

## UND Family Medicine Residency, Fargo Wellness for Resilience and Longevity

### Objectives:

1. To promote a learning environment that values personal wellness.
2. To provide opportunities within the academic year to allow individual time to attend to personal wellness needs.
3. To encourage and foster a sense of work-life balance for current and future resilience.
4. To acknowledge the need for creating safe boundaries in which to practice.
5. To work on developing skill sets around motivational interviewing and agenda setting for patient care.

### Goals and Expectations:

Residents will be active participants in a multi-faceted, longitudinal experience throughout their years of study which will focus on developing skills aimed at creating, promoting, and fostering a work-life balance. This balance will look different for each participant, but it will include core elements that focus on aligning personal values with work settings in order to lay the ground for longevity.

### Curriculum:

1. A Wellness Committee, with representation from all three years of residents, will be established with sponsorship from the program director and identified behavioral health professionals. The membership will change accordingly with graduations and new academic years. Meetings will occur, at minimum, quarterly and minutes will be taken and submitted to the program coordinator for safe keeping.
2. The Wellness Committee will be responsible for organizing and promoting four wellness didactics throughout the year to be set up by the program coordinator with attention given to prioritize attendance.
3. Wellness didactic topics will be determined by the Wellness Committee and approved by faculty. All topics need to address and/or support the above objectives.
4. Wellness didactic days will be half days, from 1-5, as set up by the program coordinator. Residents will be asked to report their attendance as with all other didactic sessions and count them towards their duty hours. Faculty will make all reasonable efforts to ensure resident attendance on these days.
5. The Family Medicine Wellness meetings will also occur monthly led by the behavioral health professional identified by the program. Topics will be chosen and set up in advance by the behavioral health leader. All residents are expected to attend and participate.

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6. Wellness events will be held twice a year by the Wellness Committee to attend on a voluntary basis. There will be no attendance taken and no expectations set for participation. These are meant to be more inclusive of those who foster and create wellness for the residents outside of clinic and hospital settings.
7. Wellness Days will be provided to each resident on a quarterly basis. These days will be reported as logged hours and are meant to be used for personal wellness, as determined by the resident taking them. They may not be added to the front or back of CME or vacation days. A minimum of seven days' notice must be given to the program coordinator to allow for communication with regards to schedule changes. These days are to be taken during electives only. For those residents who do not have an elective every quarter, allowances will be made during rotations as deemed fit by faculty. These days will not count towards vacation or sick time. It is meant for wellness.

### **Assessments:**

In order to measure and track the effectiveness of this curriculum, we will continue to look at the resident survey with the hopes of improving scores around items focused on wellness, engagement, and resident fatigue. We will keep track of attendance and perform real-time surveys around didactics, with the intent to pay attention to current resident issues and concerns.