

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. **Physician Wellness Collaborative:** The Physician Wellness Collaborative is a program of Physicians Serving Physicians. PSP was established in 1981 by a group of physicians in recovery to help other physicians with substance use disorders and their families. PWC expands upon over 35 years of successful peer support to address common challenges physicians face throughout their medical career. The PWC can be utilized by anyone in the resident's immediate family. As fellow physicians, we understand the pressure points of the job. We're here 24/7 with referral to professional clinical counseling to help MN physicians, residents, medical students and their families get to a healthier spot. We also provide peer to peer support. Up to eight counseling session per issue at no cost to the individual or their family member. Examples of issues: depression, debts, stress, career choice, relationships, family issues. Call PWC anytime at 612-362-37473383. Website: <http://www.pwc-mn.org>
4. **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

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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