

Stress Management, Resilience, and Impairment

Purpose

It is our belief that residents should be able to receive their training and contribute their skills without paying a high cost in personal health and well-being. Residency staff are well aware that residency offers not only challenges but stresses as well, and each staff member is available to talk with individual residents experiencing difficulties. In addition, the program offers several components designed to provide a format for managing and responding to resident stress.

Background

References

Responsibilities

Resources for Stress Management

1. **PA Resident Advisor:** Each resident is assigned a preceptor. The preceptor serves as a resident advocate. They are also encouraged to work with residents on adjustment/stress issues.
2. **Emergency Medicine faculty coordinator for stress management:** Rachel Dahms, MD. There are repeating lectures within the curriculum addressing sleep, wellness, mental illness, chemical dependency, and resilience.
3. **Resident Assistance Program (RAP):** The Resident Assistance Program is an employee assistance program designed specifically for residents and provided by the University of Minnesota Medical School. The U of M has contracted with an agency called Process Dynamics to provide RAP services. The RAP is for anyone in the family. The services cost nothing for the initial assessment. Referrals are then made by Process Dynamics which are often covered by health insurance. Examples of issues: depression, debts, stress, career choice, relationships, family issues. Call RAP anytime at 651-430-3383.
4. **Physicians Serving Physicians (PSP):** PSP is an organization designed to assist physicians and their families in dealing with issues around chemical abuse or dependency. Contact can be made with Diane Naas at 952-920-5582 for further information. The residency is always prepared to respond to individual needs, and we invite you to bring these up at any time with your advisor or any other staff member.

Residents are encouraged to address concerns or issues with any faculty, with the residency directorship, or via the resources above.

The medical director reserves the right to intervene on suspicion that a resident has a chemical dependency or mental illness that is affecting performance. Further evaluation may be encouraged or mandated.

The residency director also reserves the right to pull a resident from clinical duty at any time as deemed prudent.

Policy

Procedures

Date Last Updated: April 30, 2014