves. When there is spiritual wellness, actions are consistent with one's beliefs and values, although spiritual wellness is not limited to organized religion.
- **Physical** well-being goes hand in hand with the need for physical exercise, the desire to learn about diet and nutrition, and the avoidance of tobacco, drugs, and excessive alcohol consumption.
- **Social** well-being is the result of maintaining healthy relationships with other people, especially those in a support system. Setting aside time for relationships (whether with family, friends, a significant other, etc.) is important, especially during this challenging phase of your career.
- **Financial** well-being involves feeling secure in day-to-day activities and being prepared for unexpected events. Having a good handle on finances and acting to resolve any debt will improve a person's overall financial well-being.
- **Intellectual** well-being focuses on expanding overall knowledge and skills, as well as creativity. Setting aside time to pursue personal interests and explore curiosity will help with problem-solving and overcoming challenges.

III. Policy Statement

Mental, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician and require proactive attention to life inside and outside of medicine. Overall wellness incorporates balance between the emotional, spiritual, physical, social, and financial aspects of life; results in a sense of accomplishment, satisfaction, and belonging; and provides protection from the unique demands of medical training and beyond. Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses. Self-care and responsibility to support other members of the health care team are important components of professionalism; they are also skills that must be modeled, learned, and nurtured in the context of other aspects of training.

Residents/Fellows and faculty members are at risk for burnout and depression. Physicians and all members of the health care team share responsibility for the well-being of each other. A positive culture in a clinical learning environment models constructive behaviors, and prepares residents/fellows with the skills and attitudes needed to thrive throughout their careers.

Resident and faculty members' physical, mental and emotional well-being is of paramount importance to the KCU-GME Consortium and our ACGME-accredited training programs. Residents/Fellows and faculty are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth.

Programs must pay attention to scheduling, work intensity, and work compression that impacts resident/fellow well-being.

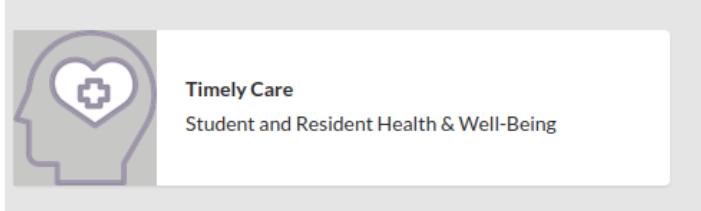
Programs must evaluate workplace safety data and address the safety of residents/fellows and faculty members.

Programs must abide by this policy or have their own Well-being policy that encourages optimal resident/fellow and faculty member well-being. The policy ensures:

- Residents/fellows are given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
- Residents/Fellows are provided access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
- Allows an appropriate length of absence for residents/fellows unable to perform their patient care responsibilities due to fatigue, illness, family emergencies, and medical, parental, or caregiver leave.
- Coverage of patient care and ensure continuity of patient care in a circumstance a resident is unable to attend work.
- Implementation without fear of negative consequences for the resident/fellow who is or was unable to provide the clinical work.
- Transportation options for residents/fellows who are too fatigued to drive home.
- Include or provide reference to the wellness resources below.

IV. Wellness Resources

All residents/fellows have the following resources and programs available to them in addition to what their employer may provide. Faculty also have access to most of the resources and programs below.

ACGME AWARE Well-Being Resources	<ul style="list-style-type: none">• A suite of resources that focus on individual strategies for cognitive skill building, includes a video workshop, podcasts, and the ACGME AWARE app• https://dl.acgme.org/pages/well-being
Timely Care	<ul style="list-style-type: none">• A suite of resources that provides residents with 24/7 access to confidential physical and mental health resources via video, phone, or video chat appointments, including:<ul style="list-style-type: none">• Medical Now• Prescriptions• Psychiatry• Counseling• On-Demand Yoga/Meditation• Health Coaching• Peer Community• https://login.kansascity.edu/• Login and then click on the Timely Care icon 
KCU Counseling Resources	<ul style="list-style-type: none">• Access to on-campus counseling services provided by licensed psychologists and therapists, available at https://kansascity.medicatconnect.com/• Access the KCU Counseling Resources CANVAS page at https://www.kansascity.edu/ using your KCU username and password. Select CANVAS, then Counseling Resources
Well-Being Index	<ul style="list-style-type: none">• Tool to help residents/fellows better understand their overall well-being and areas of risk, as well as provide access to local and national resources.• https://www.mywellbeingindex.org/signup; Invitation Code: 4330

State Medical Association Physician Assistance Programs	<p>Programs to assist physicians experiencing difficulties in their personal or professional life. State programs include:</p> <ul style="list-style-type: none"> • Colorado: Colorado Physician Health Program- https://cphp.org/ • Florida: Professionals Resources Network (PRN)- https://flprn.org/ • Indiana: Indiana State Medical Association Physician Assistance Program- https://www.ismanet.org/ISMA/Education/PAP/Physician_Assistance_Program.aspx • Missouri: MU Physician and Health Professional Wellness Program - https://www.muhealth.org/conditions-treatments/wellness-programs/physician-health-professional-wellness-program
Physician Support Line	<ul style="list-style-type: none"> • 1-800-409 0141, or www.physiciansupportline.com
Calm	<ul style="list-style-type: none"> • Free resource to improve your health and happiness. https://www.calm.com
Headspace	<ul style="list-style-type: none"> • Free resource for meditation, sleep, stress, and mindfulness. https://www.headspace.com

Approval by GMEC: 04.04.2025; 02.02.2024; 06.02.2023; 05.11.2022; 06.04.2021; 06.05.2020; 05.03.201; 01.11.2019; 06.18.2018; 03.08.2018; 06.02.2017; 05.27.2016; 07.01.2015