

**West Virginia University School of Public Health**  
**Graduate Medical Education Policy on Well-Being**  
*(IR III.B.7)(a-c), IR III.B.7.c)(1-3), IR III.B.7.d)(1-2)*

Purpose:

The well-being of residents in the School of Public Health (SPH) is a priority. The Program Director (PD) will monitor and assess each resident for evidence of burnout, depression, substance abuse, fatigue and behavioral changes which may include, but are not limited, to moodiness, self-neglect, poor hygiene, and abrupt declines in academic or clinical performance and/or disruptive, uncooperative, contentious behavior.

Each July, during new resident orientation, the PD will ensure that each resident as well as all key clinical faculty and participating site preceptors are aware of the importance of monitoring, how to access the resources described further below, and how to report mistreatment. These topics will be discussed during the resident quarterly evaluations. The Program Manager will monitor work hours via the EValue system, whereby the resident submits his work hours.

Since all residents are credentialed for clinical practice through West Virginia University Hospitals, Inc. (WVUH), the policy brought forth by the WVUH Practitioner Health Committee is applicable.

In order to assure the safety of patients, co-workers and trainees WVUH will address all reports of impaired or possibly impaired performance of Practitioners. WVUH will also strive to maintain the confidentiality of any and all individuals who may report any observed impairment or possible impaired performance of any practitioner(s) affiliated with the hospital. Impairment may be due, but not limited to physical, and/or mental/behavioral problems, including drug and alcohol use, misuse and/or abuse. All assessments, evaluations and treatment recommendations received by the Practitioner Health Committee shall be confidentially maintained under the peer review privilege, except as limited by regulation, ethical obligation, Medical Staff Manuals, and/or threat to patient safety. Practitioners referred to in this policy include, but are not limited to, faculty credentialed by WVUH, fellows, residents, interns and all allied health professionals. *See also Policy on Physician Impairment.*

Processes:

**Emotional Health:**

During Orientation, all incoming residents attend lectures related to the practitioner health program, symptoms of burnout, substance abuse, and mental health.

Resources to be discussed with both faculty and residents consist of:

Counseling and behavioral health services:

*Meeting with the Hospital Chaplain*

The WVU Medicine Chaplain will meet with the residents during orientation and review what is offered to staff and residents as well as what spiritual care and education is offered to patients in terms of wellness. These meetings will not include a discussion of any specific religious beliefs unless this topic is raised by the resident. The Chaplain is also available for one-to-one counseling and can be reached by calling 304-598-4185 [spiritualcare@wvumedicine.org](mailto:spiritualcare@wvumedicine.org)

*FSAP*

The Faculty and Staff Assistance Program (FSAP) <http://www.hsc.wvu.edu/fsap/home/> is a free confidential problem-solving resource for residents as WVU employees and their family members. This program provides a safe place to sort through problems and determine the best resources available. FSAP is designed to help meet the challenges presented by such problems as stress, family concerns, emotional difficulties, parenting issues, etc.

A confidential appointment off campus can be scheduled by calling 304-293-5590.

None of the information discussed during meetings with either FSAP or the Chaplain will be shared with the GME office, or with the trainee's program, unless there is a grave concern regarding fitness for duty or for the trainee's personal safety. If this happens, the information will be shared with the DIO and the trainee's Program Director for the sole purpose of assuring that appropriate help is provided to the trainee at risk.

**Physical Health**

The Wellness Center, as well as the WVU Recreation Center, offers to residents and their dependents a wide variety of opportunities. Residents are encouraged to make use of these resources as well as the classes on fitness, burnout mitigation, meditation and mindfulness, etc. For more information contact the Wellness department at 304-293-2520 or [wellnesscenter@hsc.wvu.edu](mailto:wellnesscenter@hsc.wvu.edu) and the Recreation Center at 304-293-7529. <http://campusrecreation.wvu.edu/fitness>.

Residents should establish with a Primary Care Physician. This physician should not be a peer. A list of PCPs can be found at WVU links listed below or inquire with a coworker for suggestions.

- WVU Family Medicine: <https://medicine.hsc.wvu.edu/fammed/>
- WVU Internal Medicine: <https://medicine.hsc.wvu.edu/medicine/sections-of-medicine/general-internal-medicine/>

Residents will not be discouraged from scheduling appointments with physicians, dentists, or other healthcare providers.

Residents will be discouraged from working when physically ill. The resident should contact both the Program Manager and Clinic Director so that coverage can be made.

Residents in obvious crises:

- will be removed from clinical duties immediately
- a mandatory FSAP appointment will be scheduled within 48 hours
  - Residents should not return to work until FSAP has deemed it appropriate
- A drug and/or alcohol screen should be considered based on the situation which can be completed at Employee Health same day
- If there is concern for resident safety, the Program Director or their designee should take the resident to the ED for an immediate evaluation

### **The West Virginia Medical Professionals Health Program (WVMPHP)**

The WVMPHP was developed and is committed to the safety of the public by promoting the physical and mental well-being of WV healthcare providers. Legislative changes brought about Senate Bill 573 in March 2007. This Bill authorizes the WV Board of Medicine and the WV Board of Osteopathic Medicine to designate programs in which physicians, podiatrists, and physician assistants may be monitored while they pursue treatment and recovery for alcohol abuse, chemical dependency or major mental illness; enrolling on a voluntary basis without being subject to disciplinary action if the person complies with the goals and restrictions of the program.

<http://www.wvmphp.org/>

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