



# From Idea to Impact: Raising Voices of Wellness at University of Utah Health

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AMA  
CMA  
BMA



# The Idea...

- Spring 2015 – Wellness Committee
- Proposal
- A wellness coordinator and director hired in Summer of 2016



# GME Wellness Office

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- Our Mission:
  - Ensuring that residents and fellows remain physically, mentally, emotionally, and spiritually healthy while completing their training program.
- Our work can be conceptualized in two main parts:
  - Prevention
    - Personal Wellness Strategies
    - System Level Strategies
  - Recovery

# Prevention (Personal Level): Workshops

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- 67 Workshops over last fiscal year:
  - Stress Debrief Groups
  - Personal Wellness Strategies
  - Mindfulness
  - Suicide Prevention
  - Working in Teams

# Prevention (Personal Level): Mindfulness

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- MBSR Course
  - Scholarships to MBSR
- Workshops on mindfulness
- Scholarships to Wellness Retreat with mindfulness and communication experiences – narrative writing and interpersonal



**“I think the ‘martyrdom’ myth is perpetuated in medical training and having young kids I have also felt pressure to not spend too much time worrying about myself. In fact, dedicating the time to this course and a Sunday caused me a lot of guilt. After the retreat however, the clarity and presence I felt was wonderful on a personal level, but I notice the way I interacted with my kids and wife, how I was present with them, how much calmer I felt was a sufficient return on that investment in time.”**

# Prevention (System Level): Appreciation Campaign

## GME Wellness Campaign for Gratitude and Appreciation!

### What you can do?

When you see or hear any of the following about your fellow trainees:

- They go out of their way to help you/others
- Great teaching
- Received a compliment
- They are having a hard day/week/case/life, etc.
- Have a great attitude
- Gives excellent care to a patient
- Struggling/needs a pick me up
- Others (e.g. extra stress, job seekers, test takers, new parents, etc.)

Provide us some details and we'll send them something to make their day.

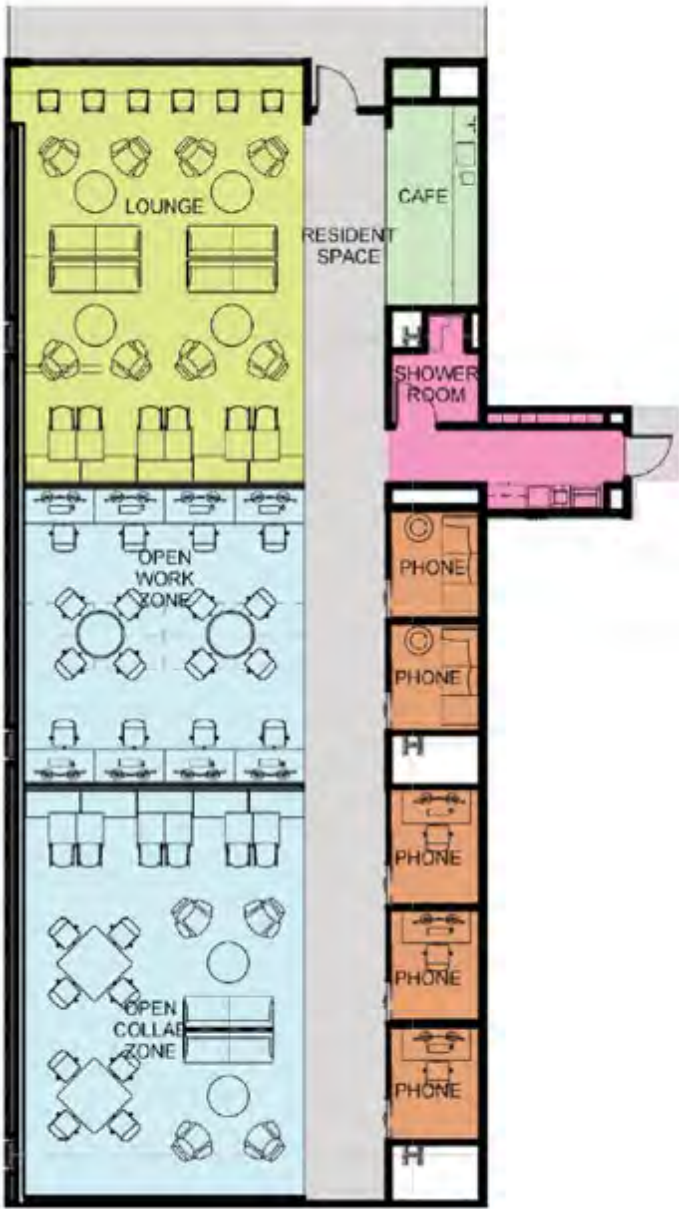
Email [Amy Armstrong](mailto:amy.armstrong@utah.edu) with the name of the resident or fellow to be recognized.

