

Department of Obstetrics & Gynecology  
Faculty Wellness and Fatigue Mitigation Plan

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Department Wellness Champion: Dr. Kathleen Kennedy

Wellness Champion Goals:

- To identify local wellness challenges and ways to address these challenges
- To share best practices and resources
- To tailor education about wellness to the needs of the OB-GYN Department

This department plan is based on the Stanford model of professional fulfillment. This model is available at <https://catalyst.nejm.org/physician-well-being-efficiency-wellness-resilience/>. Quotes and references are from this paper.

**EFFICIENCY OF PRACTICE:**

“Efficiency of practice is defined as the value-added clinical work accomplished divided by time and energy spent. Factors that contribute to physicians’ efficiency of practice include workplace systems, processes, and practices that help physicians and their teams to provide compassionate, evidence-based care for their patients.” OB-GYN plans to address the following items related to Efficiency of Practice:

- Standardization of processes
- Regular team huddles/meetings/etc to facilitate communication
- Protected administrative time
- Skills training during protected time (division meetings, etc.)
- Simplify EMR use
- RESIDENTS:
  - Process for transitioning care when fatigued.
    - The changes made to our schedules and resident coverage plan are designed to minimize the risk for fatigue (see Department SOPs for more detail)
    - Coach residents that when fatigue occurs it is a patient safety issue and they have the duty to report to their chief resident or attending.
    - Supervisors can choose to send the resident for a nap or send them home. If sent home, the residents on the service can choose to cover for their fatigued colleague or have access to call in a back-up resident or back up attending as needed.
  - Strategic napping for residents on 24 hour call shifts and night float.

**CULTURE OF WELLNESS:**

“Culture of wellness is defined as a set of normative values, attitudes, and behaviors that promote self-care, personal and professional growth, and compassion for colleagues, patients, and self. Health care organizations that recognize physician well-being as a vital quality

indicator will monitor and attend to it with sustained resourcing and an accountability structure that includes both clinical and administrative leadership. They will select leaders who exhibit characteristics and skills associated with the promotion of well-being and professional fulfillment and will support the development of those skills when there are gaps.” OB-GYN plans to address the following items related to developing a Culture of Wellness:

- Faculty, residents and fellows have 24/7 access to their offices/work areas. The resident work space was recently re-designed by the residents and then remodeled in 2017. The department has committed to remodeling all faculty offices by 2022 allowing faculty to design their own spaces.
- Faculty, residents and fellows have 24/7 access to the fitness centers on campus. This includes a gym on the medical campus and the full scope fitness center on Main Campus. The latter includes swimming/pool access and outdoor running/walking areas.
- Faculty, residents and fellows have access to healthy food options on campus. This includes healthy choices at the hospital cafeteria as well as a Happy Heart Bistro on campus.
- Didactic sessions on wellness topics including financial, intellectual and social wellness.
- Faculty annual reviews specifically request feedback on wellness and burnout. Feedback from faculty is then addressed at the division level and department wide as appropriate.
- Make meetings meaningful to include wellness items, recognition, time for reflections, etc.
- RESIDENTS:
  - Residents have two wellness days as part of their yearly benefits. These are scheduled far in advance to allow residents the opportunity to schedule health care visits. The second day is scheduled at their choosing. They are encouraged to use these for continued self-care.
  - Robust peer and social support networks for residents. The program hosts multiple social activities throughout the year that give residents, faculty and all of their families time to meet, mingle and develop supportive relationships.
  - Faculty cover for residents and the Department funds a yearly 1.5 day resident retreat where wellness activities and socializing take place.
  - Workshop for residents on personal wellness habits
  - Wellness education is incorporated into the curriculum without a decrease in traditional education time.
    - Introduced topics such as yoga, kickboxing, massage, meditation, reflective writing, mindfulness-based stress reduction, animal therapy, etc.

#### **PERSONAL RESILIENCE:**

“Personal resilience is defined as the set of individual skills, behaviors, and attitudes that contribute to personal physical, emotional, and social well-being — including the prevention of burnout. It is vitally important, in our inherently stressful profession, that physicians internalize a professional duty to pursue these healthy personal behaviors. Messages linking physician wellness to clinical care outcomes may be critically important to attenuate medical culture

norms that characterize self-care as selfish. When cultural norms support self-care and clinical practice efficiency allows sufficient time margins for self-care, physicians are likely to strengthen their own personal resilience.” OB-GYN plans to address the following items

- Devote meeting time for wellness training (time management, exercise, conflict management)
- Promote UNM programs that support resiliency and wellness
- Reminders on how to access care (health, mental, massage, acupuncture, etc.)
- UNM policies on observing religious customs, pregnancy, vacation, etc.
- Faculty, residents and fellows have 24/7 access to the fitness centers on campus. This includes a gym on the medical campus and the full scope fitness center on Main Campus. The latter includes swimming/pool access and outdoor running/walking areas.
- The Department participates annually in the Duke City Marathon and encourages faculty, residents, fellows and staff to field relay teams.
- The Department hosts several parties each year—Christmas party, recognition events, new faculty reception to provide venues for sociability.
- RESIDENTS:
  - Residents have scheduled counseling sessions once each quarter. Each resident has protected time to attend these wellness sessions where they can focus on debriefing difficult patient encounters, work on refining communication skills or on their own personal wellness goals.