

**Hematology and Oncology Fellowship Program**  
**Policy for Fellow and Faculty Member Well-Being**  
**University of North Dakota School of Medicine & Health Sciences (UNDSMHS)**

**Purpose of Policy**

This policy defines the ways in which Fellows are supported in their efforts to become competent, caring and resilient physicians while completing Accreditation Council for Graduate Medical Education (ACGME)-accredited training programs at UND Hematology and Oncology Fellowship Program.

**Policy Scope**

This policy applies to all Fellows, Faculty, Program Directors, Program Coordinators, and Graduate Medical Education (GME) staff who participate in the ACGME-Accredited post graduate medical education training program within the UND Hematology and Oncology Program.

**Definitions**

In the current health care environment, fellows and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical to the development and maintenance of the competent, caring, and resilient physician. Self-care is an important component of professionalism and high-quality patient care; it is also a skill that must be learned and nurtured in the context of other aspects of residency training.

**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.

**Fellow:** Any physician in an ACGME-accredited graduate medical education program.

**Resilience:** The ability to withstand and recover quickly from difficult conditions or situations. During training, Fellows may face difficult patient care, educational or personal events which have the ability to 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:** Refers to the state of being healthy, happy and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting plenty of rest and connecting with others, is beneficial.

## **Policy**

Fellows' physical, psychological and emotional Well-being is of vital importance to UND Hematology and Oncology Fellowship Program and our ACGME-accredited training programs. Fellows are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth. To that end, we provide the following strategies to support trainee health, Well-being and Resilience:

## **Institutional Support**

- UND and Sanford Employee Assistance Programs (EAP): Confidential and free counseling services which include relationship issues, emotional health issues, drug and alcohol issues, work place issues, financial issues, legal issues, wellness, educational programs, and 24/7 telephonic crisis counseling.
- Occurrence Reporting: Patient and employee safety reporting for actual events and near misses.
- Fellows have access to healthy food and beverage options along with sleeping quarters.
- Fellows and Faculty have security and personal safety measures in parking facilities, on-call quarters, hospital and institutional grounds, and related clinical facilities.
- Fellows and Faculty have educational materials to support patient care in the working environment.
- Both faculty and fellows have access to multiple well-being activities and resources through the sponsoring and core institutions. Fellows have access to physical fitness activities both off and on site and are encouraged.

## **Graduate Medical Education Support**

- The UND GME and Sanford GME offices are a safe place where Fellows can ask for and receive help with various needs including academic counseling, coaching, and mentoring.
- The Sanford GME office sponsors an annual Fellow and Faculty appreciation team based event where Fellows and Faculty have the opportunity to participate in wellness activities and shared meals.
- Physician Recruitment delivers meals free of charge quarterly to the Fellow lounges.
- Fellows may take advantage of free taxi service to and from the hospital in the event that they are too fatigued to drive home after a clinical shift.
- Provide PDs with resources to educate faculty and trainees about the symptoms of burnout, depression and substance use and their avoidance.
- Identify resources for trainee burnout, depression and substance use.
- The Sanford GME office has a physician well-being programming offered annually which includes: 1) A pre-session invitation to complete the MBI (22 question work environment assessment) to all of the fellows and the specialty's faculty doctors. 2) Followed by a 60-90 minute session with the fellows and faculty to provide wellbeing material and review the results of the MBI.

- Encourage trainees and faculty members to alert designated personnel when they are concerned about a community member who is displaying signs of burnout, depression, substance use, suicidal ideation or potential for violence, or who is not proactively engaging in self-care.
- Ensure that programs have sufficient back-up plans to provide patient care in the event that a trainee is unable to perform their patient care responsibilities.
- Provide a way for fellows to report unprofessional behavior and a respectful process for reporting, investigating and addressing such concerns.

### **Program Support**

- Paying attention to trainee schedules to look at work intensity and compression factors.
- Allowing trainees to attend medical, dental and mental health care appointments, including those scheduled during work hours.
- Educating trainees and faculty about burnout, depression and substance use, and their avoidance.
- Teaching and nurturing self-care practices, an important component of professionalism and high-quality patient care.
- Providing a respectful, professional and civil environment that is free from mistreatment, abuse or coercion. There should be education in place about professional behavior and a confidential process for reporting concerns.
- Learning self-care is an important component of professionalism and patient care, and trainees have a responsibility to themselves and to their patients and programs to ensure that they are fit for work through behaviors such as: Proactive self-care, and modeling of healthy lifestyles and behaviors for patients, students, and colleagues.
- Impairment recognition and notification, either from illness, fatigue and substance use in themselves, their peers and other members of the health care system.
- Time management surrounding clinical assignments
- Lifelong learning
- Performance improvement indicator monitoring
- Reporting duty hours, patient outcomes and clinical experience (such as case logs)

### **Additional Resources**

- UND GME policies via website: <https://med.und.edu/policies/medical-fellows.html#d20e84-1>
  - Campus Resident Advocate
  - Concerns and Complaints
  - Resident Work Environment
- Sanford GME policies via website: <https://navexsql.sanfordhealth.org/dotNet/documents/?docid=63014> Employee Assistance Program (EAP)

