




RESEARCH & EDUCATION FOUNDATION

Policy:	Fellow/Resident Well-being Policy	
Effective Date:	August 1, 2020	
Approved By:	GMEC Approval	July 20, 2020
	Hong Potomski, DIO & Executive Director	 Hong Potomski (Aug 10, 2020 13:55 CDT)

AREF Fellowship Programs Fellow/Resident Well-being Policy

Scope and Purpose

Fellowship programs are demanding and require remarkable time commitments, mental strength and many high-stress situations. The program provides non-clinical social events, minimizes non-physician obligations, provides sufficient administrative support, promotes progressive autonomy and flexibility and enhances professional relationships. The Program Director(s) provide support and mentorship in helping fellows/residents with their individual next professional career steps.

Non-Clinical Events

1. The program hosts social events in an effort to provide a time for fellows/residents to decompress and promote team building at the same time.
2. These events vary with dates and venues.
3. The fellows/residents are under no obligation to discuss clinical or work-related activities during these events and are encouraged to utilize the time to socialize with peers and administrative program staff.

Administrative Support

1. A 1.00 FTE Fellowship Program Manager is employed by AREF and is dedicated to the fellows/residents' administrative support, Program compliance and overall business of the program.
2. The Manager is available in-person during regular business hours, and is available via text, phone, and/or email during reasonable off hours.
3. The Manager assists in fellow/resident license renewals, expense reimbursements, scheduling, document notarization and other program-relevant fellow/resident needs.
4. Clinical administrative support is provided by appropriate clinical staff, including ATCs, nurses, medical assistants, office managers, etc.
5. During a natural disaster or other interruption in patient care, administrative support is provided onsite by appropriate clinical staff
6. During a natural disaster or other interruption in patient care, non-clinical administrative support is provided by the Program Manager and other AREF staff as needed

ACGME Requirement Compliance

1. The Program strictly adheres to all ACGME Wellness requirements, including:
 - a. Clinical Work and Education Hours
 - b. Fatigue mitigation recognition and Transition of Care processes in place
 - c. Wellness, Burnout, Substance Abuse, Depression education
 - d. Fellows/residents can attend personal wellness appointments during work hours
 - e. Fellows have access to an Employee Assistance Program (EAP) through employment with Baptist Health Care
 - f. Fellows/residents have access to self-screening tools for wellness via the ACGME resources page





Policy - AREF GME Fellow Wellness

Final Audit Report

2020-08-10

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