

# 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 faculty members are 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.

## *Resources for Stress Management*

1. **Resident Advisor:** Each resident is assigned an advisor. The advisor serves as a resident advocate. They are also encouraged to work with residents on adjustment/stress issues and other academic and non-academic concerns. Assignments are made for the EM-1 year. Residents wishing to change advisors for personal or professional reasons after the EM-1 year can do so once yearly.
2. **Emergency Medicine faculty coordinator for stress management:** Cullen Hegarty and the operational assistant program director. There are repeating lectures within the curriculum addressing sleep, wellness, mental illness, chemical dependency, and resilience. Faculty coordinators can also serve as advocates and to direct residents to appropriate resources when needed.
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 RAP can be utilized by anyone in the resident's immediate 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. Website: <http://www.med.umn.edu/gme/residents/rap/home.html>
4. **Physicians Serving Physicians (PSP):** PSP is an organization designed to assist physicians and their families in dealing with issues relating to chemical abuse or dependency. Contact can be made at 952-920-5582 for further information. Website: <http://psp-mn.com/>
5. **Regions Hospital Employee Health and Wellness resources:** Regions Hospital has a robust employee assistance program, a wellness at work clinic, and a center for employee resilience, in addition to other resources. Information is available through [myPartner.healthpartners.com](http://myPartner.healthpartners.com)

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

The residency program director reserves the right to intervene on suspicion that a resident may be impaired due to chemical dependency, mental illness, or acute stress. Further evaluation may be encouraged or mandated.

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

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