

Stress Management, Resilience, and Impairment

Purpose

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

Resources for Stress Management

1. **PA Fellow Advisor:** Each fellow is assigned an advisor . The advisor is chosen from the preceding PA fellowship cohort. The advisor serves as a fellow advocate. They are also encouraged to work with fellows on adjustment/stress issues.
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. The PA fellowship program faculty and coordinator can also serve as advocates and to direct fellows to appropriate resources when needed.
3. **HealthPartners Employee Assistance Program:** As an employee of HealthPartners, the PA fellows have access to the HP Employee Assistance Program (EAP). This is a confidential program available 24/7 that offers resources for financial guidance, legal support, grieving and loss, adoption, drug and alcohol abuse, physical and emotional abuse, managing stress, marital and family challenges, parenting tips, and more.

Contact information:

- a. Call a counselor at 866-326-7194
- b. Text "US HPEAP" along with your name, company and contact number to 919-324-5523
- c. Access resources on-line at hpeap.com. Password: regions

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

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

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