*The absence of positive job features (e.g. autonomy, recognition for one's work and utilization of skills) may be more important in causing burnout than the presence of negative characteristics (e.g. overload). (Kushnir & Cohen, 2008)*



- Campaign for Gratitude and Appreciation
  - “It says a lot about the University of Utah that you reached out, and I feel so lucky to be a part of this University.”
  - “Thank you again for making my week!”
- Newsletters

# Prevention (System Level): Resident Touch-down Space



# Prevention (System Level): Policy Changes

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- Vacation Policy: amended so that trainees receive 5 additional days of personal/professional development time.
- Encouraged programs to create opportunities for trainees to attend medical, mental health, and dental care appointments in fulfillment of ACGME Common Program Requirement VI.C.1d).(1)



# Prevention (System Level): Wellness Champions

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- Every Core Residency Program has Wellness Champions
  - Network of 53 GME Wellness Champions

“At the end of my career I’ve discovered that this is what makes my job worthwhile”  
Faculty GME Wellness Champion

# Prevention (System Level): Wellness Initiatives & Grants

Program	Match Grant	Description
Pathology	Yes	Creating ergonomic work spaces; photo contest, prints & massage chair for work room
OB/GYN	Yes	Wellness week with themed activity for each day, including Physical, Emotional, Spiritual, Social, & Environmental
Plastic Surgery	Yes	Team building activity (Paint night with residents & partners)
IM/EM/Neurology	Yes	3 service activities (RMH meal prep/Clothing drive/Trail clean-up)
Internal Medicine	Yes	4 didactic sessions dedicated to wellness; Healthy snacks in workrooms; rock-climbing team building
PM&R	Yes	6 didactic wellness sessions & 6 debrief groups; 2 wellness retreats
Neurosurgery	Yes	Monthly activities themed on Socialization, Communication, Service, Mindfulness, Personal Responsibility, Endurance, Critical Thinking, Trust, Mutual Respect, Innovation, Teamwork, and Diversity
Anesthesia	Yes	Wellness Retreat; Mindfulness Series; Day in the Life of a Resident
General Surgery	Yes	Regularly stocked healthy snacks and drinks for resident call room
Family Medicine	No	1st & 2nd year wellness retreat; Intern support group; Resiliency and Recovery debrief group; Community outreach activities; Peer mentors; Extra hour of admin time created each week on didactic day
Ophthalmology	No	Creation of 2 half-days/month of admin time; 1x/month Wellness series
Neurology	No	Monthly Wellness Rounds; Social activities

# GME Wellness Dashboard



# Recovery: Peer Support

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- A Resident/Fellow involved in litigation, a negative outcome, or other stressful event will be contacted with an offer for peer support.
- An option to opt out is given
- If no opt out then a trained resident from another program will make contact to set up a phone or in-person meeting giving space to talk.
- Private & protected conversation.

# Recovery: Mental Health Resources

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- Wellness Coaching
- Test Anxiety
- Mental Health
- EAP

Taking care of  
yourself through self-  
care or with the help  
of others is an act of  
strength!



# Questions?

