

NEUROLOGY RESIDENCY PROGRAM
Resident Wellness Half Day Policy
University of North Dakota School of Medicine & Health Sciences (UNDSMHS)
Academic Year: 2023-2024
Revised April 25, 2022

A. Purpose

The purpose of this policy is to build on the program's Wellness curriculum and to allow residents to attend to their personal health and wellness, including medical, dental, and mental health appointments, at least quarterly. Residents will receive four wellness half days per academic year in addition to their vacation and sick leave, of which they ideally will use one per quarter (July-September, October-December, January-March, and April-June).

B. Application

This policy applies to all residents in the UND Neurology residency program.

C. Policy

This policy outlines the resident wellness half day guidelines.

Each resident will receive four wellness half days, per academic year. Ideally, residents will use one half day per quarter in the academic year, but this can be exempted if the residents schedule prevents using a wellness day during one quarter. These days will be tracked separate from sick and vacation time. Residents are in charge of scheduling their wellness days by informing the Program Coordinator and Program Director of the date they wish to have off, by requesting it through QGenda. The Program Coordinator will then approve or deny the request based on the following guidelines:

- Prior to using a wellness day, advance notice of at least 30 days, wherever practicable, should be provided to the Program Coordinator and Program Director, to ensure that the supervising faculty service attending has ample notice and so coverage can be found, when needed.
- Residents may not schedule a wellness half day when they are on-call, when they are assigned to the Neurology Resident Continuity Clinic, or during mandatory academic didactic half days.
- Residents may be asked to provide alternate days/times for use of wellness half days where appropriate to accommodate the needs of the program.

Unlike sick leave, wellness days are earned quarterly; they may not be accrued (must be used in the quarter of the year they are earned, unless scheduling does not allow) or carried over to subsequent training years; and they may not be used to extend any other type of leave (vacation; sick or FMLA; conference/educational).